

Modern Slavery Statement 2023

This is a joint modern slavery statement prepared on behalf of Genetec Inc. and its subsidiary Genetec UK Ltd. (together "Genetec").

Genetec has taken measures, including during our financial year ending October 31, 2023, to ensure that we operate and manage our business consistently with the highest standards of social and ethical conduct. We are committed to practices that create and maintain safeguards against modern slavery and human trafficking. We are equally committed to working with and encouraging our suppliers as they uphold the principles in this statement, including ensuring that those involved in our business and supply chains are treated with respect and dignity.

Genetec expects each of our business partners and suppliers to share our commitment to respect human rights and equality of opportunity in the workplace. We expect each such organization to reflect this in their own business, including their employment practices and supply chains to achieve full compliance with all applicable laws and regulations.

In this statement, we report on the assessment of modern slavery risks associated with our operations, actions taken to address these risks, and methods of evaluating the effectiveness of these actions.

1. Our Organizational Structure and Our Business

Genetec is an innovative technology company, developing open-platform software, hardware, and cloud-based services for the physical security and public safety industry. Our flagship product, Security Center, unifies IP-based video surveillance, access control, and automatic license plate recognition into one platform. Genetec was founded in 1997 and now serves more than 42,500 customers in over 159 countries.

Genetec Inc., headquartered in Montreal, is incorporated under the federal laws of Canada. The Genetec group also has offices in many countries around the world, including the United States, Mexico, Brazil, France, Austria, Belgium, Australia, the United Arab Emirates, India, Japan, and Singapore, among others. Genetec UK Ltd., a subsidiary of Genetec Inc., is incorporated and exists under the laws of England and Wales.

1.1 Our Personnel

The Genetec group employs over 2,000 employees worldwide. As a result, we understand how important our personnel is to the success of our business. With this in mind, we always ensure that our employment practices around the world comply with all minimum local standards.

We also strive to ensure that our personnel is safe and that relevant employment (including wages and work hours), health and safety, and human rights laws as well as international standards are adhered to.

1.2 Our Supply Chains

Specializing in software solutions, Genetec software, cloud services, and professional services are conceived, developed, and provided almost entirely by Genetec personnel. Our hardware suppliers mainly provide us with electronic components, electronic finished goods, and manufacturing services that relate to our main areas of work: video surveillance, access control and automatic license plate recognition. Our key suppliers are reputable companies based in the USA, Taiwan, Sweden, and Canada.

1.3 Identifying Risk in Our Business and Supply Chain

As a technology company that offers security solutions mainly through software and cloud products, Genetec believes that there is a limited chance of internal operations being directly linked to modern slavery practices.

As we do not, however, have visibility on certain parts of our supply chain, Genetec recognizes that there is a risk that it may unknowingly be linked to such practices. Such risk may be present in the production of our hardware products and/or the integration of our software in said products. As a result, we have established procedures to mitigate the occurrence of such risk in our operations, as further discussed in the following section.

2. Actions Taken by Genetec

At Genetec, we understand the importance of policy development and enforcement. Accordingly, we have

strong policies and practices including those relating to employment and supplier agreements.

2.1 Prevention through Policies, Codes, Reporting and Training

One of our key objectives as an organization is to ensure that our personnel benefit from a safe work environment, free of exploitation and abuse.

We apply consistently high employment standards, policies, and processes in all of our operations and offices worldwide, which are aligned with both local laws and Canadian employment standards. Every new employee is required to review and acknowledge the policies and procedures in effect at Genetec, all of which are accessible through our intranet.

We have a workplace harassment prevention policy in place that is applicable to our personnel, and we further implemented requirements for our channel partners to conduct their business in a respectful and ethical manner. Though these policies are essential to our personnel's welfare, we acknowledge that although related, they are distinct from guidance on modern slavery prevention.

Genetec also requires its directors, officers and personnel to comply with the principles set forth in our Code of Business Conduct (hereinafter the "**Code**"), and exercise good judgment and the highest ethical standards, as well as obey the laws and regulations of the cities and countries in which Genetec operates. To those ends, compliance with the prescriptions of applicable modern slavery legislation is primordial.

