

CANADA'S FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT DISCLOSURE STATEMENT

Statement for Fiscal Year ending 31 December 2023

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") requires certain organizations, such as ours, to disclose efforts to eradicate forced labor and child labor from its supply chains. We fully support the efforts to combat, prohibit, and prevent human trafficking and slavery. In support of this philosophy and in compliance with the Act, the ETC, Inc. states as follows:

About ETC, Inc.

Electronic Theatre Controls, Inc. and its consolidated subsidiaries (collectively the "Company"), is a corporation headquartered in Middleton, Wisconsin with approximately 1,100 employees globally. Broadly, our company manufactures lighting and rigging technology for entertainment venues such as arenas, concert halls, museums, and more. Because we are an international operation, our supply chain spans all over the world, including Asia, South and Central America, Europe, Africa, and Australia. As such, we are committed to supporting ethical business conduct and ensuring that our business and supply chain reflects our respect for human rights.

Policies and Due Diligence.

The Company's Purchase Order Terms and Conditions require each supplier to comply with, among other things, the US Foreign Corrupt Practices Act, the UK Bribery Act 2010, all other applicable Anti-Bribery Laws, Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, the UK Modern Slavery Act 2015, and the California Transparency in Supply Chains Act of 2010. The Company retains the right to certify supplier compliance with its Purchase Order Terms and Conditions, and may terminate any contract with a supplier if we suspect they are violating any applicable labor law. Furthermore, the Company retains the right to audit any supplier's facilities, books, records, and any other document necessary to verify it is not violating any applicable law.

Mitigating Forced Labor and Child Labor Risks.

In an effort to mitigate forced and child labor, the Company has mapped out our global suppliers to identify where the risks of unlawful labor may be higher and lower. The Company will investigate claims brought to its attention regarding any alleged use of forced labor, child labor, or human trafficking by its suppliers and will take appropriate action to evaluate our relationship with any supplier that uses such unethical business practices.

Remediation Measures.

The Company has never been alerted to nor found any evidence of forced or child labor in our supply chains. Therefore, we have never had cause to perform any remediation efforts.

Internal Accountability and Training.

The Company is exploring an independent, third-party accreditation review to develop an internal system to help identify, monitor, and prevent violations of labor standards in our

business and supply chain. Furthermore, the Company is in the early stages of creating a training plan for our employees on forced labor.

The Company reserves the right to conduct assessments, audit suppliers, develop standards, or require training related to human rights, human trafficking, slavery, or supply chain transparency. The Company is also required to report under the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010.

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.

Approved by Electronic Theatre Controls, Inc. Board of Directors

This 21st day of May, 2024.

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Richard L. Titus
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Richard L. Titus

President and CEO, Electronic Theatre Controls, Inc.