

Fighting Against Forced Labour and Chile Labour in Supply Chains Report

Introduction

At Solutions 2 GO Inc., we are committed to making a positive impact in every community we do business in. This joint report is prepared by Solutions 2 GO Inc. and its reporting entity subsidiary, Solutions 2 GO LATAM Inc., (collectively, “Solutions 2 GO” or “we”) in response to Section 11 of Bill S-211 (“the Act”) for the financial year ending March 31, 2024.

We recognize that our global supply chain is complex and that we must do our part in upholding our commitment to ethical business conduct across our business. We strive to collaborate with our supplier partners to effectively manage and address any risks of child labour or forced labour being used in our operations and supply chains.

This report provides transparency on the measures we have already implemented to mitigate such risks, as well as the initiatives we plan to undertake as part of our continuous improvement efforts.

Section A: Legal and Organizational Structure

Solutions 2 GO is an electronics distributor based in Brampton, Ontario, Canada. We operate in 19 countries across the Americas with trusted partnerships around the world to deliver unparalleled service and value to our customers. We offer a variety of services including retail distribution, direct to consumer fulfillment, digital distribution, and sales and go-to-market support.

The Solutions 2 GO team is led by a group of industry experts that bring a wealth of knowledge and passion to our business. Each geographical division (i.e., Canada, USA, and LATAM) is composed of experienced functional teams such as Finance, Operations, Vendor Services, Sales, IT, and HR. We proudly employ over 500 employees across our business globally.

Solutions 2 GO Inc. is the parent entity that wholly owns Solutions 2 GO LATAM Inc. and both are incorporated in Canada. Solutions 2 GO Inc. imports products into Canada for distribution primarily to retailers and wholesalers in Canada. Solutions 2 GO LATAM Inc. distributes products to customers in Central and South America.

Section B: Policies and Due Diligence Processes

In the last financial year, Solutions 2 GO did not have any policies or due diligence processes specifically related to the prevention of child labour or forced labour within its supply chain in place. Recognizing the importance of having preventative measures to identify and mitigate adverse impacts on human rights within our activities and supply chain, we plan to advance our maturity in this aspect through initiatives which may include:

- Refining our Code of Conduct to articulate Solutions 2 GO's zero-tolerance stance on modern slavery in our business operations and supply chain,
- Enforcing our zero-tolerance stance on modern slavery through our internal whistleblower hotline program,
- Requesting suppliers to disclose any risks of child labour or forced labour being used in their activities and supply chains during our supplier onboarding and contract development processes, and
- Requesting suppliers to acknowledge our refined Code of Conduct, including our zero-tolerance stance on modern slavery, during our supplier onboarding and contract development processes.

Through these initiatives, we strive to formalize our approach to embedding Responsible Business Conduct (RBC) into our day-to-day operations, promoting the alignment of our supply chain partners towards a common commitment of upholding human rights and ethical business practices.

Section C: Forced Labour and Child Labour Risks

To understand the inherent risks associated with child labour and forced labour being used in our supply chains based on the products we sell and our supplier network, we have conducted a risk assessment based on our supplier spend profile over the last financial year.

In this assessment, we compared our supplier spend profile to the Walk Free Global Slavery Index and the US Department of Labor's List of Goods Produced by Child Labor and Forced Labor. The Walk Free Global Slavery Index provides insights on the prevalence of modern slavery across various countries. We have used this information to understand the level of risk associated with each of the regions we procure from. The US Department of Labor's List of Goods Produced by Child Labor and Forced Labor presents a list of goods from various countries that have a higher likelihood of being produced through the use of modern slavery. We leveraged this data to assess the risks associated with the products we import, sell, and distribute.

We primarily procure goods from lower risk countries such as Canada and the United States. A small percentage of our purchases are from countries with a higher

prevalence of modern slavery such as China, Vietnam, Brazil, and Mexico. Further, electronics procured from China have been identified as having a higher risk of being produced through child labour and forced labour. We also recognize that our suppliers located in Canada and the United States may also be purchasing from countries that have a higher prevalence of modern slavery.

We therefore recognize that while we have not encountered any instances of child labour or forced labour being used in our activities or supply chains to date, there may be some inherent risks to monitor based on the global reach of our supply chains and the products we distribute. We are dedicated to implementing due diligence policies and processes to effectively mitigate and address these risks.

Section D: Remediation Measures

Solutions 2 GO has not identified any incidences of child labour or forced labour being used in our operations and supply chains to date. As a result, we have not engaged in any remediation measures within or prior to the last financial year. In the case that we encounter any use of modern slavery within our operations or supply chains in the future, we are committed to taking a thoughtful approach to remediation and pursuing remediation in a timely manner on a case-by-case basis.

Section E: Remediation of Loss of Income

We have not identified any instances of child labour or forced labour being used in our operations and supply chains to date, and therefore have not engaged in remediation measures. Consequently, to the best of our knowledge, our actions have not led to a loss of income for vulnerable families. Should such incidences arise in the future, we are committed to taking a thoughtful approach to remediation based on the circumstances of the situation.

Section F: Training

We have not provided any training on the topic of mitigating child labour and forced labour to our employees within or prior to the last financial year. Recognizing the importance of increasing awareness around these issues to effectively mitigate related risks, we plan to:

- Incorporate content on preventing child labour and forced labour to employees as part of our mandatory, company-wide Code of Conduct training, and
- Conduct training for our vendor services team related to ethical sourcing and mitigating risks associated with modern slavery being used in our supply chains.

Through these training initiatives, we strive to equip our employees with a deeper understanding of how to identify, mitigate, and address risks of modern slavery being used in our activities and supply chains.

Section G: Assessing Effectiveness

In our last financial year, we did not have any policies or procedures in place to assess our effectiveness in ensuring that forced labour and child labour are not being used in our activities and supply chains.

As we continue to enhance and refine our due diligence processes, we plan to formally track relevant performance indicators related to the roll-out of our refined Code of Conduct across our supplier base and employee training completion rates.

We will leverage these performance indicators to assess our effectiveness in preventing the use of modern slavery in our operations and supply chains. We will also collect feedback and insights to further improve our policies and processes over time.

Conclusion

At Solutions 2 GO, ethical business conduct is part of our core values. We strive to make a positive impact on the communities we serve and operate in and support global efforts to eradicate the use of child labour and forced labour. We commit to continuously improving our policies and processes to effectively address any risks of modern slavery being used in our activities and supply chains.

Attestation

This joint report has been approved in accordance with Section 11(4)(b)(ii) of the Act by the Board of Directors of Solutions 2 GO Inc.

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 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.

GABRIELLE CHEVALIER

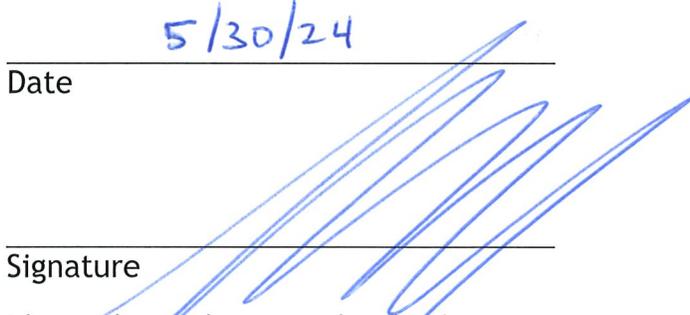
Full name

PRESIDENT & CO-CEO

Title

5/30/24

Date


Signature

I have the authority to bind Solutions 2 GO Inc.