



Converge Technology Solutions Corp.
2023 Modern Slavery Report



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1. Introduction

This report (“**Report**”) is produced by Converge Technology Solutions Corp. (“**Converge**” or the “**Company**” or “**our**” or “**we**”) for the financial year ending December 31, 2023 (the “**Reporting Period**”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of our business and in our supply chain.

This report constitutes the first report prepared by the Company pursuant to Canada’s new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”). Stone Technologies Limited, a subsidiary of the Company, is a reporting entity under the UK *Modern Slavery Act 2015*.

2. Steps to prevent and reduce risks of forced labour and child labour

We consider the respect of human rights to be a fundamental corporate responsibility and a value governing all our activities. We strive to be a great place to work for all our people. We want our employees to be fully engaged with our Company and motivated to give their all and we want their contribution to be recognised and rewarded. We will therefore not tolerate forced, bonded or compulsory labour, human trafficking, and other kinds of slavery within our own operations or within our supply chain and we are committed to taking appropriate steps to ensure that everyone who works for Converge benefits from a working environment in which their fundamental rights and freedoms are respected.

Our approach to preventing modern slavery forms part of our wider corporate responsibilities. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organizations with whom we do business to adopt and enforce policies to comply with the relevant legislation.

In general terms, we took the following steps to prevent and reduce the risk of forced labour or child labour in our business and supply chains:

- published Supplier Code of Conduct in April 2024;
- conducted a preliminary initial internal assessment of the risks of forced labour and/or child labour in our supply chains to develop and enhance our supplier Third-Party due diligence process; and;
- initiated a whistleblower mechanism for suppliers, and enhanced our internal whistleblower process, to allow for instances of non-compliance with the Act and our Code of Conduct to be raised.

Details of the above actions are set out in this Report.

3. Structure, activities and supply chains

Converge is incorporated under the *Canada Business Corporation Act*. Our common shares are listed on the Toronto Stock Exchange. The Company's registered head office is in Gatineau, Quebec and the head office is located in Toronto, Ontario.

Converge is a North American and European services-led, software-enabled, IT & Cloud Solutions provider focused on delivering industry-leading solutions. Converge's global approach delivers advanced analytics, artificial intelligence (AI), application modernization, cloud platforms, cybersecurity, digital infrastructure, and digital workplace offerings to clients across various industries. The Company supports these solutions with advisory, implementation, and managed services expertise across all major IT vendors in the marketplace. This multi-faceted approach enables Converge to address the unique business and technology requirements for all clients in the public and private sectors.

We do not manufacture hardware, except for assembly of hardware in the United Kingdom ("UK"). We generally partner with third party organizations to resell and deliver hardware and software solutions to our customers. As of December 31, 2023, we have 2,746 employees, the majority (>70%) of whom work in North America, with the remainder in UK, Ireland and Germany. We partner with hundreds of different hardware and software vendors to bring the latest and broadest range of technology to our customers, as well as numerous specialist service providers to augment the services provided by our in-house teams.

The majority of our business comes from corporate mid-market and enterprise customers as well as public sector customers.

4. Policies, governance and due diligence processes

We have a number of procedures in place which we consider to be appropriate to our business and effective in preventing modern slavery from occurring in our business and our supply chains, and in identifying for the purposes of remediation, any such activity.

4.1. Employment

- We treat our employees in a fair, lawful and professional manner and provide for fair working conditions, including health and safety, holiday entitlements, and benefits.
- Robust recruitment processes are taken in line with employment laws, including:
 - 'right to work' document checks;
 - contracts of employment, available to the employee at all times; and
 - checks to ensure everyone employed is of legal age.
- We make sure our people are aware of their contractual and statutory employment rights.
- Market-related pay and rewards are reviewed at least annually.

4.2. Supporting our people

Our Employee Handbook requires all of us to act ethically and we expect employees to comply with legal requirements at all times, putting our values into practice in everything we do.

We have a speak-up hotline to enable anyone who has concerns (for example, how suppliers, customers, partners or employees behave) to raise their concerns confidentially.

