

## Ampere Alliance

### Annual Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Bill S-211)

**Reporting Year:** April 1, 2024 – March 31, 2025

**Report Date:** May 31, 2025

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## 1. Company Structure, Activities, and Supply Chains

Ampere Alliance is a Canadian-incorporated manufacturer and importer of electrical components, with subsidiaries in Calgary, Alberta; Grand Forks, British Columbia; and Kamloops, British Columbia. The company sources materials from Canada, and United States, and manufactures products at facilities located in Calgary, Alberta and Grand Forks, British Columbia. Our supply chain includes electrical component suppliers, contract manufacturers, and third-party services providers.

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## 2. Policies and Due Diligence Processes

We are committed to upholding human rights and ethical sourcing. Our internal policies include:

- **Supplier Code of Conduct**, which prohibits the use of forced or child labour.
- **Ethical Sourcing Policy**, aligned with Canadian human rights legislation.
- **Due Diligence Process**, requiring supplier assessments and third-party audits.

These documents are reviewed annually and approved by senior leadership.

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## 3. Risk Assessment and Management

We conducted a risk assessment in 2025 to evaluate potential exposure to forced and child labour in our supply chains. Key findings:

- No risks identified within our current supply chain

Continuing mitigation efforts included targeted supplier questionnaires, audit follow-ups, and elevated oversight in high-risk regions.

#### **4. Remediation Measures**

No incidents of forced or child labour were identified during the reporting period. In the event such risks are identified, our remediation process includes:

- Immediate supplier suspension and investigation.
  - Development of a corrective action plan.
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#### **5. Mitigating Loss of Income**

While no corrective actions have led to job displacement this year, our policy commits to:

- Encouraging suppliers to transition to ethical employment models.
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#### **6. Training and Capacity Building**

In 2025, Ampere Alliance expanded our procurement and supply chain team to ensure sufficient staffing levels for proper supplier review as well as ongoing training. Training topics included:

- Using supplier screening tools
  - Responding to non-compliance
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#### **7. Assessing Effectiveness**

Effectiveness is monitored through:

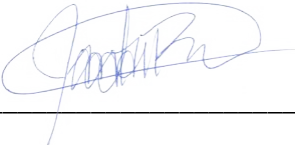
- Annual internal reviews of supplier compliance
  - Tracking supplier risk scores and re-audit outcomes
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### 8. Approval and Attestation

This report was approved by the Senior Leadership of Ampere Alliance on May 30, 2025.

Signed,



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Jordan Rathburn

Vice President, Finance

May 30, 2025