



## ECS ELECTRICAL CABLE SUPPLY LTD.

The industry's choice for cabling products and solutions coast to coast.

### About this Statement

Pursuant to Section 11 of Canada's Bill S-211, which enacted the Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement is made by E.C.S. Electrical Cable Supply, Ltd. (ECS) for the period of its fiscal year from January 1st, 2024 to December 31st, 2024.

### Structure, activities and supply chains

ECS specializes in the distribution of wire and cable and related products, serving Canadian and US markets. Founded in 1984 and headquartered in Richmond, British Columbia, ECS employs over 140 people in nine stocking locations across Canada and our large network of suppliers allows us to provide our customers with consistently exceptional service. ECS is recognized by Deloitte as one of Canada's Best Managed Companies and ECS has been a platinum member for seven consecutive years.

Most products bought and sold by ECS have a North American origin. ECS purchases large quantities of wire and cable from manufacturers and stores these materials on site, storing, cutting and rewinding the product to customer requirements. ECS also supplies supplemental products needed in wire and cable use, such as connectors and tools. Customers include other distributors as well as end users including building contractors, utilities, shipyards, transit companies, renewable energy facilities and companies in the oil and gas industry.

In 2024, 85% of our suppliers manufactured their finished product in North America, with many of those suppliers using North American raw materials in their manufacturing. The remaining 15% of manufacturers are located in Europe and Asia.

### Policies and due diligence processes in relation to forced labor and child labor

ECS follows all applicable employment laws in each province of Canada in which it has employees. All employees must be legally permitted to work in Canada and we gather information as required by law in order to legally hire our staff. We do not hire minors in any province, we do not pay below the mandated minimum wage in any province, and we do not prevent our employees from choosing to leave ECS and seek employment elsewhere.

Our corporate social responsibility policy binds us to follow all fair labor practices where we do business and to neither directly nor indirectly violate human rights in any country in which we do business and our Ethics policy similarly binds ECS employees, directors and officers to act "with a respect for human rights and in compliance with fair labor



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practices". Our Ethics policy further maintains that ECS is committed to upholding the Convention on the Rights of the Child and will not engage in business activity that employs child laborers.

Accordingly, we do not believe there is a risk of ECS directly hiring forced labor or child labor.

### **Parts of the business and supply chains that carry a risk of forced labor or child labor being used, and steps taken to assess and manage that risk**

Our direct suppliers around the world follow local and national laws on labor in their workforces. In 2024 many of them signed declarations related to the presence of forced labor and child labor in their supply chains, with those in Canada submitting their own reports in compliance with Bill S-211. Suppliers located in Asia were audited and asked to share demographic information regarding age and origin of employees.

Upstream suppliers of raw materials to the wire and cable industry are not well known by ECS. Metal mining and smelting outside of North America in particular are industries where there is a potential risk of forced labor being present and ECS will take steps to better understand the risk in its supply chain in this respect.

### **Measures taken to remediate any forced labor or child labor and Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains;**

ECS has seen no evidence of forced labor or child labor in any of its activities or those of its direct suppliers, or loss of income as a result of steps taken to eliminate forced labor and child labor. There has therefore been no basis for ECS to take remedial measures in this regard.

### **Training provided to employees on forced labor and child labor**

ECS has not provided explicit training to employees on the matter of forced labor and child labor. ECS's Ethics Policy sets out expectations for the ethical behavior of its employees, directors and officers, and also includes articles for the protection of whistleblowers reporting unethical or illegal behavior.

### **How ECS assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains**



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North American and European manufacturers are expected to be low-risk for the presence of forced labor or child labor in their activities, as long as they are all compliant with local laws and employment regulations. ECS (or its appointed agents) visits and audits offshore manufacturers and verifies employee data where this information is needed to help measure the risk of forced or child labor existing in a manufacturer's activities.

## Approval

This statement has been approved by the Chairman on May 22, 2025.

## 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."

Signed:

Date:

May 30<sup>th</sup> 2025

*I have the authority to bind ECS Electrical Cable Supply, Ltd.*

Mohammad Mohseni, Chairman and Owner



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