



## Modern Slavery Report

### Introduction

WBM Technologies LP (WBM) adheres to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). We place paramount importance on human rights and safeguarding our supply chains from modern slavery.

WBM expects that our organization and the technology partners we work with operate at high ethical standards in alignment with the values of our clients and the communities that we share. We expect our partners, employees and contract workers to uphold integrity and comply with all relevant laws and regulations.

Human rights are a shared responsibility that must be acknowledged, practiced, and continuously advocated for. It is imperative to WBM’s core values that we respect human rights and work with trusted partners who are committed to protecting these rights.

This report was prepared in compliance with the Act, and covers the period from January 1, 2024, to December 31, 2024. The corporate structure and entities covered under this joint report comprise WBM Technologies LP and its wholly-owned subsidiaries: Carlyle Printers, Service, and Supplies LP; Carlyle Printers, Service, and Supplies GP Inc.; and Athena 3 Corp. For this report, the reference to “WBM” encompasses all entities listed above.

### Corporate Structure, Activities and Supply Chains

WBM is a Canadian leader in the provision of outcomes-driven information technology solutions. We employ nearly 600 staff across Western Canada and maintain physical locations in Vancouver, Calgary, Regina, Saskatoon (Head Office), and Winnipeg.

WBM provides services and support through our Enterprise Experience Platform, which includes technology procurement, end user computing services, enterprise service desk, managed print services, modern work & AI enablement services, managed meeting room services, security operations services, and managed IT services.

In 2024, WBM partnered with approximately 700 suppliers. Sixty-five percent of our spending was attributed to these 5 suppliers:

- TD Synnex Canada ULC
- Ingram Micro Ltd
- Dell Canada Inc
- D & H Canada ULC
- Ricoh Canada Inc

Procurement was mainly through North American-based distribution channels and business partner operations centres, of which 97% are located within Canada and the United States.



## Steps Taken During the Last Fiscal Year to Prevent and Reduce the Risk of Forced Labour and Child Labour in Supply Chains

During the 2024 fiscal year, WBM spent time to better understand the risks of forced and child labour in our supply chains. While WBM is already committed to treating employees, vendors, customers, and other stakeholders with dignity and respect, we are also committed to evolving our existing policies and procedures to explicitly address global issues in support of the fight against modern slavery.

WBM also reviewed the policies of our top 5 suppliers. In each case, WBM noted the suppliers are subject to the United Kingdom's Modern Slavery Act 2015, and post online statements outlining their activities to protect their supply chains from forced and child labour. Each supplier listed robust prevention mechanisms, policies, and procedures that go beyond minimum legal requirements.

## Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

WBM added a policy, "Fighting Against Forced Labour and Child Labour in Supply Chains" in our Employee Culture Book (internal policy handbook) which educates and clearly outlines zero tolerance for any form of modern slavery. This builds upon the following policy sections which are relevant to the overall treatment of WBM employees and stakeholders:

- Standard of Ethics
- Hiring Policy
- Solving Work Related Issues – Open Door Policy
- Workplace Harassment
- Harassment Complaint Procedure
- Standard of Conduct & Discipline Policy
- Disciplinary Actions Policy
- Unlawful Coercion
- Separation from Employment
- Workplace Safety

## Risk Assessment and Management

WBM is dedicated to working with reputable and reliable suppliers across all facets of our operations. Even so, WBM understands the importance of identifying where parts of the business and our supply chains are likely to have the highest risk of forced or child labour.

From multiple lines of business, WBM has identified the procurement of electronics (such as laptops, computers and mobile phones, etc.) as the most likely to have the highest risk. This was identified since China and Malaysia, two countries flagged to have higher prevalence of modern slavery by the **Global Slavery Index**, play a large role in the global manufacturing of these product types.

When reviewing the policies of our top 5 suppliers, WBM gained comfort that this risk is continuously monitored and addressed by the procedures implemented.

## Modern Slavery Remediation Measures

WBM has zero tolerance for child or forced labour. To date, there have been no cases brought to the attention of management regarding child or forced labour practices in the supply chain, nor internally within WBM.

Internal WBM operations and employees are supported by the “Harassment Complaint Procedure” in the Employee Culture Book, which outlines the procedures to report, investigate, and resolve all forms of harassment.

## Loss of Income - Remediation Measures

WBM has not found any forms of modern slavery in our organization nor supply chains. As such, no measures have been taken to remediate the loss of income to families that result from any measure taken to eliminate the use of forced labour or child labour in the entity’s activities and supply chain.

## Training

WBM does not currently provide training to employees on forced labour and/or child labour.

## Assessing Effectiveness

WBM has not yet formally assessed the effectiveness of our efforts in the fight against modern slavery.

## Approval and Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the board of directors of WBM Technologies LP for the fiscal year ended December 31, 2024.

In accordance with the requirements of the act, and in particular section 11 thereof, I, the undersigned, hereby attest that I have reviewed the information contained in the Report for the entity listed above. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purpose of the Act, for the reporting year listed above. I am providing this attestation as a director of WBM Technologies LP, and not in my personal capacity.

Dated as of May 20, 2025,



**JOANNE HARDY**

President, WBM Technologies LP

