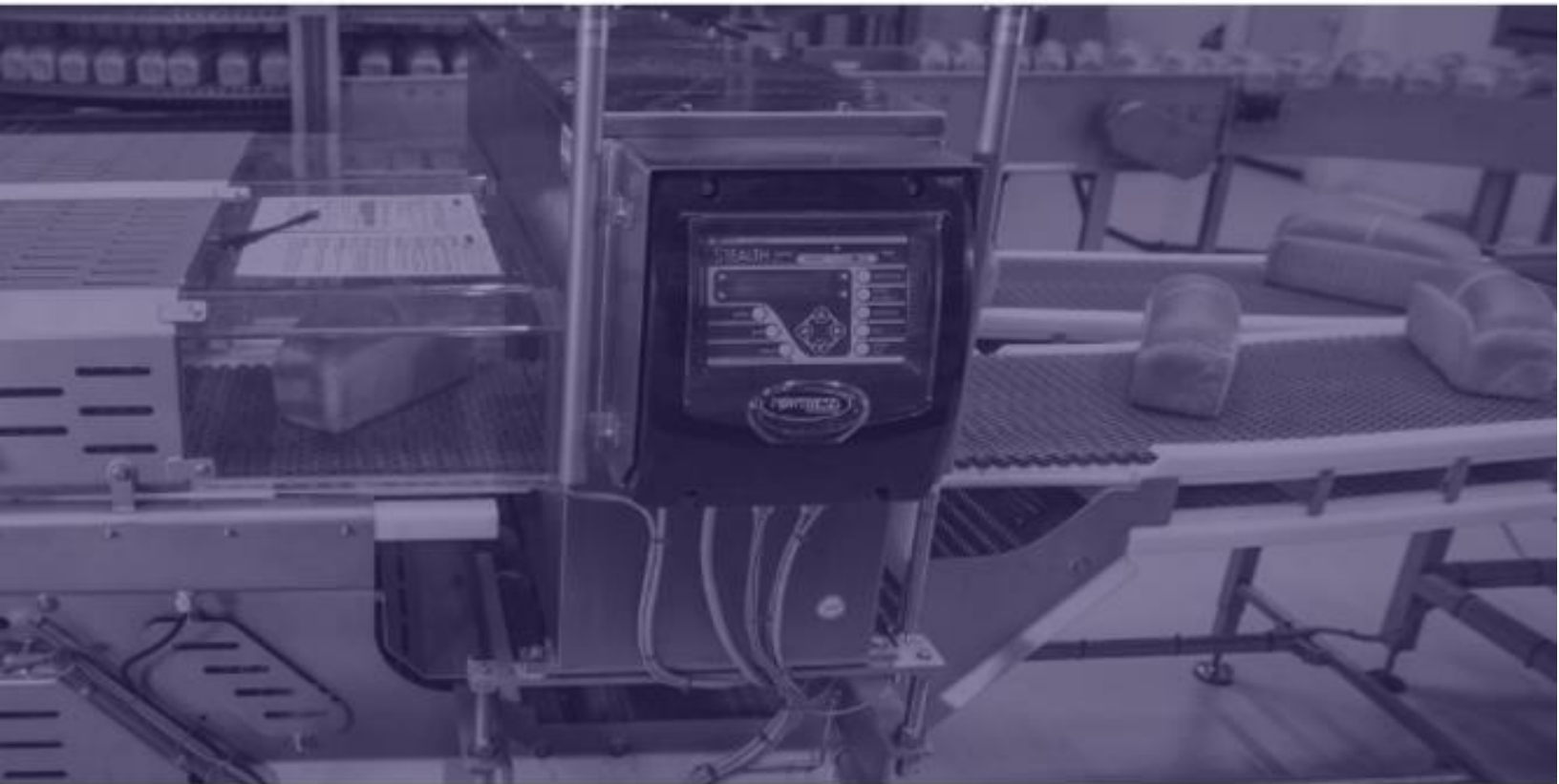




COMPANY REPORT: FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT



**Fortress Technology Inc.
51 Grand Marshall Drive
Scarborough, ON
M1B 5N6**

Reporting Year: October 1, 2022 – September 30, 2023

EMPLOYER INFORMATION

Reporting Entity's Legal Name: **Fortress Technology Inc.**

Financial Reporting Year: **October 1, 2022 – September 30, 2023**

Business Number: **870490287 RC001**

Identification of a joint report: **Not Applicable**

Identification of reporting obligations in other jurisdictions: **Not Applicable.**

