

**DIVERSIFIED REPORT**  
**Canada's Fighting Against Forced Labour and Child Labour**  
**in Supply Chains Act**



# TABLE OF CONTENTS

|  |   |
|--|---|
| TABLE OF CONTENTS .....  | 2 |
| INTRODUCTION .....   | 3 |
| <b>OUR HISTORY</b> .....   | 3 |
| <b>OUR MISSION</b> .....   | 3 |
| <b>OUR VALUES</b> .....  | 3 |
| DIVERSIFIED REPORT .....   | 4 |
| 1. The steps the Entity has taken during its previous financial year to prevent and reduce the risk that forced or child labour is used at any stage in the production of goods in Canada or elsewhere by the Entity, or in the production of goods imported into Canada by the Entity. .... | 4 |
| 2. The Entity's structure, activity, and supply chains. ....   | 4 |
| 3. The Entity's policies and its due diligence processes in relation to forced and child labour. ...   | 4 |
| 4. The parts of the Entity's business and supply chains that carry risks of forced or child labour being used and the steps it has taken to manage that risk.....  | 5 |
| 5. Any measures taken to remediate any forced or child labour. ....  | 5 |
| 6. Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities or supply chains. ....   | 5 |
| 7. The training provided to employees on forced or child labour.....   | 5 |
| 8. How the Entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains .....  | 5 |
| APPENDIX .....   | 6 |
| REQUIRED ACKNOWLEDGEMENTS .....  | 8 |

# INTRODUCTION

## Our History

From analog to digital and fiber to cloud, Diversified has partnered with clients around the world to deliver the latest technology advancements throughout the last four decades. Since 1993, we've helped a global clientele leverage modern innovations and cutting-edge technology solutions to achieve their goals and gain competitive advantages in a constantly evolving market.

## Our Mission

Diversified connects people, technology and experiences, where and when it matters most. We understand that implementing a new technology strategy is a major investment that impacts a variety of stakeholders throughout an organization, rippling through leadership and finance to IT and the ultimate end users. To help streamline what can easily become a daunting undertaking, we stand with clients as their trusted partner, providing best-in-class technology and strategic advisory services to transform their business.

**30**  
YEARS IN BUSINESS

**2,400+**  
ASSOCIATES

**20k**  
INTEGRATIONS/YEAR

**\$1B**  
ANNUAL REVENUE

## Our Values

Values are essential for a healthy workplace. These foundational values guide our team and provide them with a strong purpose that resonates with our global workforce and is reflected in our work.



**Inspired By  
Challenge**



**Driven  
By Imagination**



**Passionate About  
Success**



**Diverse and  
United**

## DIVERSIFIED REPORT

1. The steps the Entity has taken during its previous financial year to prevent and reduce the risk that forced or child labour is used at any stage in the production of goods in Canada or elsewhere by the Entity, or in the production of goods imported into Canada by the Entity.

Diversified maintains a Code of Ethics and Business Conduct confirming the company's commitment to comply with all applicable laws and regulations, including laws pertaining to forced or child labor. Employees are required to review and confirm their review and understanding of the Code as a condition of their employment. The Code is also reviewed annually by employees as part of its annual compliance training. Diversified also maintains a Supplier Code of Conduct establishing guidelines expected of all of the company's suppliers. Documentation is also required during the onboarding of all employees to confirm age.

### 2. The Entity's structure, activity, and supply chains.

Diversified is a corporation that sells, and distributes goods in and outside of Canada. structured to support a global network of operations:

- Organizational Structure: The company is divided into several divisions, each focusing on different market segments, with dedicated procurement and compliance support throughout the organization. (Reference Appendix Figure 1)
- Supply Chain Description: Our supply chain includes a global network of manufacturers, distributors, and providers, with key sourcing regions including North America, Europe, and Asia. (Reference Appendix Figure 2)
- Primary Activities: Diversified specializes in AV solutions, involving the resell, distribution, and installation of AV equipment and services.

