

This report is submitted this 31st Day of May, 2024 per Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act), aim to increase industry awareness and transparency and drive businesses to improve practices within supply chains.

1. This report is for which of the following?

- Entity

2. Legal name of reporting entity or government institution

- Convergix Canada Holdings Corp. o/a JMP Solutions

3. Financial reporting year (Required)

- Fiscal Year 2023

4. Is this a revised version of a report already submitted this reporting year?

- No

4.1 If yes, identify the date the original report was submitted.

- Not Applicable

4.2 Describe the changes made to the original report, including by listing the questions or sections that were revised.

- Not Applicable

5. Business number(s):

- 5054212

6. Is this a joint report?

- No

6.1 If yes, identify the legal name of each entity covered by this report.

- N/A

6.2 Identify the business number(s) of each entity covered by this report

- 5054212

7. Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?

- No

7.1 If yes, indicate the applicable law(s).

- Not Applicable

8. Which of the following categorizations applies to the entity?

Convergix has a place of business, conducts business, and has assets in Canada, and otherwise meets the size thresholds established by the Act. **9. Which of the following sectors or industries does the entity operate in?**

- Manufacturing
- Professional, scientific and technical services

10. In which country is the entity headquartered or principally located?

- Canada

10.1 If in Canada: In which province or territory is the entity headquartered or principally located?

- Ontario

Annual Report

1. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Required)

- Mapping supply chains
- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing an action plan for addressing forced labour and/or child labour
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour
- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Developing and implementing anti-forced labour and/or -child labour contractual clauses
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Auditing suppliers

- Monitoring suppliers
- Developing and implementing procedures to track performance in addressing forced labour and/or child labour
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

2. Please provide additional information describing the steps taken.

- Convergix is committed to improving and enhancing the steps necessary to the prevent and reduce the risk of forced labour or child labour being used or in any way connected to its business.

3. Which of the following accurately describes the entity's structure?

- Corporation

4. Which of the following accurately describes the entity's activities?

- Manufacture custom automation solutions and integration services for customers inside and outside of Canada.
- Importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains.

- Convergix has affiliates outside of Canada which share the commitment to preventing and reducing the risk of forced labour or child labour being used or in any way connected to its business.

6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?

- Yes

6.1 If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)

- Embedding responsible business conduct into policies and management systems
- Identifying and assessing adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing or mitigating adverse impacts
- Tracking implementation and results
- Communicating how impacts are addressed

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour.

- Convergix is committed to improving and enhancing its policies and due diligence process to the prevent and reduce the risk of forced labour or child labour being used or in any way connected to its business.

8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

- Yes, we have identified potential areas of risk and are working on improving our assessments.

8.1 If yes, identify the relevant aspects of its activities and supply chain that carry risk of forced labour or child labour?

- The locations of its activities, operations or factories
- The raw materials or commodities used in its supply chains
- Tier two suppliers

9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?

- Manufacturing
 - Have not identified any forced or child labour
- Professional, scientific and technical services
 - Have not identified any forced or child labour

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk.

- Convergix is committed to improving and enhancing its risk assessments and due diligence process to the prevent and reduce the risk of forced labour or child labour being used or in any way connected to its business.

11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

11.1 If yes, which remediation measures has the entity taken?

- Not Applicable

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour.

- Not Applicable

13. Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.

- Not Applicable

15. Does the entity currently provide training to employees on forced labour and/or child labour?

- Yes

15.1 If yes, is the training mandatory? (Required)

- No

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour.

- Supply Chain conducts informal training for its team members to identify risks and areas of concern to the prevent and reduce the risk of forced labour or child labour being used or in any way connected to its business.

17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

- Yes

17.1 If yes, what method does the entity use to assess its effectiveness? Select all that apply.

- Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour
- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.

- Not Applicable

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."

- Kirk Benson
- CFO
- May 30, 2024
- Signature, accompanied by the statement "I have the authority to bind 'Name of Entity.'"



I have the authority to bind
Convergix Canada Holdings Corp.