



**Paladin
Technologies**

Annual Reporting

Paladin Technologies

*Fighting Against Forced Labor and Child Labor in
Supply Chains Act, SC2023*

May 31, 2024





2023 ANNUAL REPORT

1. Purpose

This annual report for the 2023 financial reporting year has been created by Paladin Technologies Inc. (hereinafter referred to as “Paladin”, “our”, or “we”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labor and Child Labor in Supply Chains Act*, SC 2023, c 9 (the “Act”).

2. Our Commitment

Paladin is committed to preventing and reducing the risk that forced labor or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Paladin imports into Canada.

3. Categorization, Sector, and Industry

Paladin is a low voltage installation and services entity headquartered in Vancouver, British Columbia.

In terms of the Act’s threshold requirements, Paladin has at least \$20 million in assets for at least one of its two most recent financial years, it has generated at least \$40 million in revenue for at least one of its two most recent financial years, and it employs an average of at least 250 employees for at least one of its two most recent financial years.

4. Structure, Activities, and Supply Chain

Paladin is one of approximately 470 subsidiaries of Robert Bosch GmbH (“**Bosch GmbH**”), a multinational engineering and technology company headquartered in Gerlingen, Germany. Bosch GmbH maintains policies and procedures that apply to all of its subsidiaries (all subsidiaries and Bosch GmbH hereinafter referred to as, the “**Bosch Group**”). Paladin was only recently acquired by the Bosch Group on or around July 4, 2023. As a result, in the 2023 reporting period, Paladin had not completely implemented the Bosch Group policies and procedures.

Paladin is a leading provider of security and life safety solutions and system integration services. Paladin serves the entire Canadian market with eighteen (18) offices and the United States market with seventeen (17) offices across New York, Texas, California, the Southwest, Pacific Northwest and Midwest regions. Our portfolio comprises of video surveillance, access control and intrusion detection, as well as network infrastructure, monitoring, and advanced audio-visual solutions.

The majority of the goods that Paladin imports into Canada are from the United States. These include, but are not limited to, server units, processing units, wall-mounted digital cameras, smart cards, and mount kits.



Steps Taken by Paladin in 2023

To help prevent and reduce the potential risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada, Paladin took the following steps in 2023:

1. Mapping activities;
2. Mapping supply chains;
3. Conducting an internal assessment of risk of forced labour and/or child labour in the organization's activities and supply chains;
4. Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily;
5. Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour;
6. Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains; and
7. Engaging with supply chain partners on the issue of addressing forced labour and/or child labour.

In the subsequent reporting period, Paladin will be implementing the Bosch Group policies and procedures. For additional information on the Bosch Group's global initiatives, please refer to the Bosch Group's [2023 Sustainability Report](#).

For additional information on the details provided above and the Bosch Group's global initiatives, please refer to the Bosch Group's [2023 Sustainability Report](#).

5. Policies and Due Diligence Processes

Paladin maintains policies and due diligence processes to directly address child labour and forced labour, including:

1. Embedding responsible business conduct into policies and management systems; and
2. Tracking implementation and results.

In the subsequent reporting period, Paladin will be implementing the Bosch Group policies and due diligence processes. For additional information on the Bosch Group's global initiatives, please refer to the Bosch Group's [2023 Sustainability Report](#).



6. Forced Labour and Child Labour Risks

Paladin has not started the process of identifying risks of forced labour and child labour in its activities and supply chain. As a newly acquired entity in the Bosch Group, it is in the process of assessing what steps may be appropriate to identify risks of child labour and forced labour.

7. Remediation Measures

Paladin has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

8. Remediation of Loss of Income

Paladin has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

9. Training Provided to Employees

1. In the reporting year, Paladin did not provide training to its employees specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.

10. Assessing Effectiveness

2. Paladin does not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its activities and supply chain.

11. Approval and Attestation

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 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.

IN WITNESS WHEREOF the authorized signing officer of Paladin Technologies Inc. and Paladin Technologies (USA) Inc. has executed this report as of the effective date of the signatures set out below.

SIGNED

May 31, 2024

PALADIN TECHNOLOGIES INC.

Per:

Executed Date

Name: Iain Morton

Title: Chief Operating Officer (COO)

I have authority to bind Paladin Technologies Inc. & Paladin Technologies (USA) Inc.