



WBM Technologies Report Under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

Introduction

WBM Technologies LP (WBM) adheres to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). We place paramount importance on human rights and on safeguarding our supply chains from modern slavery.

WBM fundamentally believes that our organization, and the technology partners we work with, must operate with the highest ethical standards and in alignment with the values of our clients and the communities we share. We expect all of our partners, employees, and contract workers to uphold integrity and comply with all relevant laws and regulations.

Human rights are a shared responsibility that must be acknowledged, practiced, and continuously advocated for. It is imperative to WBM's core values that we respect human rights and work with trusted partners who protect them in all locations and at all times.

This report was prepared in compliance with the Act, and covers the period from January 1, 2023, to December 31, 2023. The corporate structure and entities covered under this joint report comprise WBM Technologies LP and its wholly-owned subsidiaries: Carlyle Printers, Service, and Supplies LP; Carlyle Printers, Service, and Supplies GP Inc.; and Athena 3 Corp. For this report, the reference to "WBM" encompasses all entities listed above.

Corporate Structure, Activities and Supply Chains

WBM is a Canadian leader in the provision of outcomes-driven information technology solutions. We employ nearly 600 staff across Western Canada and maintain physical locations in Vancouver, Calgary, Regina, Saskatoon (Head Office), and Winnipeg.

WBM provides services and support through our Enterprise Experience Platform, which includes core goods and services in Technology Procurement, End User Computing, Enterprise Service Desk, Managed Print, Modern Workplace Enablement, Deskside Support, Security Operations, and Managed IT Services.

In 2023, WBM partnered with approximately 650 suppliers. Seventy percent of our spend was attributed to the following top 5 accounts:

- **Ingram Micro Ltd**
- **TD Synnex Canada ULC**
- **Ricoh Canada Inc**
- **Dell Canada Inc**
- **Panasonic Canada Inc.**

Procurement was mainly through North American-based distribution channels and business partner operations centres, of which approximately 97% are located within Canada and the United States.

Steps taken during last financial year to prevent and reduce risk that forced labour and child labour used in supply chain

During the 2023 fiscal year, WBM spent time to better understand the risks and severity of forced and child labour in our supply chains. While WBM is already committed to treating employees, vendors, customers, and other stakeholders with dignity and respect, we are also working towards evolving our existing policies and procedures to explicitly address global issues in support of the fight against modern slavery.

WBM also reviewed the policies of the top 5 suppliers listed. In each case WBM noted the suppliers are subject to the United Kingdom's Modern Slavery Act 2015 and post online statements outlining their activities to protect its supply chains from forced and child labour. Each supplier listed robust prevention mechanisms, policies and procedures that go beyond any minimum legal requirements.

Policies and Due Diligence Processes in relation to forced labour and child labour

WBM is modifying existing policies in our Employee Culture Book (Policy Handbook) which educates and clearly outlines zero tolerance for any form of modern slavery. This will build upon the following policy sections which are relevant to the overall treatment of WBM employees and stakeholders:

- **Standard of Ethics**
- **Hiring Policy**
- **Solving Work Related Issues – Open Door Policy**
- **Workplace Harassment**
- **Harassment Complaint Procedure**
- **Standard of Conduct & Discipline Policy**
- **Disciplinary Actions Policy**
- **Unlawful Coercion**
- **Separation from Employment**
- **Workplace Safety**

Risk Assessment and Management

WBM is dedicated to working with reputable and reliable suppliers across all facets of our operations. Even so, WBM understands the importance of identifying where parts of the business and our supply chains are likely to have the highest risk of forced or child labour.

From multiple lines of business, WBM has identified the procurement of electronics (such as laptops, computers and mobile phones, etc.) as likely have the highest risk. This was identified since China and Malaysia, two countries flagged to have higher prevalence of modern slavery by the Global Slavery Index, play a large role in the global manufacturing of these product types.

When reviewing the policies of WBM's top 5 suppliers, WBM gained comfort this risk is continuously being monitored and addressed by the procedures they have implemented.



Modern Slavery Remediation Measures

WBM has zero tolerance for child or forced labour. To date, there have been no cases brought to the attention of management regarding child or forced labour practices in the supply chain.

Internal WBM operations and employees are supported by the Harassment Complaint Procedure in the Employee Culture Book which outlines the procedures to report, investigate, and resolve all forms of harassment.

Loss of Income - Remediation Measures

WBM has not found any forms of modern slavery in our organization nor supply chains. As such, no measures have been taken to remediate the loss of income to families that results from any measure taken to eliminate the use of forced labour or child labour in the entity's activities and supply chain.

Training

WBM does not currently provide training to employees on forced labour and/or child labour.

Assessing Effectiveness

WBM has not yet assessed the effectiveness of our efforts in the fight against modern slavery.

Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the board of directors of WBM Technologies LP for the financial year ended December 31, 2023.

In accordance with the requirements of the act, and in particular section 11 thereof, I, the undersigned, hereby attest that I have reviewed the information contained in the Report for the entity listed above. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purpose of the Act, for the reporting year listed above. I am providing this attestation as a director of WBM Technologies LP, and not in my personal capacity.

Dated as of May 1, 2024.



JoeAnne Hardy

President

[WBM Technologies](#)

