



INTRODUCTION

As the global leader in Dasher Board and Arena supplies with projects spanning the globe, Athletica Sport Systems Inc. is dedicated to identifying and combating potential risks of child and forced Labour within our supply chain. Recognizing the importance of combating these abuses, our strategy emphasizes proactive measures, stakeholder engagement, and transparency to ensure ethical sourcing practices and promote respect for human rights.

OVERVIEW

Our Business

Headquartered in Waterloo, Ontario, Canada, Athletica Sport Systems Inc. is a Canadian-owned corporation primarily conducting operations across North America. Renowned as an innovative force, manufacturer, and installer within the arena infrastructure sector, Athletica's scope encompasses a comprehensive range of services tailored to the needs of sports arenas.

Locations

Athletica Sport Systems Inc. (Head Office)
554 Parkside Dr, Waterloo ON, Canada

Becker Arena Products
720 Innovation Dr, Shakopee, MN, U.S.A.

Cascadia Sport Systems
3012C Murray St, Port Moody, B.C., Canada



Forced labour and Child Labour Policy

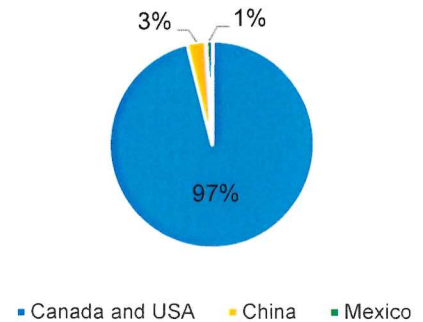
At Athletica Sport Systems Inc. we are committed to upholding the highest standards of ethical conduct throughout our supply chain. We unequivocally condemn forced labour and child labour in all forms and are dedicated to ensuring that these practices have no place in any stage of our operations. To this end, we have implemented a comprehensive Forced Labour and Child Labour Policy that includes measures to prevent, detect, and address any instances of these abuses within our supply chain. Our policy mandates thorough supplier assessments and ongoing monitoring to verify compliance with international labour standards and applicable laws. We also prioritize supplier engagement and capacity building, providing resources and support to help suppliers uphold ethical labour practices. Any violations of this policy will result in immediate corrective action, up to and including termination of the supplier relationship. Through these efforts, we strive to create a supply chain that promotes dignity, respect, and fairness for all workers involved.

SUPPLY CHAIN

Materials Supply Chain by Region

Athletica Sport Systems Inc. has adopted a local supply chain that not only benefits workers and communities but also enhances the overall resilience and sustainability of businesses. By prioritizing the well-being of people, we foster economic growth, social cohesion, and environmental stewardship, ultimately contributing to a more prosperous and equitable society. This report underscores the importance of collaboration between our company, local suppliers, and communities to realize these shared objectives and build a more sustainable and fair future for all.

Percentage of Suppliers by Region



Risks

With a strategic emphasis on nurturing localized supply chains and cultivating enduring business partnerships, we acknowledge that our risk profile is primarily influenced by a select group of offshore vendors. In response, we actively engage with reputable third-party collaborators and harness the full capabilities of our vendor qualification process to systematically identify and mitigate potential risks. Furthermore, we prioritize collaboration with local unions and adhere to internationally recognized labor standards when conducting business abroad. This concerted effort not only underscores our commitment to ethical sourcing practices but also reinforces the resilience and integrity of our supply chain ecosystem.

Operating Standards

Employees

Athletica Sport Systems not only adheres to, but surpasses labour standards as delineated within the Employment Standards Act (ESA) for all its employees. We actively promote a culture of inclusivity, fairness, and respect in our workplace, fostering an environment where diversity is celebrated and everyone is treated equitably. We advocate for our business partners to uphold similar principles, recognizing the importance of promoting ethical labor practices throughout our industry.

Contractors

When completing project installations within North America the company utilizes prequalified contractors with a long-standing history with Athletica Sport Systems Inc. These contractors work alongside local labour unions to foster a fair and equitable work environment, ensuring that workers are treated with dignity and respect.

Processes

We have carefully crafted a Vendor Qualification Procedure to meticulously assess the alignment of potential vendors with the stringent standards of our esteemed company. This initiative underscores Athletica's unwavering commitment to engaging exclusively with entities that uphold the highest ethical standards in their operations. Our dedicated purchasing team will routinely review these qualifications, thereby proactively evaluating and mitigating any potential risks within our supply chain.

Training

The relevant professionals within our organization undergo thorough training on utilizing our vendor qualification process. This training equips them with the necessary information to identify and mitigate risks related to forced labor and child labor within our supply chain. Moving forward, we are committed to conducting regular reviews of these training sessions to ensure they remain up-to-date and effective in addressing evolving challenges.

Effectiveness

While it may be premature to quantify definitive outcomes at this stage, Athletica Sport Systems Inc. has not detected any indications of Child or Forced Labor within its supply chain. We remain steadfast in our commitment to diligence, continuously refining our processes to meticulously identify and address any potential risks with precision. Our dedication to upholding ethical standards remains unwavering as we strive for continuous improvement in our supply chain management practices.

ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Athletica Sport Systems Inc. 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 the Act, for the reporting year of 2023.

PAT WESTFAW

Full Name

CFO

Title

MAY 31/2024

Date

[Handwritten Signature]

Signature