



## ROCANDA ENTERPRISES LTD.

# MODERN SLAVERY ANNUAL REPORT 2025

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### 1. COMPANY OPERATION AND ORGANIZATIONAL STRUCTURE

Rocanda is a chemical manufacturer and distributor, primarily servicing downhole completions for hydraulic fracturing sites within the oil and gas industry. Rocanda maintains a relatively small number of key suppliers and commodities, allowing for standardization across the manufacturing process and simplification of its supply chain.

Rocanda maintains a basic organizational structure regarding its supply chain activities. All new and existing supplier relationships are approved and maintained through ownership and the managers for Research and Development and Supply Chain. Rocanda's single owner, Andrew Romocki, maintains full control as required and actively communicates with all of Rocanda's management regarding new and existing suppliers and the vetting process.

Rocanda does not maintain a Board of Directors at this time.

### 2. POLICIES AND PROCESSES

According to the Modern Slavery Act, Rocanda maintains its official policy, first drafted in 2024 and updated in 2025, as a key resource for all employees and available to the public. The Modern Slavery Policy published on Rocanda's website has been reviewed to ensure compliance with the Modern Slavery Act, and will be reviewed again in 2026 prior to the preparation of that years' Annual Report, and subsequently each year after.

### 3. RISK ASSESSMENT

#### Domestic Sources

Rocanda maintains a variety of suppliers domestically, primarily those who have operations in nearby vicinity of Rocanda's operations. These suppliers are largely broken into two main categories: service providers and commodity suppliers. The supply chain associated with service providers, such as those engaged in trucking operations, laboratory testing, or cleaning services, are generally limited to small local companies that have a limited employee base and very minimal exposure to the risk of forced labour and/or child labour. For commodity suppliers, such as mineral oil or base chemistry, Rocanda's primary relationships are with very large corporations with robust training, oversight, and accountability regarding forced labour and/or child labour due to their size and presence in the United States and Canada.

Given the above nature of Rocanda's supply chain domestically, along with the thorough vetting and approval process undertaken with all new suppliers, the domestic sources of risk are considered low. Nevertheless, Rocanda ensures to communicate all expectations with suppliers regarding forced labour and/or child labour, and has received attestations of compliance from all major suppliers regarding their supply chain networks.

## International Sources

Rocanda has a robust and varied supply chain network that includes a significant number of international organizations. As some of these organizations are, at times, operating in countries without as stringent of regulations or oversight as Canada has, it is here that most of our existing risk is present.

The primary risks associated with these international organizations would be at the beginning of their supply chains, such as the farming, harvesting, mining, or otherwise gathering of raw materials used in the production of finished goods, and subsequently the processing of those materials into the first initial products. Lower areas of risk would also include the transport, packaging, and quality control of the various degrees of raw and finished materials.

Based on these risks, Rocanda selects its suppliers carefully, requiring that they adhere to our Modern Slavery Policy, and prioritizing organizations that have a strong track record for eliminating or avoiding the use of forced labour and/or child labour. Preference is given to organizations with internationally accredited certifications of compliance. In addition, Rocanda aims to source from only the highest of quality of material manufacturers and organizations, further reducing the risk exposure faced when sourcing internationally.

## 4. REMEDIATION MEASURES

At the time of this report, no remediation measures have been required of Rocanda, either for recompense of forced labour and/or child labour discovered, or for the loss of income due to elimination of forced labour and/or child labour. No occurrences of either have been discovered in Rocanda's supply chain. Should this change at any time, Rocanda will ensure that proper remediation measures are taken in accordance with federal and international regulation and guidelines, following a complete investigation.

## 5. TRAINING AND REVIEW

With the Modern Slavery Act first coming into effect in 2024, Rocanda has made efforts to educate employees on awareness, accountability, and expectations regarding forced labour and/or child labour. All Canadian Rocanda facilities maintain a posted copy of Rocanda's Modern Slavery Policy, and the most recent annual report for 2025, and all future years, will be distributed to all employees involved in Rocanda's supply chain. Education and awareness of both Rocanda's Modern Slavery Policy and the Federal Government's Modern Slavery Act are required for any employee working in supplier relations or the supplier vetting process.

No instances of forced labour and/or child labour have been brought to Rocanda's attention since Rocanda's official Modern Slavery Policy came into effect in 2024. Each year, Rocanda will reevaluate the risks, verify supplier compliance, and address any issues within subsequent reports.


Rocanda remains committed to maintaining a safe workplace, a secure supply chain, and the elimination of forced labour and/or child labour throughout not only our own networks, but across the globe.



## 6. FINAL ATTESTATION

I, Andrew Romocki, hereby approve this report prepared for 2025 as per Rocanda's Modern Slavery Policy. To the best of my knowledge, all information contained in this report is accurate and up to date.

DATE: May 30, 2025

SIGNATURE: 

Andrew Romocki, President