



technetix

## 2024 Supply Chain Due Diligence Report

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We listen. We innovate. We deliver.

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# Introduction

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**Technetix is committed to advancing responsible, ethical, and sustainable supply chains. Our approach continues to evolve in line with emerging regulatory standards, environmental expectations, and our commitment to corporate responsibility. In 2024, we strengthened our policies, tools, and governance structures, building upon the foundations laid in previous years.**

This report provides an update on our supply chain due diligence efforts, highlights our sustainable procurement initiatives, and outlines achievements for the calendar year.



## Our Structure and Supply Chains

Technetix Group Limited is the parent company of all Technetix Group companies (Technetix). Technetix has over 170 employees worldwide and sells into 60 countries to over 2,000 customers. As a market-leader in broadband technology innovation, we keep a strong focus on strategic customer partnerships. This approach enables a deep understanding of our specific customer needs and brings them maximum value with our tailor-made products and solutions.

Our centralized procurement model ensures consistency in supplier engagement, monitoring, and compliance. We source products from external suppliers across the electronics, broadband cable, fiber equipment, and software sectors, with supply partners located in Asia, Europe, and the Americas. In addition, we procure logistics and transportation services, along with a broad range of goods and services to support our operations.

Technetix does not employ migrant workers, the age of all employees is verified prior to the start of employment to ensure compliance with labor standards, and we pay a living wage across all locations. No direct risks of child labor, forced labor, or human trafficking have been identified within Technetix.

## Our Approach to Responsible Procurement

Technetix has been a signatory to the UN Global Compact since 2021, and aligns to its 10 principles covering human rights, labor, the environment, and anti-corruption. We recognize our responsibility to assess and mitigate risks in the supply chain to ensure compliance with legal, ethical, and environmental standards.

Key elements of our responsible procurement approach include:

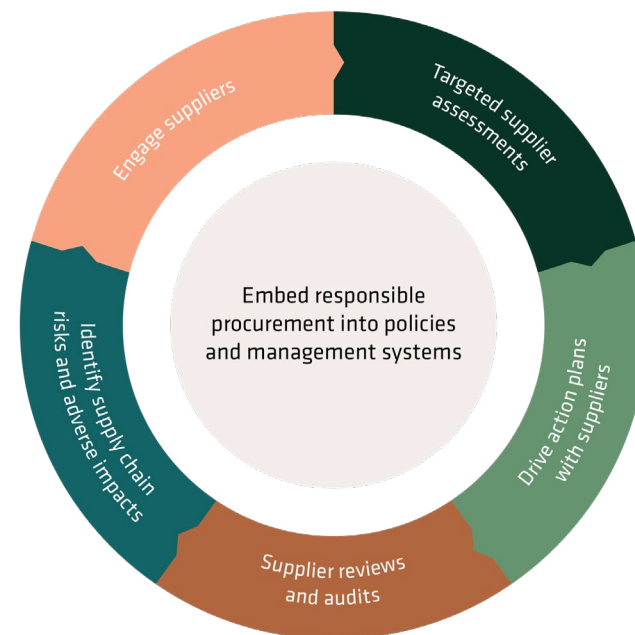
- Risk-based due diligence to identify and address human rights, environmental, and compliance risks.
- Requirement for suppliers to implement action plans to mitigate sustainability risks.
- Ongoing engagement with supply partners to support performance improvements and alignment with Technetix values.
- Continual improvement of our policies and processes around responsible procurement.

Our human rights policies are aligned with the **UN Guiding Principles for Business and Human Rights** and **OECD Guidelines for Multinational Enterprises**, the UK Modern Slavery Act, and other related national regulations. We also require suppliers to comply with these standards and cascade them down their own supply chains.

We recognize that our product supply chains can have a significant impact on the environment, from raw material extraction to manufacturing. Technetix' supply partners are required to put action plans in place to manage their environmental impacts and must comply with all environmental requirements specific to their products and services.

Supply partners are also required to sustain the highest standards of ethical conduct. This includes compliance with data protection, anti-bribery and corruption regulations.

These requirements are documented in the Technetix Supplier Code of Conduct.



▲ Our approach to supply chain due diligence.



## Our policies

All suppliers are bound by the **Technetix Supplier Code of Conduct**. This sets out clear expectations around labor practices, environmental stewardship, business ethics, and regulatory compliance.

In 2024, we continued to review and update the Code to reflect evolving global standards, emerging risks, and to provide greater clarity and guidance for our supply partners.

Additionally, we maintain the following policies:



## New vendor assessment

Technetix thoroughly evaluates all new supply partners through a cross-functional vendor approval process, including:

- ESG risk screening
- Evaluation of ESG commitments
- Factory assessments for high-risk products or suppliers
- Collaboration on action plans where improvement is needed.

We support our suppliers in applying our principles and aligning with Technetix standards where needed.

## Supply chain governance

Governance of supply chain due diligence is overseen and owned by the Board of Directors and Executive Leadership. Day to day, those functions are delegated to:

- Technetix Risk Committee
- Technetix Sustainability Steering Committee
- A dedicated Supply Chain Due Diligence Team

Technetix also makes use of the IntegrityNext supply chain due diligence platform to enhance our supplier screening, risk assessment, and monitoring capabilities. Furthermore, a confidential whistleblowing system is in place to protect individuals who report misconduct within the supply chain.

