

This report is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chain Act on behalf of ABCorp NA, Inc ("we" or "ABCorp"). ABCorp NA, Inc., headquartered in Boston, Massachusetts, does business in Canada through ABCorp CA Ltd which does not meet the definition of a reporting entity as stipulated by Section 9 of the Act. The parent, ABCorp NA, Inc. submits this report as the controlling entity of ABCorp CA Ltd.

### **Our Business:**

ABCorp has been assisting governments and world-class companies for 220+ years. ABCorp is an American corporation providing secure payment, retail and ID cards, vital record and transaction documents, systems and services to government and financial institutions. ABCorp and is one of the largest producers of plastic transaction cards in the world. ABCorp is a full turnkey shop for card construction and delivery. ABCorp manufactures all finished goods the company sells in Canada and other major global markets through ABCorp manufacturing facilities in the United States, Canada, Australia and New Zealand. Currently ABCorp CA Ltd has 45 employees with approximately 250 employees at the parent company in the United States, ABCorp NA Inc.

### **Our Supply Chains:**

ABCorp's Supply Chain consists of hundreds of suppliers with proven and long track records within our industry. Each one of our suppliers plays an important role throughout our production process and each of our suppliers are held to the highest standards, such as yearly reporting, auditing, in person visits, supplier grading and quality. It is paramount that all of our suppliers are held to the same standards that we at ABCorp hold ourselves to. Ensuring that we are ethically sourcing the highest quality raw materials in order to meet our end customers needs.

The main categories of purchased materials used in production includebut are not limited to Technology (Chips & Antennas) , PVC, PET, Polycarbonate, Paper & Solvents/Inks/Adhesives. 80% of these purchased materials come from North America with a small portion (20%) sourced from Europe, Thailand and Singapore. All suppliers are selected, vetted, and approved by ABCorp NA, Inc. while purchasing from those approved suppliers is done by each manufacturing site based on demand with final approval being completed at ABCorp NA, Inc.

### **Our Policies and Due Diligence:**

ABCorp only works with qualified suppliers who clear our rigorous qualification process. Our suppliers are required to complete a supplier application as well as present all associated financials to be onboarded into our system. **We will not do business with any suppliers who are suspected of working and or having their employees work in harsh conditions.** There is also due diligence prior to onboarding any new supplier, a process for reassessing supplier policies and procedures on a set cadence.

The majority of our suppliers are based in North America. Suppliers located outside of North America are located in Europe, Thailand and Singapore are involved in our yearly audits. These audits require significant monitoring in order to be deemed compliant which include but are not limited to visiting our identified suppliers in person every three years, completing Supplier Assessments and providing tracking and monitoring necessary certifications each year.

We are constantly evaluating our suppliers and do not allow or work suppliers that do not meet our standards or that of the certifying bodies we work with. All of our suppliers have a strong history of compliance and success. On-site audits for suppliers in APAC and EMEA are designed to identify potential labor risks, although no additional due diligence is done specifically related to forced child labour. ABCorp is evaluating enhancements including more specific policies related to forced and child labour for fiscal year '24.

#### **Internal Labor Policies and Employment Verification:**

We are dedicated to fostering a safe, fair, and respectful workplace for all employees. ABCorp strictly prohibits the use of forced child labor in any form. Our hiring practices ensure that all employees are of legal working age and eligible to work in the country they are hired to work in. Before hiring any individual, ABCorp conducts a comprehensive background check. This process includes but is not limited to verifying the candidate's identification to confirm both their eligibility to work and that they meet the required age criteria. These measures are in place to ensure compliance with all relevant labor laws and to protect the rights and well-being of individuals. ABCorp will continue to take all necessary steps to prevent and avoid any association with forced child labor.

#### **Identified Risks:**

ABCorp at this time has not identified any Forced Labour or Child Labour risks within our Supply Chain. The majority of our suppliers are in North America with a small percentage in Europe, Thailand and Singapore. All suppliers, regardless of geography, are closely monitored starting during the on boarding process and throughout the entirety of the relationship. All suppliers are held to the same standards we hold everyone at ABCorp. Our internal Supply Chains are held to the highest possible standard and we will continue to hold our current and new suppliers to these standards per our own employee handbook which states the following" ABCorp does not engage in or support the use of child labor. Suppliers and Contractors must ensure that no underage labor has been used in the production or distribution of their goods or services. The Company and its Suppliers and Contractors shall not employ anyone under the minimum employment age according to the laws of the facility's country. The Company and its Suppliers and Contractors shall not employ anyone younger than 14, regardless of the country's minimum working age. "

#### **Remediation Effort:**

As of December 31, 2023, ABCorp has not identified any instances or suspected instances of forced labour or child labour in our activities or supply chains and has therefore not had to take actions to remediate such situations. ABCorp also has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

#### **Training:**

Abcorp Employees across all locations must review and sign the Employee handbook which includes a statement that our company does not engage in or support the use of child labour. Our employees are trained to follow fair working standards & business ethical standards. They are also expected to hold all ABCorp suppliers and contractors to these labor standards. Training on these standards will continue to surface on a yearly basis and all new employees are required to read, acknowledge and sign the employee handbook.

**Attestation:**

In accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chain Act, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purpose of Canada's Fighting Against Forced Labour and Child Labour in Supply Chain Act.

I have the authority to bind ABCorp NA, Inc & Abcorp CA LTD.

Bill Brown  
CEO  
05/30/2024

