

Genetec Inc. Annual Report (2024) - *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

This Annual Report is prepared on behalf of Genetec Inc. ("**Genetec**"), pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (hereinafter the "**Act**").

Genetec has taken measures, including during its financial year that ended on October 31, 2024, to ensure that it consistently operates and manages its business with the highest standards of social and ethical conduct. We are committed to practices that create and maintain safeguards against forced labour and child labour. We are equally committed to working with and encouraging our suppliers as they uphold the principles that we as an organization abide by, including ensuring that those involved in our business and supply chains are treated with respect and dignity.

Genetec expects each of its business partners and suppliers to share its commitment to respect human rights and equality of opportunity in the workplace. We expect each such organization to reflect this in their own business, including in their employment practices and supply chains, to achieve compliance with all applicable laws and regulations.

The present report is intended to serve as an assessment of the forced labour and child labour risks associated with our operations, the actions taken to address these risks, and the measures we've implemented to evaluate the effectiveness of these actions.

1. **Our Structure, Activities and Supply Chains**

1.1 **Our Structure and Activities**

Genetec is an innovative technology company, developing open-platform software, hardware, and cloud-based services for the physical security and public safety industry. Our flagship product, Security Center, unifies IP-based video surveillance, access control, and automatic license plate recognition into one platform. Genetec was founded in 1997 and now serves more than 42,500 customers in over 159 countries around the world.

Genetec, headquartered in Montreal, is incorporated under the federal laws of Canada. The Genetec group has offices in many countries around the world, including the United States, Mexico, Brazil, France, Austria, Belgium, Australia, the United Arab Emirates, India, Japan, and Singapore.

1.2 **Our Personnel**

The Genetec group employs over 2,139 employees worldwide. As a result, we understand how important our personnel is to the success of our business. With this in mind, we strive to ensure that our employment practices around the world comply with local standards.

We also endeavour to ensure that our personnel is safe and that relevant employment (including wage and work hours), health and safety, and human rights laws, as well as international standards, are adhered to.

1.3 **Our Supply Chains**

Specializing in software solutions, Genetec software, cloud services, and professional services are conceived, developed, and provided almost entirely by Genetec personnel. Our hardware suppliers mainly provide us with electronic components, electronic finished goods, and manufacturing services that relate to

our main areas of work: video surveillance, access control and automatic license plate recognition. Our key suppliers are reputable companies based in the USA, Taiwan, Sweden, and Canada.

1.4 Identifying the Risk of Forced Labour or Child Labour in Our Business and Supply Chains

As a technology company that offers security solutions mainly through software and cloud products, we believe that the chances of our internal operations being directly linked to forced labour or child labour practices are remote.

As we do not, however, have visibility on certain parts of our supply chain, we recognize that there is a risk, however small, that Genetec may unwittingly be linked to such practices. Such risk may be present in the production of our hardware products and/or the integration of our software in said products. As a result, we have established procedures to mitigate the occurrence of such risk in our operations, as further discussed in the following section.

2. Actions Taken by Genetec to Assess and Manage Risks

2.1 Prevention through Policies, Codes, Reporting and Training provided to Personnel

At Genetec, we understand the importance of policy development and enforcement. Accordingly, we have strong policies and practices in place, including those relating to employment and supplier agreements.

One of our key objectives as an organization is to ensure that our personnel benefits from a safe work environment, free of exploitation and abuse.

We apply high employment standards, policies, and processes in all of our operations and offices worldwide, which are aligned with both local laws and Canadian employment standards. Every new employee is required to review and acknowledge the policies and procedures in effect at Genetec, all of which are accessible through our intranet.

We have a workplace harassment prevention policy that is applicable to our personnel, and we also require that our channel partners conduct their business in a respectful and ethical manner. Though these policies are essential to our personnel's welfare, we acknowledge that although related, they are distinct from guidance on forced labour and child labour prevention.

Genetec also requires its directors, officers and personnel to comply with the principles set forth in our Code of Business Conduct (hereinafter the "**Code**"), and exercise good judgment and the highest ethical standards, as well as obey the laws and regulations of the cities and countries in which Genetec operates. To those ends, compliance with the prescriptions of applicable forced labour and child labour legislation is primordial.

The Code also requires our personnel to deal fairly with suppliers and to not seek competitive advantages through illegal or unethical business practices. Genetec has an impartial reporting process that allows our personnel to report suspected violations of employment policies (including the Code) or integrity concerns through numerous channels and without fear of retaliation. Any failure to comply with such policies, including any failure to comply with local laws (such as legislation regarding forced labour and child labour) is regarded as a serious disciplinary matter and would be dealt with pursuant to the terms of our disciplinary procedures.

