

Foreword

Electrozad Supply Company Limited (“Electrozad” or the “Company”) is a leader in electrical and automation wholesale distribution in Southwestern Ontario. Electrozaad offers a full range of electrical and automation products, services, and solutions from recognized suppliers and manufacturers. The Company is committed to high ethical and social standards.

In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Modern Slavery Act”), Electrozaad Supply Company Limited, as single reporting entity, is filing its Annual Report, covering the financial reporting period from February 1, 2023 to January 31, 2024 (“FY23 Report”). This FY23 Report outlines the measures taken to prevent and reduce modern slavery risks when conducting business and covers the 7 mandatory criteria set out in section 11 of the Modern Slavery Act. To guide our approach, we have used the federal government’s first published guidance on the Modern Slavery Act’s requirement on December 20, 2023 and its amendment of March 7, 2024.

Principal Governing Body Approval

This FY23 Report was approved by the Board of Electrozaad in their capacity (in accordance with section 11 of the Modern Slavery Act).

Signature of Responsible Member

This FY23 Report is signed by Berly Lelievre Acosta, Director of Electrozaad (in accordance with section 11 of the Modern Slavery Act).



Berly Lelievre Acosta
Director of Electrozaad Supply Company Limited
May 30, 2024

1. The reporting entity – Electrozad Supply Company Limited

In accordance with section 11 of the Modern Slavery Act, the single reporting entity is Electrozad Supply Company Limited (“Electrozad” or the “Company”).

Electrozad is incorporated under the laws of the Province of Ontario, with its headquarters located in Windsor, Ontario (Electrozad will also, from time to time, be referred to as “we”, “us”, or “our”).

2. Electrozad’s structure, operations and supply chain

a) Our structure

In 2023, Electrozad was represented by 5 branches located in Chatham, London (2), Sarnia and Windsor. The Company has over 125 associates, all located in Canada.

b) Our operations

Our core business is the distribution of electrical and automation products, as well as related solutions, in Southwestern Ontario. We offer a wide range of product categories:

Rockwell Automation/Allen B...	Conduit & Conduit Fittings	Garbage Disposals	Lighting Controls & Ballast...
Alarms, Security & Signalin...	DataComm/TeleComm	Generators & Transfer Switc...	Lighting Fixtures
Appliances & Consumer Elect...	Distribution Equipment & Ac...	Grounding & Bonding	Material Handling, Storage ...
Audio & Video	Electric Utility & Outside ...	Heat Cables	Motors
Automation Products	Electrical Boxes & Covers	Heating, Fans, Ventilation,...	Office Products, Furniture ...
Batteries & Accessories	Enclosures, Cabinets & Rack...	Hoses, Tubing & Fittings	Packaging & Shipping Suppli...
Cable Trays & Struts	Fasteners & Hardware	Industrial Control	Plumbing
Capacitors, Resistors & Dio...	Fittings & Connectors	Janitorial & Facility Maint...	Portable Lighting & Flashli...
Chemicals, Lubricants & Pai...	Fleet & Vehicle Maintenance	Labels, Signs & Printers	Power Generation & Transmis...
Clamping, Workholding & Pos...	Fuses, Blocks & Holders	Lamps & Lightbulbs	Pumps & Filtration

The main markets we serve are the following:

Industrial: Automation, Process and Electrical Products for the Industrial Market

Commercial: Wire, Distribution, Lighting, Installation Material

Utility: Automation, Accessories, Tools

Residential: Wiring Devices, Lighting, Distribution, Lifestyle Solutions

Institutional: Lighting, Control, Distribution, Network Products

To support our customers, we also offer a blend of solutions and services in Instrumentation, Automation, Networking, Process Technology. The Company also offers other key services such as Drive Startups; Lockout/Tagout; Standard Network Assessments; Installed Base Evaluations; Machine Level Network Designs & Security Posture Surveys.

c) **Our supply chain**

We source and distribute industry leading electrical and automation products, services, and solutions. We do this by carefully selecting our suppliers and building long-term relationships with them. Our supply chain is predominantly composed of Canadian and other North American recognized suppliers.

In addition, to help support our business offerings, we engage with a range of suppliers who provide us with different goods and services used internally, in the normal course of business. These suppliers may, for instance, relate to cleaning services, office supplies, professional services and more. The majority of such suppliers are from Canada or other North American locations.

3. Actions taken to address risks of modern slavery practices, including due diligence and remediation processes

The section below provides an overview of the steps taken during the reporting period to assess and address the risks of modern slavery practices in our operations and supply chain.

Electrozad has:

- A Code of Conduct which is the reference document for compliance, ethics and integrity within ElectroZad.
- A Quality Management Procedure for supplier selection and evaluation describing the methods employed to help evaluate and assess the integrity and reputation of our suppliers.

4. Risks of modern slavery practices in our activities and supply chain

Given our operations, the nature and origins of our supply chain and our supplier selection and evaluation process, the risks of modern slavery practices in ElectroZad's activities and supply chain are low. We are not aware of any instances of forced or child labour in our supply chain.

5. Remediation

As mentioned previously, we are not aware of any instances of forced or child labour in our supply chain. As such, we have not taken any remedial actions.

6. Training

As part of their onboarding, employees are trained on the Code of Conduct and related topics. To date, there is no specific training on forced and child labour.

7. Assessment of effectiveness of actions

Electrozad reviews all new supplier account creation requests to ensure that the Quality Management Procedure for supplier selection and evaluation is appropriately followed.

8. Looking ahead

On April 1, 2024, Electrozaad was acquired by Sonepar Canada Inc., an independent family-owned company with leadership in the business-to-business (“B-to-B”) distribution of electrical, industrial and safety products, and related solutions in Canada. During the next fiscal year, Electrozaad will integrate Sonepar’s comprehensive Compliance Program, which is composed of several policies, procedures and practices designed to assess and address compliance with legal and regulatory requirements, including modern slavery.