

# Modern Slavery Statement

## 1 Introduction

At Intrado Life & Safety Canada, Inc. (“Intrado”), we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to promote compliance with applicable laws and protect the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce and the workforce of their supply chains are treated with respect and dignity. At the heart of our mission lies a commitment to sourcing products responsibly.

This is Intrado’s first modern slavery statement pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9), made for the financial year ended December 31, 2023.

## 2 Our organisational structure, business operations and supply chains

Intrado is organized as a Canadian federal corporation. It currently has no subsidiaries.

Intrado is an industry leading provider of public safety solutions. Intrado develops and licenses software, provides SaaS services, and assembles and distributes systems for use by private and public entities to ensure that 911 calls route correctly and are handled at the appropriate receiving call centre. Intrado employs over 150 personnel in Canada and has business operations primarily in Quebec. Its products are distributed primarily in Canada and the United States.

The goods used in the manufacture of our products, including computer and telephony equipment, are sourced from suppliers located in Canada. We also purchase third party solutions, for example call recording equipment, to resell in the Canadian and United States market from suppliers located in Canada and the United States.

To learn more about our business, please see [www.Intrado.com](http://www.Intrado.com).

## 3 Our modern slavery risk profile

Within our operations, we have assessed our risk profile based on sector and industry risks as low. All of our workers are employed in Canada, where we have fair and responsible employment practices in place to protect and promote workers’ rights.

That said, we recognise that risks of modern slavery may be present in our supply chain due to reasons such as the sourcing of computer components.

## 4 Our policies and due diligence processes

Intrado’s Code of Ethics reaffirms its belief that it does not have or contribute to adverse human rights impacts (including modern slavery or human trafficking) within its business or through its supply chains. There is an ongoing commitment to engage only those suppliers that uphold the same principles as Intrado. In the event suppliers fail to take steps to cease or prevent adverse human rights impacts, Intrado will reconsider its business relationships with those suppliers.

Additionally, Intrado has developed a vendor policy clearly prohibiting all forms of human slavery and child labour. Our Vendor Code of Conduct reflects our commitment to foster sound labour practices in accordance with UN Global Compact Principles 1-5 and other international conventions on human

rights. It states Intrado's opposition towards slavery, forced labour, and child labour in any form and requires our vendors to prohibit such practices as well, within their operations and upstream throughout their own supply chains. It also requires Intrado's vendors to enact policies and procedures to identify, prevent and mitigate occurrences of modern slavery or other human rights abuses and to maintain a respectful and safe workplace. A copy of our Vendor Code of Conduct can be found on our website at <https://www.intrado.com/legal-privacy/vendor-code-of-conduct>.

Intrado makes sure its suppliers are aware of its Vendor Code of Conduct and adhere to the same high standards. Suppliers are asked to conform to the Vendor Code of Conduct.

Intrado also has in place processes to provide adequate protection for whistleblowers.

## 5 Training

We recognize that proper training of our employees is necessary to ensure effective implementation of our policies. Although Intrado does not presently offer formal training programs or materials specifically targeted at the prevention of modern slavery in our supply chain, we are actively considering the development of appropriate training resources.

## 6 Remediation measures

We have not discovered any instances of forced labour or child labour in our business and supply chains. Therefore, no remediation measures have been necessary and, as a result, no measures could have led to loss of income to the most vulnerable families.

## 7 Assessing Effectiveness

As we explore and implement further measures to prevent and mitigate modern slavery risks in our operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken.

## 8 Approval

This statement is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and constitutes Intrado's modern slavery statement for the financial year commencing on January 1, 2023 and ending on December 31, 2023.

This statement was approved by the Board of Directors of Intrado pursuant to Paragraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on May 21, 2024.

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.

By: \_\_\_\_\_/s/ Matthew Carter Jr. \_\_\_\_\_

Mathew Carter Jr.

President & CEO, Intrado Life & Safety Canada Inc.

Date: \_05/21/2024\_\_\_\_\_

I have the authority to bind Intrado.