

Forced Labour in Canadian Supply Chains Report

Executive Summary

This report is for S.i. Systems ULC, business number 129925947, a corporation operating in the professional, scientific and technical services sector in Canada. Our head office is in Calgary, Alberta and we provide services across Canada. We meet the size thresholds requiring reporting of minimum \$40 million in revenue, employing more than 250 employees. This is not a revised report or a joint report. S.i. Systems ULC has no reporting obligations outside of Canada.

S.i. Systems has a zero-tolerance approach to modern slavery: no form of forced labour, such as slave, bonded, indentured, or prison labour, will be used in our operations or offered to our clients. Work must be voluntary and candidates and employees will be free to leave work or terminate their relationship with S.i. Systems with reasonable notice and in accordance with all local legal requirements.

To the best of our knowledge none of our activities or supply chain carry a risk of forced or child labor for the reporting year 2023. We do not produce, sell, import, or provide goods as part of our core business activities. We are a professional services company providing Information Technology consultants to deliver highly skilled services to our clients across Canada. We provide consulting services in the areas of software development, business analysis, project management, cyber security, and other core information technology specializations.

Prevention and Risk Reduction of Forced and Child Labor

S.i. Systems ULC conducted an internal assessment of risks of forced or child labour in our business activities and supply chains. S.i. Systems first conducted an internal assessment of the risks of forced labour and/or child labour in our organization in 2015, and periodically updates this assessment to ensure that we are not complicit in human rights abuses. These assessments are based on the International Labour Organization (ILO) Core Labour Standards and consider our internal operations (permanent staff, sourcing of IT and telecommunications equipment, sourcing of general supplies) as well as our processes for sourcing and deploying consultants on client projects.

We provide an anonymous grievance mechanism via an independent third-party hotline (SiSystems.ConfidenceLine.net or 1-800-661-9675) to allow any employee of S.i. Systems to provide grievances directly and anonymously to the Board of Directors.

To prevent the risk of forced or child labour in our delivery of services in Canada, S.i. Systems ULC has identified all risks to the best of our knowledge and will continue to identify emerging risks related to forced or child labor in our supply chains. We have embedded Responsible Business Conduct (RBC) into our policies and management systems including but not limited to:

- Undertaking thorough due diligence in our hiring practices including verification of the worker's identification and legal status to work in Canada, a Government of Canada security clearance verification or third-party background check and checking with professional references.
- Hiring only onshore workers over the age of 18

- Paying market rates to our workers well above minimum wage. We do not hire any employees below minimum wage.
- Providing paid statutory holidays, vacation, and federal and provincial tax remittances to all our employees.
- We do not sponsor workers from other countries to immigrate to Canada and work for our company.
- If we engage a worker through a subcontracting relationship with another corporation, we require the subcontractor to demonstrate the same level of due diligence.

Remediation

S.i. Systems ULC has not identified forced labour or child labour in our activities and supply chains and therefore remediation is considered not applicable.

Training

S.i. Systems ULC does not provide training on forced or child labor as our primary business activities and supply chains do not carry a risk of forced labour or child labour being used.

Monitoring and Continuous Improvement

Leadership at S.i. Systems ULC will continue to undertake periodic assessments of our business activities and supply chains to identify new and emerging threats related to forced labour and child labour. In addition, our policies and management systems are reviewed at least annually to assess the effectiveness of our existing strategies.

Summary

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.

Derek Bullen

CEO

April 15, 2024

Derek Bullen

I have the authority to bind S.i. Systems ULC.