



convergint®

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## **2023 FORCED AND CHILD LABOUR REPORT**

This Report is published pursuant to the Canadian “Fighting Against Forced Labour and Child Labour in Supply Chains Act” and sets out the steps that Convergent Technologies LTD (the “Company” or “Convergent”) has taken, and is continuing to take, to combat forced and child labour in our business and supply chains. The Report covers activities for the financial year ending December 31, 2023.

### **INTRODUCTION**

We acknowledge our responsibility to combat forced and child labour and are committed to upholding fundamental human rights and ethical labour practices both within our operations and supply chain. We are working to put systems and controls in place to safeguard against any form of forced or child labour taking place within the business or our supply chain.

### **OUR BUSINESS**

Convergent Technologies LLC (Convergent) is an industry-leading global systems integrator headquartered in Schaumburg, Illinois. Since its founding in 2001, Convergent has focused on delivering results for our customers through unparalleled service excellence. At Convergent, our top priority is service in every way — service to customers, colleagues, and the communities we serve. As an integrator, our expertise and strategic focus allow us to work alongside a global network of partners and manufacturers to provide comprehensive design, installation, and service for integrated building systems, including electronic security, fire and life safety, audio-visual, building automation, and mechanical solutions for a smaller local customer to a global enterprise customer. From day one, delivering value through unmatched customer service and consistent operational excellence has been foundational at Convergent.

**Convergent Technologies LTD is our Canadian entity and was established in 2002. It is wholly owned by Convergent Technologies LLC, based in Schaumburg, IL. Convergent’s Canadian headquarters are located in Calgary, Alberta.**

Convergent is proud to have over 220 locations and 10,000 colleagues globally.

Our experience spans all types of security technologies, including enterprise card access, IP video management, intelligent video, intercom, biometrics, perimeter protection, asset protection, smartcard credential management, Physical Security Information Management (PSIM), Physical Identity Access Management (PIAM), secure authentication, and compliance management.

Convergent was built on a solid foundation of Values & Beliefs (V’s & B’s). Before the company was legally formed in 2001 – before one (1) order was received – before we hired one (1) colleague, our founding leaders began writing down the guiding principles that would become our V’s & B’s and established a unique and empowered culture. Our V’s & B’s have driven our positive culture throughout our organization and differentiated us from other integrators.



## **OUR SUPPLY CHAINS**

We procure a significant proportion of goods and services from a range of suppliers across North America. As a provider of solutions of technology for life safety we do not manufacture our own products but instead provide best in class solutions. Our supply chains are typically resourced through distribution companies or direct from manufacturers.

Convergint is proud of our reputation as an honest, ethical, and responsible company. Our integrity has helped Convergint become the number one global integrator in the world. Convergint has standard supply chain and procurement practices in place and relies upon each colleague to act with integrity, use good judgment, and act appropriately in any given situation. We strive to foster a culture of honesty, accountability, and compliance.

## **POLICIES AND DUE DILIGENCE PROCESSES**

As outlined in our Code of Conduct, Convergint prohibits the use of child, compulsory or forced labor, trafficking in persons, or any acts associated with modern slavery for any purpose. In addition to our Code of Conduct, we have other policies in place to protect against forced and child labour in our operations and supply chain, namely:

### **1. Humans Rights Policy**

Convergint's Human Right Policy outlines our commitment to promoting and respecting human rights worldwide, throughout all our subsidiaries. We contribute to the realization of human rights through consistent compliance with laws and regulations wherever we have operations, including all applicable wage, hour, and labour laws and regulations. The Human Rights Policy also expressly prohibits the use of child, compulsory or forced labour, trafficking in persons and acts associated with modern day slavery for any purpose.

In addition, we have procedures in place to prevent child labour in our own operations, which includes conducting a pre-employment background check and age verification for candidates before hiring. Training is also provided to supervisors every year on current labour laws across the various jurisdictions we operate in to ensure they are knowledgeable and able to uphold compliance in our operations daily.

### **2. Supply Chain Code of Conduct**

Convergint's Supply Chain Code of Conduct aims to clarify our expectations of ethical corporate business practices for our customers and suppliers. Compliance with this policy is expected, and we reserve the right to terminate our business relationship with any supplier that violates this policy. We set specific expectations of suppliers in this policy to ensure their supply chains are free from slavery, servitude, forced and compulsory labour, and human trafficking.

