



Head Office
300 – 151 Canada Olympic Road SW
Calgary, AB T3B 6B7

Contact
1-877-511-9332
info@zedcor.com

Modern Slavery Statement for the Financial Year ended 2024

This Report is produced by Zedcor Inc. (“Zedcor” or the “Company” or “our” or “we”) for the financial year ending December 31, 2024 (the “Reporting Period”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Company. This Report constitutes Company’s practices pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

Group Structure

Zedcor Inc. (the “Company”) was formed under the laws of Alberta as a corporation on August 10, 2011. The Company is a technology enabled business that is changing how physical security services are provided to businesses. Zedcor operates throughout Canada and Texas with equipment and service centers in British Columbia, Alberta, Manitoba, Ontario, Texas, and Colorado. The Company has three main service offerings to customers across all market segments: 1) surveillance and live monitoring through its proprietary MobileyeZ security towers; 2) surveillance and live monitoring of fixed site locations; and 3) security personnel.

The Company is listed on the TSX Venture Exchange under the symbol ZDC. Zedcor Inc. is the parent company of Zedcor Security Solutions Corp. and Zedcor Holdings (USA), Inc.

Supply Chain

Zedcor designs, develops, assembles and rents to customers, industry leading MobileyeZ™ security towers and other physical security products and services. We are a North American business, with over 120 employees in 2 countries as of December 31, 2024. We strives to create a diverse and inclusive culture everywhere we operate.

Our products are assembled in Houston, Texas. Operations conducted in those locations vary from assembly of security tower components and parts, electrical work, finishing and programming. Security towers ordered are delivered by the Company or its subsidiaries to various equipment and service centers across North America and then to regional customers. The equipment and service centers are also responsible for maintenance and mobilization/demobilization to customer sites. Sales of the Corporation’s products is provided through direct sales at the service center level and supported by senior sales staff and executives at the Company’s headquarters.





Zedcor's supply chain consists of product suppliers, providing notably cameras, electronic components, communications equipment and steel structural components. We also have suppliers of non-product goods and services. The raw materials, components, items and systems required to manufacture security products are procured from suppliers or distributors mostly in North America. These products and components may be manufactured around the world and vary from product to product but Zedcor relies on distributors to source them from outside of North America, warehouse and deal with the logistics/ customs requirements to import into Canada or the USA. Most of these materials, components and systems are provided by suppliers with which Zedcor has long-term relationships. We are always building on our long-term relationships with major direct and indirect suppliers for the delivery of materials, major systems and components to build and deliver security products and support customers with related services. We rely on these suppliers to follow all laws and regulations, especially with regards to forced and child labour.

Risks in Supply Chain

While we do not have a formal risk based assessment for our current suppliers or for assessing new suppliers, the Company feels that its risks related to exposure to forced and child labour in its supply chains are adequately handled by the suppliers and distributors it uses to source its supplies and components. Zedcor's managers are expected to abide by the Company's Code of Business Conduct and Ethics when it comes to choosing suppliers. We generally work with larger suppliers and distributors who source components internationally and expect them to abide by the Code of Business Conduct and Ethics. For smaller suppliers, components are generally sourced from areas where forced and child labour is not a significant risk.

Actions Taken

Our Code of Business Conduct and Ethics includes standards with respect to compliance with laws and regulations, and fair dealings. The Company expects all employees, management and executives to abide by our Code of Business Conduct and Ethics.

Risk Assessment

We review our third-party suppliers and expect our managers to choose reputable suppliers to work with. The Company generally works with larger suppliers and distributors whom we do not review or audit for compliance with laws and regulations. Our assessment process for this is more informal. While we do no plan to change our approach given whom we deal with and the risk levels, we will monitor our obligations and adjust business practices as the Company grows and/ or we start to source products/ supplies internationally.





Remediation

Our Code of Business Conduct and Ethics offer a reporting mechanism for our employees to report ethical or legal violations, among other concerns. If a situation of non-compliance is identified, Zedcor will work to develop and implement a corrective plan to improve and remedy the situation.

We have not had to take any steps for the year ended December 31, 2024, or previous to that, to remediate any forced labour or child labour.

Training

We do not have a formal training program for employees on forced labour and child labour. Instead, we discuss our Code of Business Conduct and Ethics with employees. We also promote an open environment where employees can share their concerns with respect to forced labour and child labour with management.

Effectiveness Assessment

Zedcor has not yet taken any actions to assess the effectiveness of our Code of Business Conduct and Ethics. We may assess its effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains at a later stage.

Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Zedcor Inc. In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable 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.

I have the authority to bind Zedcor Inc.

A handwritten signature in black ink, appearing to read 'Todd Ziniuk', written over a horizontal line.

Todd Ziniuk
President & CEO
May 22, 2025

