

Statement Against Forced Labour and Child Labour in Supply Chains (2025)

Financial Year ending April 30, 2025

Introduction

This Statement Against Forced Labour and Child Labour in Supply Chains (the “Statement”) describes the actions taken and planned by MSP Operational Corp. (“we”, “our”, “MSP” or the “Company”) during the fiscal year ended April 30, 2025 (“FY25”) to identify potential forced labour and child labour in our supply chains pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

Structure, activities and supply chains

a. Structure and activities

MSP is a Canadian Managed Services Company providing comprehensive IT solutions to businesses, including network security, cloud services, IT support, and hardware. We offer tailored services to meet the unique needs of each client, ranging from small businesses to large enterprises. We allow our customers to focus on their core activities while we handle the IT operations, offering our customers peace of mind and operational reliability.

MSP Headquarters are located in Montreal, with permanent establishments across Canada. The Company employs more than 500 employees.

MSP sells various types of hardware, software and provides IT consulting services.

b. Supply Chains

Our supply chains encompass hardware manufacturers who produce various IT supplies and equipment, and distributors who facilitate the delivery of such.

The majority of our suppliers are based in North America (mostly Canada and the United States) where the labour environment is well-regulated.

Policies and due diligence processes in relation to forced labour and child labour

a. Corporate Procurement Policy

MSP is designing its Corporate Procurement Policy to govern the procurement process with a strong emphasis on ethics and transparency.

- **Ethical Standards:** The policy will ensure that all goods and services purchased align with the Company’s ethical standards, reflecting MSP’s commitment to responsible sourcing.
- **Employee Responsibility:** Employees are encouraged to evaluate potential suppliers’ practices, ensuring they adhere to ethical standards and contribute to the fight against modern slavery.
- **Transparency and Reporting:** The policy will mandate a transparent procurement process, where due diligence is documented, fostering accountability and continuous improvement in procurement practices.

This policy will not only demonstrate MSP Corp’s dedication to ethical practices but will also set a standard for employees to proactively ensure that the company’s values are reflected in every business transaction.

b. Supplier Code of Conduct

The Supplier Code of Conduct we have developed and will roll out is a comprehensive framework that outlines the ethical and responsible business practices MSP desires from its suppliers.

Suppliers will be asked to provide their company's standards of ethics and integrity. We are confident that the quality of our relationship with our suppliers fosters an environment of transparency in which our suppliers will disclose potential conflicts.

c. Due Diligence Process

As part of MSP's due diligence process, we ensure MSP only engages with suppliers with a good reputation within the industry. MSP's due diligence process for evaluating Suppliers involves the negotiation of binding agreements, third party assessments and validation of our suppliers' human rights policies.

Determining the risk of Forced Labour or Child Labour

In our industry, it is recognized that production of hardware supplies and equipment can pose a risk of forced and/or child labour, particularly if being manufactured in countries where labour regulations and oversight may be limited.

The company acknowledges that some segments of its supply chains may be susceptible to the use of forced and/or child labour and has implemented measures to evaluate and mitigate those risks.

Steps taken to manage the risk of any forced labour or child labour

We rely on strong cooperation with key supply chain participants to guarantee adherence to processes and effective risk mitigation. We will regularly examine our supply chains to more effectively identify modern slavery risks, evaluate their significance, and determine the proper course of action.

Remediation measures

During the previous fiscal year, our company did not identify any instances of forced or child labour within our operations or supply chains. Consequently, there was no necessity for remedial action regarding such incidents. Should any instances of forced and/or child labour arise in the future, we are prepared to implement suitable remediation measures that adhere to global standards.

Training

Specific training on forced and child labour will soon be made available to our employees.

Assessment of Efficiency

MSP has started to introduce certain measures over the last financial year aimed at reducing the risk that forced labour and/or child labour be used in our supply chains. We will monitor those measures' efficiency periodically and actively seek new ways to take action.

Approval and Attestation

The Board of Directors has approved this statement by resolution for the financial year ended April 30, 2025, in accordance with subparagraph 11(4)(b)(i) of the Act.

I hereby attest that I have reviewed the information contained in the report for the entities listed above. To the best of my knowledge, and after having exercised due diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kenny Etinson
Kenny Etinson (May 2, 2025 11:49 EDT)

Kenny Etinson

Chairman of the Board of Directors






2025 - Force Child Labour - Bill S-221

Final Audit Report

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