

# Modern Slavery and Human Trafficking Statement

## Introduction

Think Logistics Inc., headquartered in Ontario, Canada, is committed to upholding the highest ethical standards in all aspects of our operations and supply chain. We firmly oppose slavery, human trafficking, and any forms of forced labour within our organization and supply chains. Our core values reflect our dedication to respecting human rights and promoting fair and ethical practices globally.

## Compliance and Commitment

In accordance with the Modern Slavery Act, we have implemented the following measures:

- **Legal Adherence:** We comply with all relevant laws and regulations regarding slavery, human trafficking, and forced labour.
- **Policies:** Our Code of Conduct reinforces our commitment to ethical conduct. It ensures that modern slavery does not occur in our business or supply chains.
- **Supplier Standards:** We are in the process of ensuring that all of our suppliers adhere to our Supplier Code of Conduct, prohibiting forced labour, child labour, and any form of exploitation.
- **Risk Assessment:** We periodically conduct risk assessments to identify and address potential risks related to slavery and human trafficking.
- **Training and Awareness:** We provide training to our employees to recognize and prevent modern slavery and human trafficking.
- **Grievance Mechanism:** We have established a grievance mechanism to report any concerns related to unethical practices, ensuring protection for whistleblowers.
- **Continuous Improvement:** We are committed to continually reviewing and improving our policies and practices to combat modern slavery.

## **Our Operations and Supply Chain**

We operate as a third-party logistics (3PL) provider, offering comprehensive logistics solutions including warehousing, distribution, and transportation services. With a diverse workforce operating across three facilities in Canada, we ensure fair treatment across all levels. However, recognizing there may be risks within our supply chain, we are proactively taking steps to have all suppliers sign an Acknowledgement to ensure that they are informed of their responsibilities and confirms their commitment to combating modern slavery in the supply chain.

This statement, approved by our executive team, is made pursuant to section 54(1) of the Modern Slavery Act for the financial year ending December 2023.

A handwritten signature in black ink, appearing to read "R Hashimoto". The signature is written in a cursive style with a large initial "R".

Robert Hashimoto, President, Think Logistics Inc.