Entity categorization according to the Act: **Business Entity**

Sector/industry: **Machine Manufacturing**

Location: Headquarter: **51 Grand Marshall Drive, Scarborough, ON Canada M1B 5N6**

COMPANY REPORT: FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR

I. STEPS TAKEN TO PREVENT AND REDUCE RISKS OF FORCED LABOUR AND CHILD LABOUR – SUBSECTION 11(1)

This report outlines the steps Fortress Technology Inc. has taken during the previous financial year to prevent and reduce the risk of forced labour and child labour in our production processes and supply chains, as required by the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

A. Mapping Activities and Risk Assessment

Fortress Technology has conducted a comprehensive mapping of our supply chains to identify all suppliers and sub-suppliers involved in our production processes. Each supplier was assessed for risks of forced labour and child labour based on geographic location, industry practices, and historical data and historical business relationship.

B. Supplier Compliance and Supplier Monitoring

In compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (FAFLCLSCA), Fortress Technology Inc. has taken significant measures to ensure that our suppliers adhere to the highest ethical standards. We have requested all suppliers to comply with the FAFLCLSCA by conducting a review of their practices and policies. This includes conducting supplier due diligence, maintaining supply chain transparency, providing employee training, establishing grievance mechanisms, and engaging in collaboration and advocacy efforts to combat forced labour and child labour.

To facilitate this process, we have implemented a mandatory self-audit for all our suppliers. The self-audit form requires suppliers to provide detailed information about their manufacturer, country or origin for products provided to Fortress Technology. Suppliers

must confirm the status of their FAFLCLSCA policy, internal training records, and audit of their own suppliers. By collecting this data, we ensure that each supplier is actively assessing and mitigating risks associated with forced labour and child labour within their own operations.

Moreover, we have established a process whereby suppliers must acknowledge their compliance with the FAFLCLSCA. Suppliers are required to notify Fortress Technology immediately upon discovering any infractions and provide a detailed action plan to rectify the issue. Our proactive approach ensures that all parties involved are held accountable and work collaboratively to eliminate forced labor and child labor from our supply chains.

C. Worker Recruitment Controls and Due Diligence Policies and Standards

Fortress Technology Inc. is committed to preventing forced labour, child labour, and other illegal labour practices in compliance with Ontario's employment laws and regulations. Our policy ensures that all employment practices align with the highest ethical standards, promoting a safe and fair working environment for all employees. To achieve this, we have implemented strict guidelines and procedures, including the prohibition of child labour and forced labour, continuous monitoring, and due diligence processes.

Our policy prohibits the employment of individuals under the age of fifteen (office only roles), and requires that employment of individuals under the age of sixteen complies with all relevant laws and regulations to ensure that these individuals do not perform tasks that are hazardous or harmful to their health, safety, or moral development. No employees under the age of sixteen will be allowed to work at our plant. Additionally, all employment practices must comply with the Employment Standards Act (ESA) and other applicable laws in Ontario, prohibiting the use of forced labour and bonded labour.

We verify the age of all prospective employees during the hiring process and maintain accurate records of employees' ages and work permits. Employees undergo awareness training to understand the harmful impacts of child, forced, and illegal labour practices, and any instances of noncompliance are reported immediately to the appropriate authority. Our policy is reviewed annually and updated as necessary to ensure continued compliance with applicable laws and regulations.

D. Code of Conduct

Fortress Technology Inc. is dedicated to maintaining the highest ethical standards and ensuring the protection of human rights within our operations and supply chains. Our Code of Conduct explicitly addresses and prohibits forced labour, child labour, illegal labour, and human trafficking, reflecting our unwavering commitment to ethical business practices. These rules are integral to our corporate ethos and are enforced through stringent policies and proactive monitoring.

Our Code of Conduct strictly prohibits any form of forced labour or employment of children below the minimum age set by applicable laws and by industry standards. Forced labour, defined as any work or service compelled under the threat of punishment without voluntary consent, is not tolerated within our organization. Child labour is equally prohibited. We align with international standards set by organizations such as the United Nations, the International Labour Organization (ILO), and the Organization for Economic Cooperation and Development (OECD) to eliminate these human rights violations. Employees are urged to diligently monitor all Fortress facilities and business partners to ensure no involvement in forced or child labour.