### 3. The Entity's policies and its due diligence processes in relation to forced and child labour.

Diversified maintains an Ethics and Compliance Handbook confirming its commitment to comply with high ethical standards and the laws and regulations prevailing in each country in which it conducts business, and respects good business practices. The company consistently endeavors to pursue its mission with the highest standards of ethics and integrity. The company has established a Compliance Program Framework that confirms, among other things, Diversified's commitment to ensure there are no slavery or human trafficking in our business or supply chains. Diversified has in place a number of company and group-wide policies that address our expectations of suppliers generally and our position on slavery and human trafficking specifically, including: (i) its Code of Ethics and Business Conduct; (ii) written employment practices, procedures and diversity policies which ensure fair recruitment and treatment of associates; (iii) a written whistleblowing procedure to encourage associates to report concerns related to, among other things, slavery and human trafficking issues; and (iv) a Supplier Code of Conduct which requires our suppliers to comply with our high standards.

4. The parts of the Entity's business and supply chains that carry risks of forced or child labour being used and the steps it has taken to manage that risk.

Through the assessment of contract review in partnership with the internal legal department, we have monitored for lack of compliance and no additional risk assessment has been recommended at this time.

5. Any measures taken to remediate any forced or child labour.

Trainings are currently in place to educate the organization on compliance with labor regulations. At this time, no issues have required remediation due to ongoing compliance both internally and with our partner network. Should an issue arise, Diversified would remediate immediately.

6. Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities or supply chains.

At this time, no issues have required remediation due to ongoing compliance both internally and within our partner network. Should an issue arise, Diversified would remediate immediately.

7. The training provided to employees on forced or child labour.

Diversified has established a Compliance Program Framework that confirms, among other things, Diversified's commitment to ensure there are no slavery or human trafficking in our business or supply chains. This program includes a training which is reviewed by all associates as a part of annual compliance training required of our associates.

8. How the Entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

Diversified employs various methods to assess the effectiveness of its anti-forced and child labor measures:

- Regular Reviews: Partnership with Human Resources to conduct periodic reviews of policies and practices to ensure they remain effective.
- Ongoing Feedback: Monitor any reported issues through Compliance Hotline

