



# LeTAG

Quarterly report / March 2025



## A word from management

Hello everyone,

The year 2025 is just beginning, and it's clear that it will be marked by instability. Political instability with a new U.S. administration imposing new tariffs and rules that will influence our economy and impact the price of our raw material, steel. The instability associated with an upcoming federal election, the instability of the rules surrounding immigration, not to mention everything surrounding the battery industry...

So we'll have to redouble our efforts to refine our work methods, improve our OHS record and productivity, and keep a tight rein on our overall costs. Every gesture counts, and every gesture will count!

Difficult times must be used to challenge ourselves to become better. We'll continue to invest and innovate - that's how ABF has made its mark and kept it over the years!

Thank you to all the members of this great ABF team!

Marco Fortin, General Manager

## Upcoming Statutory Holidays:

**Friday April 18<sup>th</sup> 2025:**  
Good Friday

**Monday April 21<sup>st</sup> 2025:**  
Easter Monday

**Monday May 19<sup>th</sup> 2025:**  
National Patriot's Day



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# New projects



Riverain District PH3, Ottawa - 1,800 MT



## And without forgetting...

Residential project, Anjou - 3,300 MT

Boralex Des Neiges wind farm, South sector, Côte de Beaupré  
3,000 MT

Residential project, Pointe-Claire - 2,100 MT

Emergence phase 2, Lévis - 1,600 MT

PCL2 Place Charles-Lemoyne tower B, Longueuil - 1,200 MT

Solar RL6, Brossard - 1,100 MT

Aylmer lot 1 residential tower, Gatineau - 800 MT

Rehabilitation of drinking water production plant, Gatineau  
600 MT

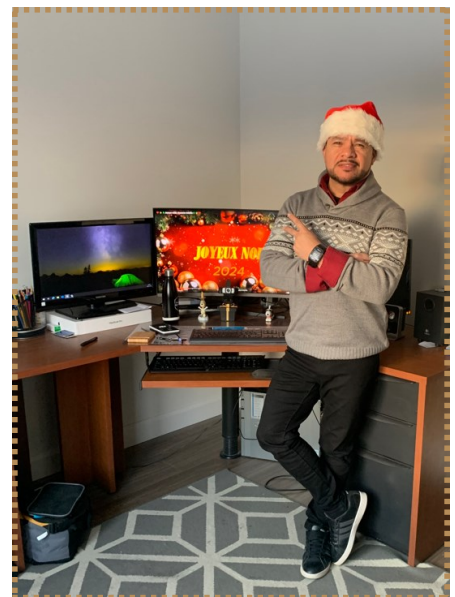
# ABF events



Last December, management presented each of its legends with a pair of mittens bearing the ABF logo. So they could keep their hands nice and warm this winter!



December 20 was Christmas Sweater Day in the office!



# Your IT news

## Is someone trying to steal your phone number?

In the digital age, smartphones have become the gateway to our virtual daily lives. What if someone could take control of your phone number and access your most secure accounts? This is now a very real threat, with the advent of SIM spoofing. This growing form of identity theft offers hackers the opportunity to bypass even the most stringent security measures you've put in place.

### What is SIM card theft?

SIM card spoofing, also known as SIM swap fraud, is a sophisticated form of identity theft that hackers can use to gain access to your all-important online accounts. A SIM card, or Subscriber Identity Module, is the small card in your phone that connects you to your mobile network and stores some of your personal information.

To carry out a SIM swap, hackers use your personal information, often obtained through phishing scams or purchased on the hidden Web. The aim is then to trick your cell phone provider into transferring your phone number to a new SIM card they hold. This gives them access to your calls, texts and potentially any accounts - such as banking or social networking accounts - for which your phone number is registered, for further verification.

### Why should you be vigilant about SIM card fraud?

Last fall, Toronto police arrested 10 people involved in a fraudulent SIM swapping scheme. The scheme compromised over 1,500 cell phone accounts across Canada, resulting in losses of over one million dollars. The investigation, dubbed Project Disrupt, revealed that the suspects had used fraudulent identification to induce telecom providers to transfer phone numbers to new SIM cards. This enabled them to intercept private communications and gain access to personal information.

### Red flags: how to spot SIM card theft and what to do in the event of fraud

By keeping an eye out for warning signs, it's possible to detect SIM swapping early on. If you suddenly lose cellular service and see an SOS symbol instead of signal bars, even temporarily, it could mean you've been the victim of SIM card fraud. Here are some other indicators of potential fraud:

- ⇒ **Unexpected notifications** about password changes or account access.
- ⇒ **Unusual activity** on your financial accounts.
- ⇒ **Inability to log in** to your online accounts.

If you think you've been the victim of SIM card fraud, follow these steps immediately:

- ⇒ **Inform your provider:** contact your mobile provider immediately to report the fraud and regain control of your number.
- ⇒ **Contact your bank or credit card company:** inform them that your accounts or card numbers may have been compromised, so that they can monitor suspicious activity.

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# Your IT news (continued)

## Is someone trying to steal your phone number? (continued)

- ⇒ **Check your online accounts:** change the passwords to your e-mail, bank and social networking accounts. Use strong, unique passwords and consider using a password manager to keep track of them.
- ⇒ **Report fraud to law enforcement:** be sure to report fraud to your local police and contact the Canadian Anti-Fraud Centre at 1-888-495-8501 to officially document the incident.