4.3. Reporting and Non-Retaliation Policy

In accordance with our Reporting and Non-Retaliation Policy and our Supplier Code of Conduct, should employees or suppliers have concerns regarding forced or child labour, they have a responsibility to report their suspicions. To that effect, Converge provides multiple channels to report any potential breach, on a confidential basis or not, such as reporting:

- to colleagues, including supervisors, human resources representatives, legal representatives, internal audit representatives or next level of management; and
- to Converge's Board of Directors, by email or phone, open to both employees and suppliers through our whistleblower hotline, which is published in both our Employee and Supplier Code of Conduct.

Supplier Code of Conduct

In line with Converge's vision for its suppliers, Converge actively engages its supply chain by the adherence of its suppliers to its Supplier Code of Conduct which has been developed with recognition of adherence to the Act. The Supplier Code of Conduct, which was last updated in April 2024, details our expectations of suppliers in respect of human rights, labour, legal compliance, health and safety, the environment, anti-corruption, ethics, the Act, and governance.

Further steps

We plan to take the following steps in the future, some of which are nearly in place, and others which will require a longer timeline, to further guard against the risk of modern slavery and trafficking:

- Additional awareness training for other departments deemed to have an (albeit minor) exposure to modern slavery risk.
- A review of our Supplier Code of Conduct, to ensure provisions against the risk of modern slavery remain in line with good practice, and implementation of an annual review process.
- A review of ongoing partnership renewal process, which will include a direct reference to adherence with modern slavery legislation.
- Take steps to improve our ongoing due diligence procedures in relation to modern slavery risk in our supply chain. This includes developing a process by which we can assess and audit the compliance of our suppliers with our Supplier Code of Conduct, and through the Supplier Code of Conduct, compliance with the Act.

5. Assessing and managing risk

Given the nature and locations of our business and operations, we consider ourselves to be at low risk of the potential for modern slavery or human trafficking. Furthermore, our revenues are predominantly derived from countries deemed low risk by conventional sustainability indices, such as The Global Slavery



Index (<http://www.globalslaveryindex.org/index/>). We also believe that Converge's business model and strategy is unlikely to create material risks of slavery and trafficking.

Further, as part of our initiative to identify and to mitigate risk:

- We have sought confirmation by our top ten suppliers representing majority of our supplier spend, of their compliance with the Act.
- We operate a Supplier Code of Conduct which addresses the labour rights issues associated with modern slavery and sets out the values and standards we expect of our suppliers. Suppliers are asked to comply with the Supplier Code of Conduct as part of our improved on-boarding process, ensuring a minimum standard is required by our direct suppliers.
- If a supplier cannot agree to comply with our Supplier Code of Conduct, our approach is to maintain a dialogue and develop an action plan with the supplier in question with the aim of bringing their procedures and policies in line with the standards that Converge upholds.

6. Remediation measures

Our Reporting and Non-Retaliation Policy, Code of Ethics and Supplier Code of Conduct offer a reporting mechanism for our employees and suppliers to report ethical or legal violations, among other concerns. Our Supplier Code of Conduct also includes information on the Whistleblower Hotline, which suppliers can use to raise concerns. If a situation of non-compliance is identified, Converge will work to develop and implement a corrective plan to improve and remedy the situation.

7. Training

Converge's employees receive regular tailored training on ethical topics and our policies. All new employees are assigned a mandatory onboarding training package which includes training on our Code of Ethics. On an annual basis, all employees are required to certify their abidance by our Code of Ethics. Employees who are involved in the onboarding process in the Procurement function are given on the job training to help ensure the process is performed correctly. All of our training will be expanded in fiscal 2024 to include modern slavery awareness.

8. Assessing effectiveness

Converge has in place a number of measures to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chains. While we have not yet taken any actions to assess the effectiveness of those actions, Converge intends to assess its effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains at a later stage.



9. Approval and attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Converge Technology Solutions Corp.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this 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.

Signed "Shaun Maine"

Shaun Maine
Group Chief Executive Officer

I have authority to bind the Company.

April 30, 2024