We take an active role in ensuring our suppliers uphold human rights, prevent violations, and take efforts to combat forced and child labour. Our Supply Chain Manager engages with our suppliers to ensure they meet our expectations on all issues surrounding forced labour and child labour, as outlined in our Supply Chain Code of Conduct, which all suppliers are required to adhere to.

We are committed to working with current and prospective suppliers to ensure a clear understanding and adherence to our Supply Chain Code of Conduct and ethical business practices. Prior to qualifying any new suppliers, a Supply Chain Qualification Questionnaire must be completed and returned in conjunction with a signed copy of the Supply Chain Code of Conduct.

### **3. Whistleblower Policy**

We have established a whistleblowing process, utilizing ReportIt; an independent third-party ethics and compliance hotline. This reporting mechanism is accessible to all Convergent employees and allows for anonymous submissions and treatment of complaints.

Employees are encouraged to report any concerns about ethics and/or Code of Conduct infractions to their supervisor, Human Resources, or directly through ReportIt.

Information about the Whistleblower Policy is also outlined in Convergent's Colleague Handbook, which is distributed to all employees annually for their review and acknowledgement.

### **FORCED LABOUR AND CHILD LABOUR RISKS**

To date, Convergent's risk management approach has focused on risks to workers in our own operations, including respecting the safety and human rights of workers.

We acknowledge that understanding the risks of forced labour and child labour in our supply chains is critical to targeting our actions and engagement with our suppliers. In line with the UN Guiding Principles, identifying and prioritizing the most salient risks connected to our operations and business relationships is key to preventing and mitigating forced labour and child labour.

We are committed to improving our understanding of the risks in our supply chain, including by engaging in research, mapping our supply chain against publicly available information, and seeking feedback from workers, manufacturers, distributors, and communities.

We recognize risks of forced labour and child labour in the global supply chain include vulnerable populations, such as domestic and foreign migrant workers, temporary workers, and young workers. Additionally, we acknowledge region-specific risks, such as countries with large populations of migrant workers, weaker employment law enforcement (where charging workers for recruitment fees is a common practice), or where prevalence of modern slavery has been documented.



## **REMEDIATION MEASURES**

Convergent has not identified risks related to forced or child labour in its supply chains and has not identified forced labour or child labour in its own direct operations. As no instances of forced labour or child labour in our activities and supply chains have been identified, no measures were taken to remediate the loss of income to the most vulnerable families that result from measures taken to eliminate the use of forced labour and child labour.

## **TRAINING**

All Convergent employees are required to complete training on our values and the Code of Conduct annually. Additionally, information on how to report issues of concern using the whistleblowing reporting tool is provided to employees. All employees are encouraged to “speak-up” about any potential labour rights and ethics concerns.

## **ASSESSING EFFECTIVENESS**

To assess the effectiveness of our approach, including human rights, we rely on input from relevant internal and external stakeholders, including investors, customers, employees, and community members.

We track any reports made to our whistleblower hotline. This is an important channel of feedback for Convergent to assess our effectiveness in preventing and mitigating the risks of forced labour and child labour.

## **PLANS FOR 2024**

In 2024, we plan to undertake the following actions to further deepen and strengthen our work to combat forced and child labour in our business and supply chains:

- Forced labour and child labour risks
  - Expand our supplier risk assessments to gain a deeper understanding of potential exposure to forced and child labour risks in our global supply chains.
- Due diligence
  - Incorporate evaluation activities targeting forced labour and child labour risks into periodic supplier review processes.
- Remediation of loss of income
  - Evaluate options for establishing a process to assess if vulnerable families have experienced loss of income as a result of steps the Company has taken to combat forced or child labour.

### **Training for 2024**


- Continue with mandatory Code of Conduct training for all employees each year, highlighting sections related to forced and child labour.
- Implement Supply Chain Code of Conduct training for all Supply Chain employees each year, highlighting sections related to forced and child labour.
- Review all policies regularly to ensure ongoing compliance with human rights and regulations related to forced and child labour.

- Develop an awareness program for critical suppliers and contractors to increase their ability to spot signs of forced labour and child labour

### **Approval and Attestation**

This report was approved by the Board of Directors of Convergent Technologies Ltd. For the financial year ended December 31, 2023, in accordance with subparagraph 11(4)(a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I hereby attest that I have reviewed the information contained in the report for the entity listed above. To the best of my knowledge, and after having exercised due 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.



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Brian Haw

Vice President & General Manager, Canada

Convergent Technologies LTD