## Risk assessment approach

Technetix employs a comprehensive, three-phase supply chain risk assessment methodology:

### 1. Abstract Risk Analysis

We evaluate country- and sector-level risks using indicators from the World Bank, United Nations, and other trusted sources.

### 2. Concrete Risk Analysis

Suppliers undergo enhanced due diligence, including detailed questionnaires, sustainability evaluations, and regular monitoring.

### 3. Prioritization and Response

Based on probability and severity of risks, we develop tailored mitigation plans and continuously monitor progress. We will prioritize suppliers based on risks identified and those deemed 'critical' to the business. We also consider the feasibility of influencing suppliers.

All findings are documented and integrated into our supplier management strategies.

Country- and industry sector-level risk areas assessed in the supply chain due diligence platform include:

#### Environment

- Environmental pollution
- Substances of concern
- Waste
- GHG emissions (carbon)

#### Social

- Discrimination
- Forced labor and mistreatment
- Child labor
- Working hours and wages
- Freedom of association and collective bargaining
- Impact on local communities
- Health & safety
- Diversity, equity and inclusion

#### Governance

- Corruption and bribery



### Investigation and remediation

Risks and grievances can be raised internally and externally either directly with Technetix or confidentially via our whistleblowing process. These will be assigned internally for investigation and, if necessary, remediation. If we find a serious breach of applicable laws, regulations, or the Technetix Supplier Code of Conduct, we may terminate our agreement with that supply partner, including any open orders.

### Training and awareness

Technetix employees receive training on key topics to help them make sustainable purchasing decisions. They are expected to consider social, ethical, and environmental factors when making these decisions.

### Supplier engagement and development

We contact suppliers before we add them to our supply chain due diligence platform. They receive support to provide all required information.

Our Supplier Code of Conduct and policies are regularly updated and communicated to suppliers.

We aim to engage and educate our suppliers and support them to implement sustainability improvements. Suppliers are prioritized for development based on the outcome of our two-stage risk assessment, supplier spend, and our level of influence.

### Monitoring and review

To maintain its effectiveness, we regularly review and evolve our approach. Our supply chain due diligence platform ensures that supplier assessments stay up to date with the latest issues and regulatory requirements.

Technetix completes an annual assessment with EcoVadis, the leading business sustainability rating provider. This assessment has a specific focus on sustainable procurement as well as human rights, environment and ethics.

Through regular supplier assessments and visits, we can verify the validity of the information collected from suppliers and identify 'red flags'. We also monitor relevant supply chain sustainability and due diligence regulations and update our practices to ensure compliance as required.



## 2024 Objectives and Progress

In 2024, we committed to drive sustainable procurement practices. We did this by raising employee and supplier awareness of the Technetix Supplier Code of Conduct, assessing supplier sustainability practices, identifying risks and opportunities, and targeting improvement actions across the supply base.

### 2024 Objectives

- **100% of procurement personnel trained on sustainability risks.**

✔ **Achieved:** All relevant staff completed training; future plans will extend coverage to broader procurement-related functions.

- **80%\* of suppliers assessed for social and environmental impacts by 2025.**

✔ **Ahead of target:** 89%\* of suppliers were assessed for ESG impacts during 2024.

- **Enable 50%\* of suppliers to adopt science-based targets by 2026.**

**Ongoing:** Supplier maturity assessments were conducted; engagement and education programs will commence in 2025.

\*product suppliers by % spend

We made significant progress against our sustainable procurement objectives in FY 2024:

### Abstract risk assessment

Our Abstract risk analysis identified the following human rights and environmental risks as most prevalent in the supply chain. This assessment is based on country- and industry-based indicators only.

#### Human Rights

- Health and safety
- Freedom of associated and collective bargaining

The manufacture of electronics and associated supply chains can involve health and safety risks. These include long working hours, low wages, risk of exposure to toxic substances, repetitive strain injuries, and inadequate safety protocols and personal protective equipment. Child labor risks can also be present in supply chains: this is primarily linked to mining and manufacturing in certain regions. For example, child labor risks are present in cobalt mining in the Democratic Republic of Congo (DRC) and in tin and gold mining in Indonesia and the Philippines.

Electronics manufacturing involves hazardous chemicals (solvents, heavy metals) that can contaminate air, water, and soil if not properly managed. These can also be energy-intensive, contributing to greenhouse gasses and climate change. Furthermore, extraction of rare earth metals and minerals in the supply chain can lead to habitat destruction, soil erosion, and water contamination from improper waste disposal and use of toxic chemicals.

