

Roadpost Modern Slavery Report

Roadpost is committed to upholding human rights and ethical standards in all aspects of our business and supply chain. We denounce and refuse to engage in any practices involving exploitation or coercion. We are dedicated to combating modern slavery, including forced labor, human trafficking, debt bondage, and other forms of exploitation.

In line with Canada's Bill S-211 and similar laws elsewhere, Roadpost proudly presents our annual Modern Slavery Report, detailing our efforts to prevent and address modern slavery within our operations and supply chain.

Introduction

Roadpost is a leading provider of mobile satellite solutions for individuals, businesses, and government organizations. We offer reliable access to global voice and data communications for use beyond cellular coverage or when traditional networks fail. Roadpost is committed to fostering a respectful and dignified workplace where all employees are treated fairly, and work ethically and lawfully.

Our Team

Our Code of Business Conducts & Ethics outlines the standards of behaviour expected from all employees. It requires employees to:

- Always conduct themselves in a professional manner including treating colleagues, clients and stakeholders with respect, courtesy and fairness.
- Refrain from engaging in and prevent discriminatory behaviour, harassments or bullying in any form
- Adhere to all applicable laws, regulations and company policies.
- Remain vigilant in identifying and reporting any violations or unethical practices within the organization or among entities associated with the company.

Present: Implemented in 2024

Training

Upon onboarding and throughout their employment, our team will be receiving mandatory training to equip them with the knowledge to recognize the signs of modern slavery and fulfill their responsibilities in preventing and reporting any related concerns.

Our Contractors and Suppliers

We hold our contractors and suppliers to the same high ethical standards and workplace practices we uphold. We expect them to ensure that their employees and workers are treated with dignity and respect and that they comply with all relevant laws and regulations.

In 2024, we initiated a robust due diligence process to review all our suppliers as a means to mitigate the risk of modern slavery and ensure ethical conduct throughout our supply chain. This includes a review of suppliers' own modern slavery commitments, where applicable, as well as an assessment of the products and services they provide may pose an increased risk of forced labour or child labour such as manufacturing, transportation and logistics, among others. We assess their adherence to laws and regulations, examine steps they take to mitigate modern slavery risk, and engage in ongoing dialogue to address any concerns.

By fostering strong partnerships built on mutual respect, transparency, and accountability, we aim to ensure our supply chain is free from exploitation and upholds the dignity and rights of all individuals involved.

Our Future

Roadpost is committed to upholding human rights and promoting ethical business practices within our business and supply chain. We will continue to monitor and enhance our practices to combat modern slavery in all its forms and investing in the training of our team members. We are committed to assessing current and future contractors and suppliers to mitigate any potential risk of modern slavery within our operations and supply chain.

Attestation of Modern Slavery Report

As President of Roadpost, I hereby attest to the accuracy and integrity of the Modern Slavery Report presented. This report reflects our commitment to combating modern slavery in all its forms and upholding the highest standards of ethical conduct throughout our operations and supply chain.

A handwritten signature in black ink, appearing to read "Morris Shawn". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Morris Shawn, President

August 26, 2024