

Fighting Against Forced Labour and Child Labour in Supply Chains Act

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Structure and Activities

BizLink elocab Ltd (business number 87030 9515) is a Canadian manufacturing company, incorporated in the province of Ontario, with its financial reporting year ending December 31, 2023. BizLink elocab Ltd. is located at 258 McBrine Drive, Kitchener, Ontario. The entity is a wholly owned subsidiary of BizLink elocab GmbH, and part of the global organization BizLink Holdings Inc. With integration in the large global organization that is BizLink Holdings Inc. comes many benefits, including synergies in optimizing our supply chain, enabling us to build valuable partnerships with all of our vendors and customers.

At BizLink elocab Ltd., our highly skilled Canadian workforce and our advanced technical manufacturing equipment and processes allow us to provide high quality custom wires, cables, and cable assemblies to a variety of industries, such as automation technology, industrial robotics, industrial lift trucks, geotechnical instruments, semiconductor manufacturing, and medical diagnostics. The design of our products provides a high reliability in extreme conditions and hazardous environments.

Partnering with companies that are operated with responsible business conduct is a priority for BizLink elocab Ltd. In 2023, BizLink elocab Ltd. produced goods in Canada, and sold goods globally, with sales in Canada, the US, Europe, and Asia. The company partnered with suppliers to import raw materials from various countries, in all of which forced labour and/or child labour is illegal.

Policies and Due Diligence

The Corporate Code of Conduct is the governing policy of BizLink Holdings Inc. and its subsidiaries, including BizLink elocab Ltd. It is expected that all employees and business partners abide by this policy.

The Corporate Code of Conduct covers the areas of ethics, labour, business integrity, health and safety, environment and sustainability, and management systems.

Under this policy, labour must be freely chosen by all employees. That is, forced, bonded (including debt bondage) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons is forbidden. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services. The Company forbids the use of child labour in any of its facilities. The use of child labour (under 16 years old) is prohibited and any practice that may lead to the use of child labour is forbidden.

There shall be no unreasonable restrictions on employees' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting Company provided facilities. All work must be voluntary and employees shall be free to leave work at any time or terminate their employment in accordance with the Employment Standards Act of Ontario.

The Company and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

BizLink elocab Ltd. has due diligence policies in place to protect our organization against forced/child labour, by ensuring that all supply chain partners comply with our Code of Conduct. We ensure that all supply chain partners complete a Supplier Qualification Form on which they acknowledge compliance with the Code of Conduct. Prior to establishing a partnership, all business partners are validated using a global trade, ethics, and compliance management software platform, Integration Point or GAN

Integrity. All partners are thoroughly vetted against terrorism, forced/child labour and sanctions or embargos.

BizLink elocab Ltd.'s supply chain further supports the protection against forced/child labour by ensuring that its Terms and Conditions of Purchase are incorporated into all purchase orders sent to suppliers. Specifically, the Terms and Conditions state to "Respect for human dignity and human rights, the prohibition of child labour, the prohibition of compulsory labour. The Supplier hereby undertakes to accordingly see to it that the above referenced principles are adhered to and implemented within its own organization. In addition, BizLink expects the supplier to take like efforts to ensure that its sub suppliers likewise comply with these requirements." The supplier's acceptance of these orders confirms the acceptance of these terms and conditions.

Risk Assessment

BizLink elocab Ltd. primarily works with supply chain partners located in the United States of America, Canada, and Germany. These countries made up 94% of the total purchases in 2023 and the remaining 6% of purchases were from “low” to “no risk” countries; all purchases are from countries where forced and/or child labour is illegal.

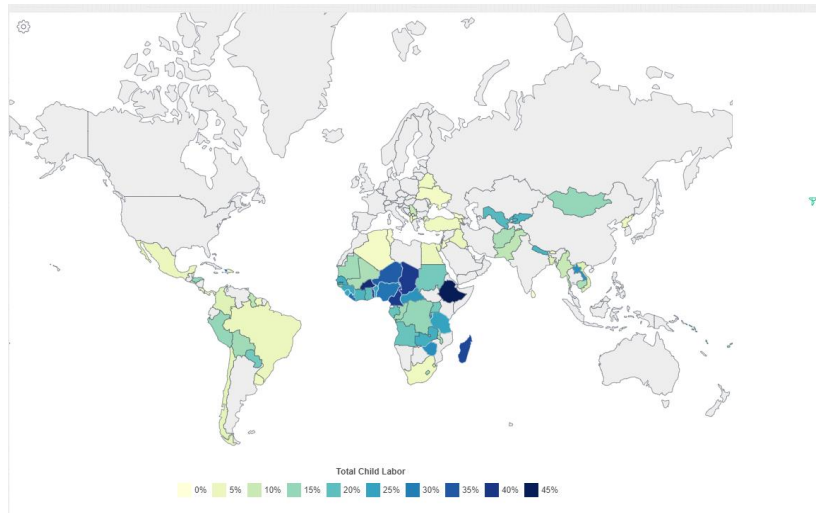


Figure 1: Child Labor by Country (<https://worldpopulationreview.com/country-rankings/child-labor-by-country>)*

BizLink elocab Ltd. produces and sells cables in a variety of highly technical industrial applications, including robotics and medical diagnostics. All of its customers are subject to the same embargo and sanctions checks that are conducted on our vendors.

Most of BizLink elocab Ltd.’s service providers are locally sourced in Canada, and therefore present a very low risk of forced and/or child labour.

Reducing Risk in our Supply Chain

In 2023 BizLink elocab Ltd. has taken actions to prevent and reduce the risk of forced or child labour being used in its supply chain. Based on the internal assessment, it has been determined that the risks of forced labour and/or child labour in the supply chain and activities of the organization are low.

BizLink elocab Ltd. has incorporated responsible business conduct into its policies and management systems. The organization has policies and procedures to help ensure that it only partners with businesses that operate with responsible business conduct.

To ensure that employees are knowledgeable that the company expects responsible business conduct of all partners, compliance training is provided to those employees who may be in contact with the company's business partners.

The organization will continue to strive to identify parts of its activities and supply chains for emerging risks of forced labour or child labour being used.

Remediation

The supplier qualification process allows BizLink elocab Ltd. to choose reliable supply chain partners and ensure these partners are abiding with its Code of Conduct.

If a supply chain partner is deemed to be at higher risk of forced and/or child labour the company will discontinue business with these suppliers and ensure they inform and act in cooperation with the necessary authorities. All contractual obligations with these organizations will be ceased, and there will be no further correspondence. BizLink elocab Ltd. reserves the right to invoke the clause in its terms and conditions to discontinue with any ongoing open business without repercussion.

There has not been any need for remedial measures, nor a need to remediate any loss of income to families, as BizLink elocab Ltd. has not identified any forced labour or child labour in its activities and supply chains.

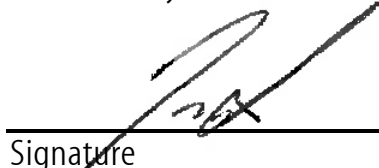
Attestation

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 the entity 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 purposes of the Act, for the reporting year listed above."

Full name: Lukas von Arx

Title: President and Managing Director, Vice President Business Unit TMP, Member of the Board of Directors of BizLink elocab Ltd. – signed on behalf of the Board of Directors.

Date: 21 May 2024



Signature

I have the authority to bind BizLink elocab Ltd.