

Long View Systems - Modern Slavery Report

Portion of Fiscal Year 2024 October 1, 2023 to March 31, 2024

1. Introduction

This report is prepared by Long View Systems Corporation (“Long View” or “we” or “our”) for the first half of the fiscal year ending March 31, 2024 (“First Half of Fiscal 2024”) as required by the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). This report summarizes the steps Long View has taken to prevent and reduce the risk that modern slavery is used at any step of the production of goods that are produced, sold, or distributed by us. In this report, we use the term “modern slavery” to refer to forced labour and child labour.

2. Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour

Long View took the following steps during the first half of Fiscal 2024 to prevent and reduce the risk of modern slavery in our operations and supply chain:

- Began an internal assessment to identify areas of our operations with a risk of modern slavery;
- Started contacting suppliers to understand the risks of modern slavery in their supply chain;
- Developed and implemented anti-modern slavery contracting clauses.

Steps Long View will take in the second half of Fiscal 2024:

- Continuing mapping activities and our supply chain;
- Develop and deploy a formal statement on modern slavery in our supply chain;
- Continue refining a compliance checklist for employees with responsibility for procurement;
- Continue developing awareness and training materials to enhance employees’ understanding of the Act and their related responsibilities.

3. Structure, Activities and Supply Chains

Long View Systems Corporation was incorporated in Alberta in 1999. Long View is one of the largest privately-owned IT services and solutions companies in North America, with offices across the continent.

3.1 Mission

Our mission is that we want as many great people as possible to have happy, healthy lives and great careers by being a leading, lasting IT organization that provides exceptional value to our clients. To achieve our mission, we need the most qualified and highest performing people, which is why we are committed to Diversity, Equity, Inclusion + Belonging.

3.2 Vision

Our vision is to be the most loved technology services company for dynamic North American organizations.

3.3 Core Pillars

Our core pillars are:

- **Integrity:** We'd do the right thing even if no one was ever going to know it. We follow through on our commitments. We're straightforward communicators who can address tough issues head-on.
- **Competence:** We invite feedback because we know it can make us even better. We take responsibility for our own learning and development. We strive for excellence in everything we do.
- **Value:** We focus on finding the win-win-win for our clients, our employees, and our business. We know success isn't about how we define it, it's how our clients do. We are relentless about providing lasting value to our clients.
- **Fun:** We're on this journey together, so let's enjoy it. We remember to inject a little levity. We keep our eyes on the horizon and don't take ourselves too seriously.

3.4 Activities

Long View provides information technology (IT) services primarily to customers in Canada and the United States. The delivery of services may also include the procurement of technology products for use by the customers. Long View is not the importer of any goods for the purposes of the *Customs Act*. Long View purchases products for resale from authorized distributors in country of sale.

3.5 Locations and Employees

Long View has 1,100 employees and is growing. We have over 950 employees in Canada and more than 150 in the United States. We have office locations in seven cities across North America namely, Calgary, Edmonton, Vancouver, Toronto, Denver, Houston, Dallas.

4. Policies and Due Diligence

4.1 Code of Conduct

Long View's Code of Conduct has been adopted as the minimum standard of ethics for employees at every level and the Board of Directors. Compliance with the Code is part of the terms and conditions of employment, and it helps guide employees to recognize and address

ethical issues, report unethical conduct, and foster and sustain a culture of integrity and accountability.

4.2 Considerations for Modern Slavery in Procurement

In Fiscal 2024, Long View will further explore how best to expand and amend policies which govern procurement in order to reduce the risks of modern slavery in our supply chain.

4.3 Contractual Clauses

Long View has added a clause to all its new vendor contracts asking the vendor to represent and warrant that they are committed to eradicating modern slavery, in addition to attesting that they have measures in place to reduce and prevent the risk of modern slavery. Long View also intends to revisit its current/existing vendor contracts and amend by adding in the same clause.

5. Risk Assessment

Long View's operations are largely focused on services and are located primarily within Canada, with continued plans for growth in the United States. Long View is not engaged in the type of work typically associated with modern slavery. Nonetheless, Long View recognizes the potential exists for modern slavery to be present in supply chains, either with direct suppliers or indirect suppliers further down the supply chain.

To inform the assessment of risks, Long View made direct inquiries with major suppliers about how they assess risks of modern slavery in their supply chains. The current assessment is that Long View has minimal exposure to modern slavery risks in our supply chain.

5.1 Supply Chain

Long View does not manufacture products. Long View has started confirming with major distribution partners, and manufacturers we purchase from, that they have policies in place within their supply chain.

Long View is currently performing a risk assessment to evaluate the parts of our supply chain with material risk of modern slavery. The exercise is expected to be complete by the next reporting period. In order to begin efforts to ensuring that modern slavery are not being used, Long View implemented a modern slavery due diligence questionnaire for suppliers to complete where we do not have a formal agreement. We also drafted and implemented a modern slavery clause to be added to agreements with suppliers we have formal agreements in place with.

6. Remedial Measures

Long View is unaware of any instances of modern slavery in our supply chain, and therefore we did not take any measures to remediate any adverse impacts or the loss of income to families that could have resulted from measures taken to address modern slavery. If we learn of any potential or confirmed instances of modern slavery, we will investigate and take appropriate remedial measures.

7. Training

Long View employees receive regular training on regulatory requirements, ethical practices, and internal policies. All new employees receive an onboarding package which includes a review and acknowledgement of our Code of Conduct. Additionally, employees are required to review, sign off and abide by our Code of Conduct annually.

In the first half of Fiscal 2024, Long View commenced internal awareness building on the Act. In the second half of Fiscal 2024, Long View will continue to spread awareness to all employees on the Act, why Long View is subject to it, the reporting requirements and employee responsibilities. Long View will also develop training for staff responsible for procurement matters.

8. Assessments and Future Improvements

An assessment of the new measures in this report will be conducted at the end of the next fiscal year to determine their effectiveness. The purpose of the assessment will be to determine what future improvements may be needed to enhance Long View's commitment to preventing and reducing the risk of modern slavery in our supply chain.

9. Approval and Attestation

This report is signed by individuals who have the legal authority to bind the entity. The report will be approved by the Board of Directors of Long View Systems Corporation on June 3, 2024 for the first half of the fiscal year ended March 31, 2024.

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.

I have the authority to bind Long View Systems Corporation

Full name: Brent Allison

Title: Chief Executive Officer


Signature: 

Date: 5/27/2024

I have the authority to bind Long View Systems Corporation

Full name: Don Bialik

Title: Executive Chairman

Signature: 

Date: 5/27/2024