



Forced Labor and Child Labor Report

Reporting Period: January 1, 2023 to December 31, 2023

1. Introduction

This document constitutes Quintus Technologies, LLC. first report pursuant to Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act (S.C. 2023, c. 9). Quintus Technologies is the global leader in high pressure technology. The company designs, manufactures, installs, and supports high pressure systems in three main areas: densification of advanced materials, sheet metal forming, and high pressure processing for food and beverage innovation, safety, and shelf life.

2. Our structure, activities and supply chains

- Quintus Technologies, LLC. is headquartered in Lewis Center, Ohio, and employs approximately 47 employees in the United States. We have zero employees or assets in Canada.
- Quintus Technologies, LLC Quintus Technologies is the global leader in high pressure technology. The company designs, manufactures, installs, and supports high pressure systems in three main areas: densification of advanced materials, sheet metal forming, and high-pressure processing for food and beverage innovation, safety, and shelf life. We install and perform maintenance on our presses sold into Canada.
- Our parent company is Quintus Technologies, AB, in Västerås, Sweden, and does not sell directly into Canada.
- Quintus Technologies, LLC. procures less than \$100,000 annually purchasing products from Canada. Our supply chain is mainly from the U.S. and Europe.

3. Our policies in relation to forced labor and child labor.

Our company Code of Conduct includes the following section:

4.2 Social responsibility and human rights

The company respects UN Universal Declaration of Human Rights (UDHR).

The company is committed to a work environment that is free from forced labor and that does not accept child labor. This includes that the company will not tolerate human trafficking or slavery in any part of our global organization. The company support and respect human rights to protect and advance human dignity and human rights in our global business practices. The company recognizes freedom of association and the right to collective bargaining.

Quintus Technologies prohibits trafficking in persons and slavery. Quintus employees, contractors, subcontractors, vendors, suppliers, partners, and others thorough whom Quintus conducts business must not engage in any practice that constitutes trafficking in persons or slavery. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons;
- Procuring commercial sex acts (even if this practice is legal in the jurisdiction where it transpires);
- Using forced labor in the performance of any work;

Quintus Technologies, LLC
8270 Green Meadows Dr. N
Lewis Center, Ohio 43035
P: (614) 891-2732

www.quintustechnologies.com



- Destroying, concealing, confiscating, or otherwise denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract position; such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding the key terms and conditions, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided by Quintus), any significant cost to be charged to the candidate, and, if applicable, the hazardous nature of the work;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees;
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment;
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; or
- If require by law or contract, failing to provide an employment contract, recruiting agreement, or other required work document in writing.

4. Identification, assessment and management of forced and child labor risks

- Quintus Technologies, LLC. does not perceive there to be a risk of forced and child labor occurring within our operations. Among other things, we are satisfied that, because of recruitment, remuneration and compliance measures throughout our operations, there is minimal risk that any of our staff are at risk of modern slavery.
- We recognize that there is a minimal risk of forced labor and child labor occurring within supply chains. We further understand that geographic considerations, the nature of raw materials and particular industries can carry a higher risk of forced labor and child labor. As a whole, however, we view the risks of forced labor and child labor in our supply chains as extremely low. Among other things, we only purchase from suppliers who have met strict prequalification verifications and requirements. Our prequalification assessment includes health, safety, environmental, technical compliance, financial considerations, and sustainability requirements including local and indigenous content. We are satisfied that our suppliers are at a low risk of modern slavery, procuring our inventory from the United States and Europe.

5. Any measures taken to remediate any forced labor or child labor, or loss of income from remediation

- At present, no forced labor or child labor has been identified in the business activities or supply chain of Quintus Technologies, LLC. Accordingly, no steps have been taken to remediate forced labor or child labor, or the loss of income associated with remediation efforts. If we identify forced labor or child labor, we are committed to considering and take adequate corrective measures.



6. The training provided to employees on forced labor and child labor

- Although we do not provide employees with specific training on forced labor and child labor, we do annual training for all employees on our Code of Conduct policy which includes a section on anti-slavery, child labor and human trafficking.

7. How we assess the effectiveness in ensuring that forced labor and child labor are not being used in our activities and supply chains

- Our supply chain managers regularly audit our suppliers to ensure they are operating with integrity and in accordance with our Code of Conduct.

8. Approval and Attestation

- This report is made in accordance with Section 11 of the Act for the financial year commencing on January 1, 2023 and ending on December 31, 2023.
- 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. 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.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right. Below the signature is a solid horizontal line.

Name: Edward Williams

Title: General Manager

Date: September 12, 2024

I have the authority to bind Quintus Technologies, LLC.