

Canadian Statement Against Forced Labour and Child Labour in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada’s “*Modern Slavery Act*” (the “**Act**”)
for the year ending 30 April 2024

1. INTRODUCTION

This is a statement made by Solink Corporation (“Solink”), in respect of the Act, as referenced above. Solink is a corporation incorporated pursuant to the laws of Canada.

2. REPORTING ENTITY

Solink is a federally registered corporation based in Kanata, Ontario. Solink has fully owned and controlled subsidiaries in Delaware “Solink US Inc.” and the United Kingdom “Solink (UK) Limited”. Solink is reporting on behalf of itself and both subsidiaries.

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Solink provides a cloud-based video monitoring solution. Solink supplies software to potential clients who are able to then use such software to enhance their existing video monitoring infrastructure with different products that enhance the experience. In order for the Solink video monitoring service to function we provide customers with a hard drive to store video locally, and optionally, cameras to supplement their current on-site camera system.

- Software: Solink develops and maintains its software offering with employees and contractors reporting into its headquarters in Kanata, Ontario.
- Hardware: Solink sources its hardware from suppliers around the globe.

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

Solink develops its software solution with all of its employees and contractors reporting into its headquarters in Kanata, Ontario, Canada. Solink abides by all applicable employment laws in Canada, and as a SOC2 Type 2 certified company completes criminal background checks on all prospective full time hires. As such, there is no forced labour or child labour used in any of its software.

In terms of hardware, Solink focuses on engaging with globally recognized suppliers. Most of our hardware is sourced through companies with Canadian and American subsidiaries.

Further in our employee handbook, which all employees are trained on and agree to as a condition of employment, we set out the following policies and expectations:

- Health and Safety training, regarding AODA
- A violence, harassment and sexual harassment policy.

- Solink is committed to conducting its business ethically and in compliance with all applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the United Kingdom Bribery Act (UKBA) and similar laws in other countries that prohibit improper payments to obtain a business advantage.
- Business Code of Ethics which sets out clear expectations that all employees, vendors, customers and the customers will conduct business in an open and ethical manner.
- Complaint Process/Whistleblower Policy to ensure any transgressions of the Business Code of Ethics (or other company policies) are investigated in a serious and objective manner.
- A section setting out Employee Expectations which sets out expectations of honesty, trust and integrity of all employees.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

Software: No risk found as Solink develops all of its software either with full time employees or contractors.

Hardware: Risk Mitigated through policy review of many key stakeholders. Solink reviewed the publicly available documentation, and requested private policies, from selected key suppliers and stakeholders, in order to ensure that they are not using forced labour and/or child labour. Based on this review, Solink has determined that the risk of forced labour or child labour having been used in the hardware it purchases is minimal. We are continuing to canvas partners for statements.

6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

Solink found no instances of forced or child labour, and so no remediation efforts were required.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

Solink found no instances of forced or child labour, and so no remediation efforts were required.

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

On hire, all employees are trained on Accessibility (Accessibility for Ontarians with Disability's), Human Rights (Ontario Human Rights Commission), Worker Health & Safety, Violence & Sexual Harassment Prevention and Cybersecurity Training.

In order to expand the internal training that already exists, key members of our executive team including the CFO, COO, General Counsel and Head of People Operations attended a third party seminar designed to specifically address Forced Labour and Child Labour laws and regulations and how they apply to businesses such as Solink's. The seminar reviewed the Act's reporting obligations for a wide range of businesses, as well as US forced labour legislation. The session also covered steps our business can take to prepare under the Canadian and US rules. We continue to seek out additional training sessions for the executive team and wider employee base.

9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

Solink is continuing to review its policies and the policies of its supply chain partners in order to ensure forced labour and child labour is not being used in its business and supply chains. We are implementing required continuing professional development courses for key senior executives and other employees involved in managing our supply chain.

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. For clarity, I am providing this attestation in my capacity as an officer of Solink Corporation, and not in my personal capacity.”

- Full name: Michael Matta
- Title: CEO
- Date: 31 May 2024
- Signature:



“I have the authority to bind Solink Corporation.”