



# Annual report 2023-2024 on the fight against forced labor and child labor in supply chains

## Table of contents

- 1 INTRODUCTION ..... 2
- 2 STRUCTURE, BUSINESS ACTIVITIES, AND SUPPLY CHAINS ..... 2
- 3 DUE DILIGENCE POLICIES AND PROCESSES RELATING TO FORCED LABOR AND CHILD LABOR ..... 2
- 4 COMMERCIAL AND SUPPLY CHAINS INVOLVING A RISK OF FORCED OR CHILD LABOR..... 3
- 5 ALL MEASURES TAKEN TO REMEDY ANY USE OF FORCED OR CHILD LABOR ..... 3
- 6 ALL MEASURES TAKEN TO REMEDY THE LOSS OF INCOME FOR THE MOST VULNERABLE FAMILIES CAUSED BY ANY MEASURES TO ELIMINATE THE USE OF FORCED LABOR OR CHILD LABOR IN ACTIVITIES AND SUPPLY CHAINS..... 4
- 7 EMPLOYEE TRAINING ON FORCED LABOR AND CHILD LABOR..... 4
- 8 ASSESSMENT OF EFFORTS TO AVOID THE USE OF FORCED OR CHILD LABOR IN TRADE AND SUPPLY CHAINS..... 4
- 9 APPROVAL AND CERTIFICATION ..... 4



## 1 Introduction

This report is produced in compliance with the Act to Combat Forced Labor and Child Labor in Supply Chains for the period from April 1, 2023 to March 31, 2024. This report also applies to subsidiaries of ESI Technologies Inc (ESI).

Modern slavery, including forced and child labor, is contrary to ESI's vision and values. ESI is committed to the highest standards and expects all its business partners to act in the same way.

## 2 Structure, business activities, and supply chains

### Structure and activities

ESI is a corporation under the Canada Business Corporations Act. ESI operates in the information technology/professional and technical services sector in North America.

ESI contributes to business agility and innovation through its digital resilience, cybersecurity, and digital transformation services.

### Supply chains

As part of its activities, ESI may resell computer hardware or software. ESI works with a network of specialized IT manufacturers, mostly located in North America, to source its needs.

## 3 Due diligence policies and processes relating to forced labor and child labor

Through its values (respect, alignment, leadership, adaptability, growth, generosity) and its Code of Ethics and Conduct, ESI is committed to complying with all the rules, standards, and laws to which the company is subject. The Code of Ethics and Conduct guides us and establishes behavioral expectations for ESI and its partners.

The Code of Ethics and Conduct is supplemented by a policy on harassment in the workplace.

Our suppliers' policies and commitments are regularly assessed to ensure that they comply with expectations.

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## 4 Commercial and supply chains involving a risk of forced or child labor

Although ESI operates in countries committed to the fight against modern slavery, we are aware that we may be indirectly exposed to the risk of modern slavery through certain manufacturers.

In particular, manufacturers involved in the manufacturing process of technological equipment, involving numerous third parties and manufacturing locations, may be exposed to the risk of modern slavery.

Manufacturers, however, are by and large global public enterprises, and in principle must follow the law.

### **Measures taken to assess and manage this risk**

ESI has begun a risk identification process with its suppliers. As of March 31, 2024, according to the mapping of active and main suppliers, all suppliers are committed to anti-modern slavery initiatives. No known incidents have been identified in supply chains.

For each supplier, an assessment of their compliance with the law on modern slavery and their commitment is carried out.

ESI reserves the right to ask suppliers for additional information and supporting documents to demonstrate their commitment.

## 5 All measures taken to remedy any use of forced or child labor

An internal assessment of the risks of forced labor and/or child labor in our activities has been carried out. ESI does not employ minors, except in internship situations.

ESI hires consultants, IT professionals, and support staff in North America. The Human Resources team ensures that all new employees give their consent to work with ESI. Only people aged 18 and over are hired.

Each employee has the freedom to terminate his or her employment with ESI at any time.

A mapping of ESI's activities and suppliers and their commitments has been carried out.

ESI provides an e-mail address for contacting the Ethics Committee, should an employee have any concerns/information regarding the fight against forced labor and child labor. The Ethics Committee then takes charge of the message and draws up an action plan.

## 6 All measures taken to remedy the loss of income for the most vulnerable families caused by any measures to eliminate the use of forced labor or child labor in activities and supply chains.

Our analysis of our practices and our suppliers' commitments did not reveal any loss of income for vulnerable families as a result of measures taken to eliminate the use of forced or child labor in our operations and supply chains.

## 7 Employee training on forced labor and child labor

ESI employees have access to a training platform. Employees train on a voluntary basis.

## 8 Assessment of efforts to avoid the use of forced or child labor in trade and supply chains

ESI measures the percentage of partners who have signed their commitment to respecting the rules, standards, and laws in force through the code of ethics and conduct.

ESI measures the percentage of suppliers committed to combating forced and child labor.

## 9 Approval and certification

In accordance with the requirements of the Act, and in particular section 11 and paragraphs (4)(a)(b) thereof, I certify that I have examined the information contained in the report for the above entity. To the best of my knowledge and having exercised due diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year referred to above.

DocuSigned by:

*Pierre Courchesne*

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Pierre Courchesne  
Executive Vice-President  
Date: May 15, 2024

I have the power to bind ESI Information Technologies Inc. and its subsidiaries.