

RADIAL, INC.
CANADA MODERN SLAVERY REPORT
FISCAL YEAR ENDING
DECEMBER 31, 2023

SECTION I: IDENTIFYING INFORMATION

In addition to the information contained in our online questionnaire completed as part of our 2024 Report filing process, this report is filed on behalf of Radial, Inc. (“**Radial**”) for the fiscal year ending December 31, 2023 in accordance with the requirements of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”). Radial is a corporate entity incorporated under the laws of the Commonwealth of Pennsylvania; its Canadian Business Number is 848873063. Radial is a Third-Party Logistics Provider, which is headquartered in the United States. Radial’s service in Canada is providing order management and fulfillment for its e-commerce customers from its Canadian fulfillment centers.

The following categorization set out in the Act applies to Radial:

a. Canadian business presence:

Has a place of business in Canada
Does business in Canada
Has assets in Canada

b. Meets size-related thresholds:

Has at least \$20 million in assets for at least one of its two most recent financial years
Has generated at least \$40 million in revenue for at least one of its two most recent financial years
Employs an average of at least 250 employees for at least one of its two most recent financial years companywide, including non-Canadian employees

Radial also distributes goods in Canada or elsewhere.

SECTION II ANNUAL REPORT

Radial’s structure and activities are described in Section I of this Report.

As a third-party logistics provider, Radial's supply chain is limited and includes primarily the vendors and suppliers who provide us with the materials and equipment we need to support our activities as a service provider.

In fiscal year 2023, Radial has taken the following steps to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by Radial:

- Developing and implementing child protection policies and processes
- Developing and implementing anti-forced labour and/or -child labour contractual clauses

In light of Radial's role in the supply chain (primarily as a third-party logistics services provider), Radial's forced/child labour supply chain risks are considered low and our policies and compliance infrastructure is properly calibrated to our level of risk.

The company has adopted a Supplier Code of Conduct, which has been rolled out to Radial's Canadian third-party staffing vendors. Radial will look to incorporate the Supplier Code of Conduct into its contracts with other key vendors going forward.

In addition, to guard against force/child labour risks, the company does not hire anyone under the age of 18.

The company is committed to the fight against forced and child labour in supply chains. We will continue to monitor our risk profile and regularly review, and enhance as needed, our policies and practices in this area, in line with recognized best practices.

Radial has not yet identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used. However, as stated above, In light of our role in the supply chain (primarily as a third-party logistics services provider), our forced/child labour supply chain risks are considered low and our policies and compliance infrastructure is properly calibrated to our level of risk.

To date, Radial has not identified any forced or child labour in its supply chain and has, therefore, not taken any related remediation measures. Likewise, since we have not taken remediation measures, we have not taken any measures to compensate for loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

At this time, given our low risk profile for forced or child labour in our supply chain, we have not deployed dedicated training on forced or child labour in supply chains. The company regularly reassesses its risk profile and reviews its policies and compliance infrastructure. As such, our current training practices may change in the future, should we determine that training on forced/child labour risks becomes warranted.

Likewise, given our low risk profile and role in the industry, we have not developed a specific methodology for assessing our effectiveness in ensuring that forced or child labour are not used in Radial's supply chain.

The company will periodically reassesses its supply chain risks and review its policies and practices for alignment with best practices in our industry.

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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 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.

Full name: Laura Ritchey
Title: Chief Executive Officer
Date: May 22, 2024

I have the authority to bind Radial, Inc.

Laura Ritchey
Signature