# APPENDIX

Figure 1 – Diversified Global Org Chart

Diversified Global Org Chart  
Effective April 15, 2024

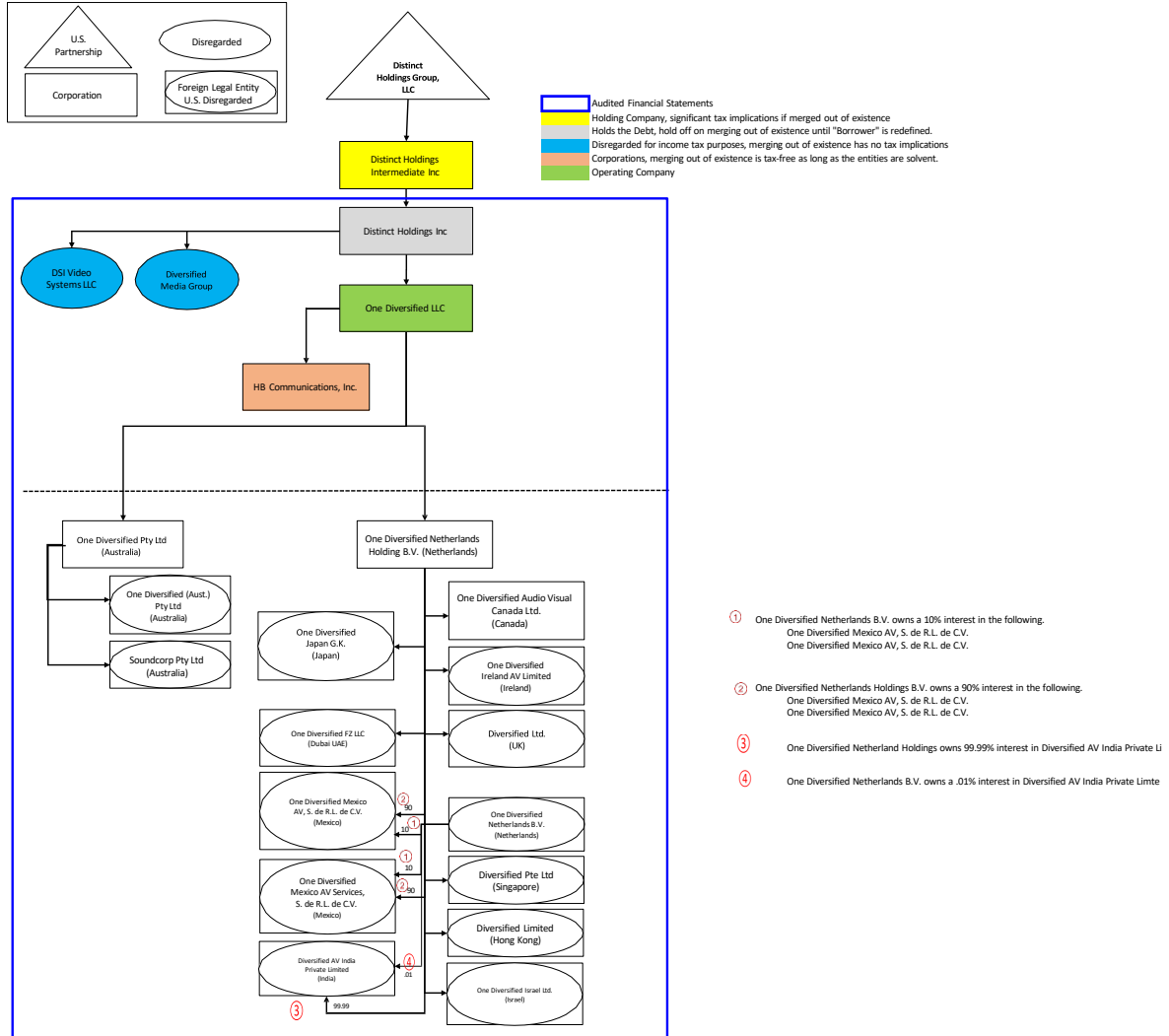


Figure 2 – Preferred Partner List

| Preferred Partner Program  |  |  |
|--|--|--|
| THE BEST, BETTER, GOOD APPROACH  |  |  |
| <div>           ** Denotes a global program<br/>           * Denotes a deal registration benefit<br/>           ^ Denotes Distribution Purchasing         </div>   |  |  |
| Best   | Better   | Good   |
| <ul style="list-style-type: none"> <li>Absen**</li> <li>Belden (Belden, Alpha Wire, Mohawk Cable, West Penn Wire)</li> <li>Biamp*</li> <li>Bosch (Dynacord, R.T.S, Electrovoice, Telex)^</li> <li>Cisco*</li> <li>Crestron**</li> <li>Dell*</li> <li>Harman (AKG, AMX, BSS, Crown, DBX, JBL, Lexicon, Martin, Soundcraft)*^</li> <li>HP/Poly*</li> <li>LeGrand (Chief*, Mid Atlantic, Da -Lite, Vaddio*, C2G, Luxul)</li> <li>Lenovo*</li> <li>Logitech*</li> <li>QSC*</li> <li>Sennheiser** *</li> <li>Shure*</li> <li>Sony (Professional Display Solutions)*^</li> </ul> | <ul style="list-style-type: none"> <li>d&amp;b</li> <li>Grass Valley**</li> <li>Ross Video *</li> <li>EVS*</li> <li>Samsung^</li> <li>Sharp/NEC**</li> <li>Peerless</li> <li>Clark Wire &amp; Cable</li> <li>Netgear^</li> <li>Microsoft</li> <li>Neat*</li> </ul> | <ul style="list-style-type: none"> <li>Adder</li> <li>Atlona*</li> <li>Barco</li> <li>Riedel (SimplyLive ^)</li> <li>LG^</li> <li>Newtek*^</li> <li>Panasonic (Visual Systems)*^</li> <li>Planar^</li> <li>ViewSonic^</li> </ul> |
| This program is iterative, and we will be updating the list to add more partners. For any questions, please contact <a href="mailto:procurement@onediversified.com">procurement@onediversified.com</a>   |  |  |

## REQUIRED ACKNOWLEDGEMENTS

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

Full name: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

By signing this document, I confirm that I have the authority to bind 'Name of Entity.'

Full name: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_