It is important to us that our personnel be aware of the realities of forced labour and child labour, and that they support our values. Our senior executive team is aware of the obligations contained in the Act and

sets an example for the rest of the business. We endeavour to raise awareness among those involved in the procurement of supplies for the business, to ensure that they are aware of the requirements of the Act and can raise any concerns that they might have at the earliest possible opportunity.

Furthermore, a Supplier Code of Conduct is being rolled out to our new and existing direct suppliers, to affirm our commitment to the defence of human rights and the maintenance of appropriate safeguards against the practices of forced labour and child labour. Our suppliers will be made aware of this Supplier Code of Conduct as they will be expected to adhere to it and be compliant with it.

We have developed and implemented online training materials that were dispensed to our personnel involved in the departments of, among others, procurement, supply chain, human resources, manufacturing, and certain marketing teams. These training materials are designed to raise awareness, increase understanding, and educate on the risks of modern slavery (including forced labour and child labour), namely on how to identify potential victims, report instances or suspicions of modern slavery, and identify high-risk suppliers and operations. We are also in the process of developing content on modern slavery to be included in our employee onboarding program. This new content, as well as the existing online training materials, will be dispensed to new employees involved in procurement, supply chain, human resources, manufacturing and certain marketing teams, among others.

2.2 Prevention through Supplier Evaluation, Due Diligence and Ongoing Monitoring

To mitigate the risk of being involved in forced labour or child labour, we ensure that our suppliers maintain high standards and have an ethos that reflects our own. In particular, we demand that our suppliers treat their own personnel with dignity and respect, in fair and ethical working environments.

Our supplier selection process is thorough and deliberate, in such a way that we can ensure that we are compliant with applicable legislation. Suppliers are selected after a careful assessment based on their ability to offer products and services in a manner consistent with industry-recognized standards.

Our suppliers are primarily based in territories that provide strong protections for individual rights and we expect our suppliers to also comply with the applicable forced labour and child labour legislation. Additionally, our agreements with core suppliers are subject to a thorough review by our legal team, and for more sensitive engagements, our security team also performs verifications on prospective suppliers. Moreover, our policies seek to ensure that agreements are only entered into after approval by the appropriately trained and authorized teams that can properly assess the proposed engagement. This includes an internal supplier onboarding process that allows us to obtain relevant information directly from prospective suppliers, and through our third-party risk data and due diligence service provider, so that information such as supply chain risks, including forced labour and child labour, as well as human rights concerns, can be properly considered and assessed before engaging with a new supplier.

We have also implemented the practice of random due diligence verifications throughout the past year on a sample of existing suppliers, using the above-mentioned reputable third-party data and risk management solution.

We are steadfast in our vigilance and thusly monitor risks on an ongoing basis at all levels of our supply chain, through periodic audits and assessments of our core suppliers.

3. Remediation Measures Taken

3.1 Remediation of Forced Labour or Child Labour

To the best of our knowledge, no forced labour or child labour has been detected in our activities or supply chains. However, if ever there was to be evidence of either forced labour or child labour in our activities or supply chains, in whatever form, such a determination would trigger an internal investigation process to evaluate how to eliminate such non-compliant activities.

3.2 Remediation of the Loss of Income to the most Vulnerable Families Resulting from our Measures to Prevent the Use of Forced Labour or Child Labour in our Activities and Supply Chains

To the best of our knowledge, no loss of income has occurred among more vulnerable families as a result of measures taken by Genetec to combat forced labour and child labour.

However, if ever a determination was made that loss of income to the most vulnerable families was attributable, in some form, to measures taken by Genetec to counter forced labour and child labour, such a determination would trigger an internal review process to evaluate how best to optimize our efforts all the while mitigating their potentially adverse impacts.

4. Assessing the Effectiveness of Measures Taken

To monitor the use and assess the effectiveness of the measures and initiatives set forth in this Annual Report, the members of our legal and procurement teams conduct, at least once a year, an internal assessment of the forced labour and child labour prevention and mitigation actions taken by Genetec. Being committed to continuous improvement, Genetec periodically reviews internal policies applicable to its personnel and considers myriad ways to remain proactive in its efforts to prevent forced labour and child labour.

5. Approval

The foregoing was prepared pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and constitutes the Genetec Annual Report for the financial year that ended on October 31, 2024.



Alain Côté
Director, Genetec Inc.

Attestation - Genetec Inc. Annual Report (2023) - *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the board of directors of Genetec 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 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.

Name: Alain Côté

Title: Director

Date: May 28, 2025

Signature:



, I have the authority to bind Genetec Inc.