#### Environment

- Substances of concern
- GHG emissions (carbon)
- Environmental pollution

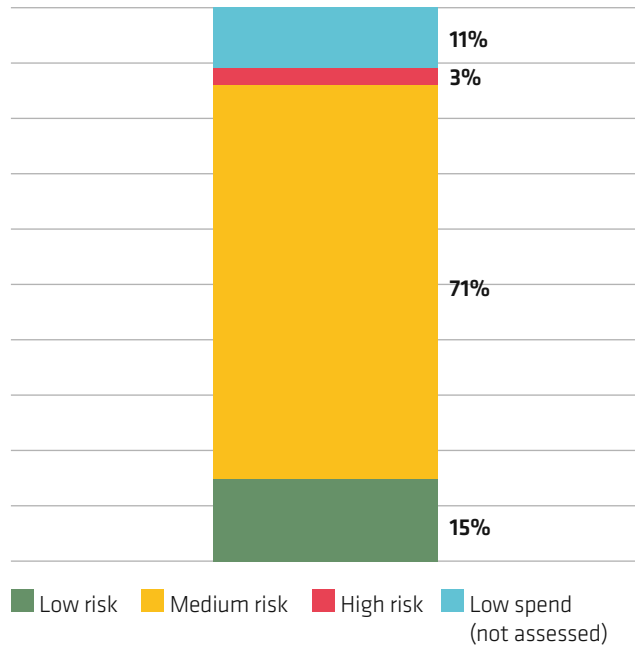


### Concrete risk assessment

In 2024, detailed self-assessments were requested from suppliers to verify their ability to identify and mitigate risks in their operations and supply chains. Key social and environmental assessments included Environmental Protection, Human Rights & Labor, Health & Safety, and Supply Chain Responsibility. Suppliers were also assessed on Anti-bribery & Anti-corruption and Cyber Security, in line with our commitment to ethics and information security. The risk indices, assignments, and list of suppliers were maintained throughout the year and suppliers supported in completing assessments.

This analysis identified potential high risks with 9% of the assessed suppliers, accounting for 3% of Technetix annual product spend.

#### Supply base concrete risk assessment: 2024 results



### Prioritization and response

We aim to support suppliers to improve their sustainability practices, and build a more reliable and resilient supply chain over time. To further this aim, high risk suppliers were contacted during 2024 to:

- Agree corrective actions on incomplete or non-compliant responses
- Arrange local language support on standards and expectations
- Obtain management system certifications and other documentary evidence

Where no improvement actions can be agreed, or suppliers are not willing to engage, we may choose to reduce or cease business dealings with a supplier.

In 2024, we took steps to remove one supplier from the approved list and move to a secondary source due to the presence of high risks and a lack of engagement. No investigations or remediations were required in 2024.

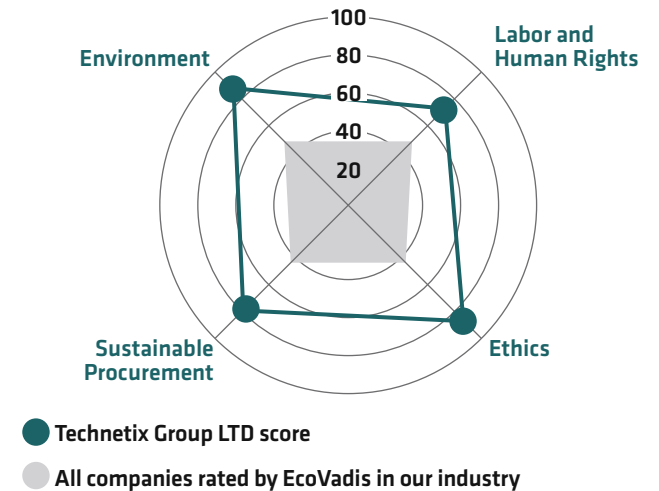
### EcoVadis Gold

In 2024 we were awarded a Gold rating by EcoVadis, putting us in the top 1% for our industry overall and the top 2% for sustainable procurement. Our ratings in each category were as follows:

	Score	Benchmark*
Environment	90	Top 1%
Labor and Human Rights	70	Top 13%
Sustainable Procurement	80	Top 2%
Ethics	80	Top 2%

\*rating verses our industry in EcoVadis (manufacture of electronic components and boards industry)

#### Theme score comparison



## 2025 Objectives and Action Plans

Looking ahead to 2025, Technetix will:

- Embed supply chain due diligence processes covering >90% of product supply chain spend.
- Conduct at least one on-site ESG audit of a key supplier.
- Evaluate the human rights and environmental commitments of 100% of prospective suppliers before contracting new business.
- Expand supplier engagement on GHG emissions (carbon), focusing on enabling suppliers to set science-based emissions targets.
- Strengthen our substances of concern monitoring program using appropriate assessments with at-risk suppliers.
- Further refine risk-based supplier monitoring using IntegrityNext insights and spend analysis to prioritize suppliers and topics to develop.
- Implement supplier capacity-building programs to promote ethical labor practices and environmental responsibility.
- Train all personnel involved in purchasing decisions on supply chain sustainability risks
- Continue to update Technetix policies and Supplier Code of Conduct and in response to evolving regulations and standards.



By building strong, responsible supply partnerships, Technetix remains dedicated to delivering long-term value for all stakeholders.



## Approval and Attestation

In accordance with the requirements of the Forced Labor in Canadian Supply Chains 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.

Philip Deakin  
Chief Financial Officer

13th May 2025



"I have the authority to bind Technetix Group Ltd."



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