



4685 MacArthur Court
Suite 100
Newport Beach, CA 92660
949.852.0920

Forced Labor and Child Labor Report for Systems Source, Inc.

This report is made in compliance with Canada's *Fighting Against Forced Labor and Child Labor in Supply Chains Act* (the "**Act**") by Systems Source, Inc. ("**SSI**" or "**we**").

This report has been prepared for the calendar year ended December 31, 2025.

SSI's board of directors, as the principal governing body, approved the report pursuant to section 11(5) of the *Act* on May 15, 2026.

1. Who We Are: Activities and Structures

SSI is one of the largest contract interiors firms in North America. We are a full-service distributor of commercial furniture serving customers across North America. SSI pairs our expert furniture sourcing and procurement with project and program management services to provide end-to-end services.

Headquartered in Newport Beach, California, we also have offices in Los Angeles, San Diego, Seattle, and Portland. We offer quality furniture, demountable wall systems, installation, move and asset management services. We work with over five hundred furniture manufacturers for a range of work settings, industries, and budgets.

SSI is committed to protecting human rights in the workplace and throughout our operations.

2. Our Supply Chains

SSI represents and distributes furniture manufacturers' products. We prioritize responsible and ethical sourcing of sustainable products from the manufacturers we distribute.

As a finished goods distributor, we typically rely on our manufacturers' codes of conduct to ensure compliance with applicable laws. Outside of Canada, the general countries from which we source our products include Italy, Denmark, the UK, Spain, China, and Australia. We understand the inherent risk of forced Labor and child Labor in complex, global supply chains. SSI thus plans to implement our own, internal Manufacturer Code of Conduct to supplement those of our manufacturers.



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3. Risks of Forced Labor and Child Labor in our Supply Chains

SSI is committed to ensuring the safety of our employees and the wellbeing of those involved in our manufacturers' supply chain. The main risk of forced Labor or child Labor stems from the manufacturers we distribute who procure products and materials outside of North America. We are aware that the risks stem from limited visibility into upstream supply chains and are considering ways in which we may improve our methods to monitor manufacturers' compliance with applicable laws.

(a) Our Policies, Due Diligence Processes, and Training

SSI is committed to maintaining high standards of human rights and promoting a fair, respectful, and safe workplace. In addition, we maintain close relationships with our manufacturers and in most cases follow their codes of conduct and ethics.

We intend that our Manufacturer Code of Conduct will require manufacturers, and their suppliers and subcontractors, to uphold certain values and principles relating to human rights, labor rights, environmental protections, and anti-corruption. In particular, the Manufacturer Code of Conduct will oblige SSI's manufacturers to comply with all applicable laws, and will prohibit any forms of forced, compulsory, or excessive labor, including child labor, imprisonment, indentured labor, bonded labor, or military labor. SSI intends to maintain a discretionary right to conduct inspections of manufacturers' facilities to confirm compliance with the Manufacturer Code of Conduct.

(b) How We Monitor Ourselves and Our Manufacturers to Assess Effectiveness

Enhancements to the process this year include direct outreach via letters sent to our vendors requiring attestation to their understanding and compliance with Forced labor and child labor in in their supply chains and manufacturing process (see letter sample attached).

Using this method we have achieved 47% coverage of our 2025 product purchase vendors.

In addition, Forced Labor and Child Labor topics are included in our employees training database as part of required viewing for all SSI employees

4. How We Have Addressed Reported Risks or Use of Forced Labor or Child Labor our in our Manufacturers' Supply Chains

As of December 31, 2025, SSI has not encountered situations of forced Labor or child Labor in our manufacturers' supply chains. We therefore have not had to remediate such situations.



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5. Attestation

In accordance with the requirements of the 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.

Keith L Anderson

CFO

05-15-2026

A handwritten signature in blue ink, appearing to read 'KEL', positioned above a horizontal line.

I have the authority to bind Systems Source, Inc.



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Forced Labor and Child Labor Supplier Compliance Verification

May 15, 2026

Your Name Here
123 Main Street
Anytown, OH 12345
USA

Dear Sir or Madam,

Systems Source Inc. is committed to the highest ethical standards and strictly prohibits the use of forced, indentured or child labor within our operations and supply chain. To ensure continued compliance with Canada's Fighting Against Forced Labor and Child Labor in Supply Chains s Act, we ask our suppliers to comply with the following required practices and principles:

1. WORKER RESPECT AND DIGNITY

Suppliers will treat workers with respect and dignity. Suppliers will not subject workers to harassment, intimidation, physical or mental abuse, or corporal discipline. In cases where suppliers engage security services, they ensure that said security services are equally obliged to respect labor and human rights.

2. OPEN COMMUNICATION

Workers will be allowed to communicate openly with management regarding working conditions without the fear of retribution, retaliation, or intimidation.

3. MINIMUM WORKING AGE

Suppliers shall abide by local minimum working age laws and requirements and not employ child labor. Suppliers should take additional measures to provide adequate protection for workers that are above the legal working age but below age 18.

4. FREEDOM OF ASSOCIATION: Right to Form / Join Trade Unions

Suppliers will recognize and respect the freedom of association, and the effective recognition of the right to collective bargaining. Where the right to freedom of association is hindered or restricted by local laws, suppliers will provide avenues for employees to raise work-related grievances.

5. LABOR COMPENSATION AND REST

Suppliers will not support or use any forms of forced, compulsory, or excessive labor, including, but not limited to, imprisonment, indentured labor, bonded labor, military labor, child labor, or uses of



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corporal punishment or other forms of mental or physical coercion as a form of discipline. Workers will be allowed rest, compensation, and other benefits in compliance with all applicable laws. When wage laws do not exist, workers will be compensated to afford a decent standard of living that allows them to meet their essential needs.

6. WORKER SAFETY

Workers will be provided with safe, healthy, and sanitary workplaces that meet or exceed applicable country/regional regulations and protect the workers' health and well-being. Suppliers will implement procedures and safeguards to prevent workplace hazards and work-related accidents and injuries, including, but not limited to, adequate and appropriate personal protective equipment, training related to job-specific tasks and hazards, and preventative maintenance on facility equipment and buildings. A healthy workplace also includes access to clean water, sanitation, and hygiene. Facilities must be constructed according to local laws with regular maintenance to ensure structural integrity, electrical safety, and fire safety.

Required Action:

Please sign and return within 30 days of receipt, confirming that you accept and agree to comply with these principles.

Accepted and agreed on behalf of _____, a supplier to Systems Source Inc. I acknowledge that I am authorized to bind my company to the terms herein.

_____ Dated: _____

(Signature)

We value our partnership and appreciate your transparency in maintaining an ethical supply chain.

Sincerely,

Michael Foulger – Controller
Systems Source Inc.