### Strengthen your defenses and prevent SIM card fraud

To protect your information and accounts, you can also take the following steps:

- ⇒ **Use strong, unique passwords** for all your accounts, especially your cell phone provider. Consider using a password manager to keep track of your passwords.
- ⇒ **Avoid using your phone number** for two-factor authentication whenever possible. Use authentication applications or hardware security keys instead.
- ⇒ **Set up a PIN or password** on your mobile provider account. This adds an extra level of security when someone (including you) tries to make changes to your account.
- ⇒ **Be extra careful about the personal information** you share online. Cybercriminals often use publicly available data to impersonate you with your provider as part of a SIM swap fraud.
- ⇒ **Beware of phishing attempts.** Don't click on suspicious links or provide any personal information in response to unsolicited e-mails or text messages.

In conclusion, remember to be vigilant and stay on the lookout to ensure your safety! ♦♦♦♦

Source: Sécurizone, September 2024



# Your HR news

## Harassment in the workplace: Understanding the new legal changes

Harassment in the workplace is a serious problem that can have serious consequences for employees and employers alike. In 2024, significant changes were made to Quebec legislation to better prevent and combat psychological harassment and sexual violence in the workplace. Here's an overview of the main changes and what they mean for our company.

### New obligations for employers

As of September 27, 2024, Quebec employers must comply with new legal obligations to prevent and manage situations of harassment. These obligations include:

- **Updating prevention policies** : employers must update their psychological harassment prevention policies to include specific methods for identifying, controlling and eliminating risks. This also includes training programs for employees and those responsible for handling complaints.
- **Protecting confidentiality** : access to employees' medical files has been modified to better protect their confidentiality. From now on, only strictly necessary information can be communicated in summary form.
- **Extension of claim deadlines** : the deadline for filing a claim with the CNESST for work-related injuries resulting from violations of the law has been extended.

### Implications for our company

These legal changes have direct implications for our company. Here's what we need to do to comply with the new legislation:

- **Review and update our harassment prevention policy** : we need to include specific elements such as risk identification methods, training programs, and procedures for filing complaints.
- **Train our employees and managers** : it is crucial to train all employees on the new procedures and to designate people responsible for handling complaints and reports.
- **Ensuring confidentiality of medical records** : we need to review our practices to ensure that only necessary information is communicated, and that employee confidentiality is protected.
- **Inform employees of new complaint deadlines** : employees must be informed of the extended deadlines for filing a complaint in cases of sexual violence.

### Conclusion

In conclusion, the new legal changes are designed to strengthen employee protection against harassment and violence in the workplace. As a company, it is our responsibility to comply with these new obligations and create a safe and respectful working environment for all. By updating our policies, training our employees and protecting their confidentiality, we can help prevent harassment and support those who experience it.

The Human Resources team

Source : Carrefour RH. (2024). New obligations regarding harassment and violence. Carrefour RH. <https://carrefourrh.org/nouvelles/2024/09/nouvelles-obligations-harcelement-violence>.

# Occupational Health & Safety

**When you used your head... every problem has its solution!**

We're all confronted with a complex or thorny problem that prevents us from making progress or working effectively. Sometimes the solution is simple, but in many cases it requires an effective problem-solving process.

## **Many heads are better than one**

Teamwork is an essential part of the problem-solving process. The exchange of views and ideas between members of the same team often leads to original and effective solutions to the most complex problems.

## **A winning recipe!**

Problem-solving is a methodical process made up of several steps that you need to take the time to complete. Basically, you need to:

**Identify the problem (or its cause):** this is the most important step. The clearer the problem is identified, the easier it is for team members to propose relevant solutions.

**Formulate hypotheses (solutions):** team members propose solutions that are as precise as possible. All serious hypotheses must be taken into account.

**Evaluate proposed solutions:** the team evaluated each proposed solution. It weighs you the pros and cons, as well as the chances of success of each hypothesis, in order to choose the one that will be applied.

**Choose and implement a solution:** the team selects the solution offering the best chances of success and implements it.

**Evaluate results:** the team must determine whether the chosen solution has produced the desired results (problem resolution). In the event of failure, the process must be repeated until the problem is solved.

## **Keep a cool head**

Here are a few rules to follow to improve your chances of finding an effective solution to the problem:

- Step back from the situation.
- Gather as much information as possible about the problem, its causes, effects, etc.
- Involve as many people as possible in the search for a solution
- If necessary, enlist the help of a neutral person who is not involved in the situation.
- Be attentive and receptive to all proposed solutions.
- Evaluate all options / hypotheses.
- Think before you act.

**Whatever the nature of the problem, stay positive. There's always a solution!**

**Questions? Contact your H&S team!**

# New ABF's employees

Name	Department
Abdelalim Kaima	Offices
David Soucy	Factories
Francis Chartier	Factories
Jasmin Pinard	Factories
Jean-Philippe L.-Bois	Construction sites
Marc Lalonde	Construction sites
Nicolas Hartz	Factories
Olivier Caouette	Construction sites
Olivier Lamothe	Construction sites
Randolph Mbafou	Offices

Welcome to all new employees to the ABF family! 😊



**Contact me!**

Contact me to obtain or submit additional information:

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