



Modern Slavery Prevention Policy

For Groupe Solotech Inc. and its affiliates
Procurement Department

May 2025

Modern Slavery Prevention Policy

1. Overview

Groupe Solotech Inc. and its affiliates (“**Solotech**”) is firmly committed to respecting the fundamental rights of all individuals, including the right to work free from any form of coercion, exploitation or duress and to upholding high standards of ethical conduct, responsibility, transparency and respect for human rights within its operations and supply chains. Modern slavery encompasses various forms, including forced labour, child labour, human trafficking, and other forms of contemporary exploitation, often involving violations of basic human rights. Solotech acknowledges the global challenge of modern slavery and is dedicated to preventing these abuses within its operations and supply chains. This modern slavery prevention policy (“**Policy**”) is designed to explicitly address and prohibit any form of contemporary exploitation.

This Policy is made pursuant to: (i) the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c.9) in Canada, (ii) the *California Transparency in Supply Chains Act 2010*; and (iii) section 54(1) of the *UK Modern Slavery Act 2015*.

This Policy applies to all legal entities that form part of Solotech.

2. Solotech’s Supply Chains

Solotech’s procurement activities take place predominantly in Canada, the United States and the United Kingdom. Solotech engages with a wide variety of organizations for a broad range of goods and services, which are primarily commercial, corporate and live events related, but also to meet specialized requirements for integrated projects.

Solotech’s tendering process and due diligence ensure it engages with reputable contractors and suppliers who adhere to all appropriate legislations, regulations, and practices. Solotech expects its suppliers, contractors, service providers, partners and any other party with whom it does business to adhere to equivalent high standards.

3. Solotech’s Commitment

- Solotech operates a zero-tolerance policy to any form of modern slavery, including forced labour, child labour, human trafficking, and other forms of contemporary exploitation involving violations of basic human rights.
- Solotech seeks to protect the rights of children and seeks to ensure that child labour is not used within its operations or supply chains. Solotech complies with all applicable laws and regulations concerning the minimum age of employment.
- Solotech strictly prohibits the use of forced labour in any form within all its operations globally. All employees, contractors, and business partners are required to work willingly, free from coercion or intimidation.
- Solotech complies with all national and international laws and regulations relating to forced labour in the countries where it operates.
- All employment practices, including recruitment, hiring, training, promotion, compensation, and termination, are conducted in compliance with applicable labour laws and regulations.

- Solotech ensures that employees engaged in purchasing/procurement and the management of subcontracted freelance workers are knowledgeable about Solotech ethical employment practices.
- Solotech encourages its employees, as well as anyone working with Solotech, to report any suspected cases of forced labour.
- Solotech provides awareness training to its employees engaged in procurement and recruitment activities on modern slavery and informs them of the appropriate action to take if they suspect a case of slavery or human trafficking across any area of the organization.

4. Recruitment and Employment

As an employer promoting equal opportunities, Solotech is committed to creating and ensuring a non-discriminatory and inclusive working environment. Solotech promotes an open and honest environment, encouraging staff to be transparent on business processes or management of people without any risk to themselves or their employment.

Solotech's onboarding process is designed to ensure that all prospective employees are legally entitled to work in the country where they are seeking employment and to safeguard employees from any bullying, harassment, or grievances once in employment. Solotech does not enter into business with any organization, which knowingly supports or is found to be involved in slavery, servitude and forced labour and child labour.

All employees are treated in a fair and equal manner and with dignity and respect. All applicable employment laws on employee wages, benefits, working hours and minimum age are adhered to in all countries of operation.

5. Other Policies

Solotech is dedicated to establishing and enforcing systems and controls that prevent modern slavery within its supply chains. Solotech also has the following policies in place, which are continuously reviewed and updated:

- Code of Ethics for Employees
- Harassment Policy
- Health and Safety at Work Policy
- Supplier Code of Conduct

6. Compliance and Monitoring

Compliance with this Policy is mandatory for all employees, suppliers, contractors, service providers and partners of Solotech.

Potential violations of this Policy are subject to review and investigation by Solotech. Violations of this Policy may result in discipline, including without limitation removal of assignment, end of contract for third-party providers, or termination of employment. Solotech reserves the right to refer for prosecution for any violation of this Policy.

This Policy supersedes and replaces all previous policies relating to its subject matter. Solotech will continuously monitor and assess the effectiveness of this Policy, adjusting as necessary to ensure ongoing compliance and alignment with best practices. Solotech reserves the right to modify the

Policy, at any time and at its sole discretion, with the intent to update it on an annual basis.

7. Approval

This Policy has been approved by Martin Tremblay, President of Groupe Solotech Inc. on May 15, 2025.

8. Policy Revision History

Date of adoption/change	Responsible	Summary of change
April 2024	Procurement Department	Policy adoption
May 2025	Procurement Department	Policy Update



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