The Code also requires our personnel to deal fairly with suppliers and not to seek competitive advantages through illegal or unethical business practices. Within the organization, we implement an impartial reporting process that allows our personnel to report suspected violations of employment policies (including the Code) or integrity concerns through numerous channels without fear of retaliation. Any failure to comply with such policies, including any failure to comply with local laws (which include the requirements and standards on modern slavery and human trafficking), is regarded as a serious disciplinary matter and would be dealt with under the terms of our disciplinary procedure.

It is important to us that our personnel be aware of the issues surrounding modern slavery and support our values. Our senior executive team is aware of the obligations contained in the applicable modern slavery legislation and sets an example for the rest of the business. We intend to raise awareness among those involved in the procurement of supplies for the business

to ensure that they are aware of the requirements of the applicable legislation and can raise any concerns that they might have at the earliest possible opportunity.

A Supplier Code of Conduct is being rolled out to our new and existing direct suppliers, to affirm our commitment to the defence of human rights and the maintenance of appropriate safeguards against modern slavery practices. Our suppliers will be made aware of this Supplier Code of Conduct as they will be expected to adhere to it and be compliant with it.

We are in the process of developing and implementing online training materials which will be dispensed to our personnel involved in procurement, supply chain, human resources, manufacturing and certain marketing teams, among others. These training materials are designed to raise awareness, increase understanding, and educate on the risks of modern slavery and human trafficking, including how to identify potential victims, report instances or suspicions of modern slavery, and identify high-risk suppliers and operations.

2.2 Prevention through Supplier Evaluation, Due Diligence and Ongoing Monitoring

To mitigate the risk of being involved in modern slavery or human trafficking, we ensure that our suppliers maintain high standards and have an ethos that reflects our own. In particular, we demand that our suppliers treat their own personnel with dignity and respect, in fair and ethical working environments.

Our supplier selection process is thorough and deliberate, in such a way that we can ensure that we are compliant with applicable legislation. Suppliers are selected after a careful assessment based on their ability to offer products and services in a manner consistent with industry-recognized standards. Our suppliers are primarily based in territories that provide strong protections for individual rights and we expect them to also comply with the modern slavery legislation that applies to them. Additionally, our agreements with core suppliers are subject to a thorough review by our legal team, and for more sensitive engagements, our security team also reviews these agreements. Moreover, our policies seek to ensure that agreements are only entered into after approval by the appropriately trained and authorized team that can properly assess the proposed engagement. This includes a supplier onboarding process that allows us to obtain relevant information directly from proposed new suppliers and through our third-party risk data and due diligence service provider so that information such as supply chain risks, including

modern slavery and human rights concerns, can be properly considered and assessed before engaging with a new supplier.

We have also implemented the practice of random due diligence verifications throughout the past year on a sample of existing suppliers, using a third-party data and risk management solution.

We remain constantly vigilant and monitor risks on an ongoing basis at all levels of our supply chain through periodic audits and assessments of our core suppliers.

3. Assessing the Effectiveness of Actions Taken

To monitor the use and assess the effectiveness of the measures and initiatives set forth in this statement, the members of our legal and procurement teams conduct, at least once a year, an internal assessment of modern slavery prevention and mitigation actions. Being committed to continuous improvement, Genetec periodically reviews internal policies applicable to personnel and considers potential new and different ways to take action.

4. Looking Ahead


Genetec recognizes that compliance with the Modern Slavery Act is an ongoing commitment. We strive to continue to develop our practices and procedures to minimize the risk of causing, contributing to or being directly linked to modern slavery and human trafficking.

As such, we will pursue our efforts in effective prevention and mitigation of modern slavery risks by extending the application of our Supplier Code of Conduct to our indirect suppliers.

This statement is made pursuant to section 54(1) of the UK *Modern Slavery Act 2015* and constitutes the Genetec modern slavery statement for the financial year ending October 31, 2023.

5. Approval

The respective boards of Genetec Inc. and Genetec UK Ltd. have approved this statement by resolution.



Alain Côte
Director, Genetec Inc.