

## **Powersmiths International Corp. Modern Slavery Act Report for 2023**

*Issued May 2024 for the reporting period of 2023*

Powersmiths International Corp., based in Brampton, Ontario, is a manufacturer of electrical distribution products and is a wholly owned subsidiary of Socomec Group S.A.. Founded in 1922, Socomec is an industrial group with a workforce of 4200 people with a core business of manufacturing and services of products that support the availability, control, and safety of low voltage electrical networks with increased focus on customer power performance.

Socomec and Powersmiths are committed to not use forced labour, child labour, or engage in human trafficking in its supply chains. Socomec Group's values and approach in these areas are defined in its current Human Rights Policy implemented in 2023, which establishes common principles and provides guidance for both employees and suppliers. Socomec and Powersmiths also employ a Code of Conduct which applies to all collaborators of the Group including internal employees and external partners, such as suppliers. These initiatives are an extension of the Groups voluntary membership in the UN Global Compact since 2003.

All Managers within the Group are trained on the Human Rights Policy and all employees are trained on the Code of Conduct. All new hires are trained on the Code of Conduct within the first three months of employment. Additionally, Socomec maintains, and employees are trained on a formal whistleblowing procedure. Any employee who believes that the present policy is being violated, or that an applicable law is being breached, shall make use of the whistleblowing procedure.

It is planned that in 2024 the Powersmiths purchasing department will begin a program of sending questionnaires to current and prospective suppliers to whom Powersmiths makes the majority of its expenditures of raw materials, including higher risk areas such as those involved in the supply of ferrous metals, non-ferrous metals, and minerals used in electronic component manufacturing. The questionnaire will require those companies to certify their compliance with our current Human Rights Policy and Code of Conduct in a formal manner.

Like any other business topic, the ongoing review of human rights shall be subject to due diligence. Powersmiths internal auditors will assess the several topics within the Human Rights Policy and Code of Conduct whilst performing the usual business audit. Orientations and priorities are established by the Group Ethical Committee and global feedback on these topics will be provided to the Group's top Governance. Should Powersmiths cause or directly contribute to adverse impacts upon human rights or contribute to the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour, an appropriate remediation process would be engaged.

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.

Name: Jean Guay

Title: CEO Powersmiths

Date: May 29th, 2024

Signature: 

*"I have the authority to bind Powersmiths International Corp."*