We adhere to all applicable international, national, and local laws and regulations related to forced labour, and child labour. We expect our suppliers, contractors, and business partners to share our commitment and work with them to ensure they have policies and practices in place to prevent forced labour within their operations and supply chains.

E. Training and Awareness

Fortress Technology will continue to share and promote awareness training for employees on child labour prevention and ethical labour practices through its policies. The organization incorporates infographics and other educational materials to foster a culture of compliance and accountability regarding child and forced labour.

F. Grievance and Reporting Mechanism

Any instances of non-compliance must be reported immediately to the appropriate authority: the **HR Manager** for any illegal, forced labour and child labour concerns, and the **Purchasing and Inventory Manager** for any issues related to child labour and forced labour in the supply chain or with suppliers.

II. SUPPLEMENTARY INFORMATION -SUBSECTION 11(3)

A. Structure, Activities, and Supply Chains

1. Structure

Fortress Technology Inc. is a manufacturing corporation located in Ontario, Canada.

2. Activities

All facilities are involved in the procurement of raw materials and the manufacturing of metal detectors for the food industry, along with products that operate in conjunction with these detectors.

3. Supply Chains

We procure common commercial goods, customer components, and facility maintenance services from reputable and ethical sources.

B. Policies and Due Diligence Processes

1. Policies

Fortress Technology has created the following policies: (1) Anti-Child Labour and Forced Labour Policy and Employee Code of Conduct that incorporate the prohibition of child labour and forced labour.

2. Due Diligence Processes

Fortress Technology conducts internal risk assessments and maps activities and supply chains, ensures compliance with labour standards through annual supplier declaration /self audit forms, and provides employee awareness training on identifying and reporting violations.

C. Forced Labour and Child Labour Risk Assessment and Management

Our supply chains are assessed for risks of forced labour and child labour by collaborating with our suppliers to evaluate and determine their practices, country of origin, and associated risks with child and forced labour. Steps taken include conducting mapping of our supply chains to identify potential risks of forced labour and child labour, developing action plans to address these risks, implementing recruitment practices to ensure all employment is compliant with the applicable labour laws, and actively engaging with our supply chain partners to promote and enforce compliance with ethical labour standards.

D. Remediation Measures

Fortress Technology has developed grievance mechanisms for reporting and addressing violations, implemented corrective actions such as potentially discontinuing relationships with non-compliant suppliers, and ensured fair treatment and compensation for all Fortress Technology Inc. workers.

E. Remediation of loss of income

No measures have been taken in this area.

F. Employee Training on Forced Labour and Child Labour

Fortress Technology provides mandatory training sessions on forced labour and child labour. Employees are required to familiarize themselves with all policies related to child labour, forced labour, and the company's code of conduct. The company develops and distributes training and awareness materials, including infographics and educational content, and consistently updates training programs to adhere to current laws and best practices. The training material should cover the definitions of child labour and forced labour, how to recognize child labour and forced labour, and the harmful impacts of violating child labour and forced labour.

G. Assessing Effectiveness

Fortress Technology conducts regular reviews and audits of policies and procedures, tracks the performance of measures implemented to address forced labour and child labour, utilizes employee feedback and reporting mechanisms to assess awareness and compliance, and conducts supplier assessments along with regular acknowledgement forms to ensure continuous adherence to ethical standards.

Attestation

I, Donna Stead, in my capacity as Director of Finance & Administration, hereby attest that to the best of my knowledge and belief, the documents, policies, and procedures mentioned in our company's report regarding the prevention of forced labour and child labour are true, accurate, and reflective of our current practices.

I certify that:

- Our company has implemented policies and procedures aimed at preventing and reducing the risk of forced labour and child labour within our operations and supply chains.
- We conduct regular assessments and evaluation of our policies and employment practices to ensure compliance with ethical standards and legal requirements.
- The information provided in our reports and declarations is complete and accurate to the best of my knowledge.

FORTRESS TECHNOLOGY INC.



Name: Donna Stead

Title: Director of Finance & Administration

I have the authority to bind the Corporation.

Date signed: May 30, 2024