

Promark Forced Labour and Child Labour Report: 2023 Financial Year

OVERVIEW:

This report is filed on behalf of Promark Electronics Inc. (104325477) for the 2023 financial reporting year—January 1, 2023 through December 31, 2023. Promark Electronics Inc. (“Promark”) is a Canadian corporation operating in the manufacturing sector with its principal place of business located at 6875 De la Cote-de-Liesse Rd, Saint-Laurent, QC H4T 1E5. It qualifies as an “entity” under *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and amend the customs Tariff*, and it does not have reporting obligations in other jurisdictions.

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Promark is Canadian corporation that owns assets in Canada, has a principal place of business in Canada, and does business in Canada. Promark only uses highly regarded suppliers with a reputation for integrity. To monitor the quality of its suppliers, Promark uses a Vendor Evaluation Form (the “Form”), which includes questions about vendors’ social responsibility programs and ethical behavior policies.

POLICIES AND DUE DILIGENCE PROCESSES

Promark has an explicit policy against forced labor and human trafficking as stated on its public-facing website: <https://pmk.com/corporate-social-responsibility/>. Additionally, Promark abides by the Code of Conduct maintained by its parent company, Electrical Components International, Inc. (“ECI”), which can be found here: <https://www.ecintl.com/wp-content/uploads/2022/08/code-of-conduct-digital.pdf>. Section 8 of the Code of Conduct specifically requires employees to be vigilant for signs of forced labor or underage workers. Finally, Promark has a high school diploma requirement to reduce the risk of unintentionally employing underage workers.

ASSESSMENTS TO DETERMINE HIGH-RISK PARTS OF PROMARK’S BUSINESS AND SUPPLY CHAIN

To date, Promark has not identified parts of its business that carry a risk of forced labour or child labour. Nevertheless, Promark is proactively monitoring its vendors, including limiting the number of vendors it uses from regions with a high rate of human trafficking and/or forced labor. Promark’s Corporate Social Responsibility Policy contains a link to an ethics helpline where employees, vendors, or customers can report any unethical behavior. Promark has not received any complaints of forced labour or child labour.

NO REMEDIATION MEASURES NEEDED

Promark has not identified any instances of forced labor or child labor in its supply chain or any associated lost income by vulnerable families. Promark will continue to diligently monitor its supply chain and will take appropriate remediation measures if those issues arise.

EMPLOYEE TRAINING

All salaried new hires at Promark must complete training and sign an acknowledgement of ECI’s Code of Conduct. Promark also circulates regular email reminders to salaried employees of how

to access ECI's Code of Conduct and the importance of the policies contained therein. A pdf of ECI's Code of Conduct is attached to each reminder email.

EFFECTIVENESS OF PROMARK POLICIES IN ITS SUPPLY CHAIN

In its Corporate Social Responsibility Policy, Promark prohibits its vendors, customers, and partners from:

Trafficking in persons and slavery. Promark employees and others through whom Promark conducts business must not engage in any practice that constitutes trafficking in persons or slavery and must comply by all applicable law and contract. This includes, but is not limited to, the following activities: engaging in any form of trafficking in persons; procuring commercial sex acts; using forced labor in the performance of any work; denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority; using misleading or fraudulent practices during the recruitment of candidates or offering of employment/ contract positions regarding the key terms and conditions of employment; using recruiters that do not comply with local labor laws of the country in which the recruiting takes place; charging applicants/ candidates recruitment fees.

Additionally, Promark uses its Form to monitor its supply chain's forced labour and child labour policies.

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. I have the authority to bind Promark Electronics Inc.

Full name Jarred Knecht

Title President

Date 5/30/2024

Signature 8342101A18B4467...