



*Technosub Group inc. and 121352 Canada inc.*

## **Modern Slavery Report 2023—tackling forced and child labour in supply chains**

### **1. INTRODUCTION**

This report is published in accordance with section 11 of the *Act to Combat Forced Labor and Child Labor in Supply Chains* (the “**Act**”) and constitutes the annual report of Groupe Technosub inc. and 121352 Canada inc. (collectively, the “**Technosub Group**”) for the fiscal year ending December 31, 2023. Groupe Technosub inc., as a management company, relies primarily on the efforts of 121352 Canada inc. as an operating entity, with respect to the oversight and management of its activities and supply chains, as well as compliance with laws and applicable regulations.

The report aims to detail the measures taken by the Technosub Group to prevent and reduce the risk of forced labour or child labour within its operations and its supply chains. Technosub Group is not subject to reporting requirements under any supply chain law in any other jurisdiction.

### **2. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

121352 Canada inc. and Groupe Technosub inc. (respective business numbers: 1171906283 and 1166988288) are business corporations incorporated under the Canada Business Corporations Act, whose head office is located at 1156 Ave. Larivière, Rouyn-Noranda (Quebec), J9X4K8, Canada. Technosub Group is made up of three Canadian divisions and two American subsidiaries. As a whole, Technosub Group has nearly 245 employees, including just over 190 in Canada.

Technosub Group is a provider of tailor-made, innovative and sustainable solutions in the field of pumping and water management. Technosub Group's main activities include the manufacturing, repair and wholesale trading of a wide range of industrial pumps across North America.

The pumps, raw materials, components and parts necessary for the manufacturing and assembly of Technosub Group products are purchased from suppliers located mainly in Canada, the United States, Europe and Japan or manufactured in the Technosub Group facilities.

### **3. DILIGENCE POLICY AND PROCESS**

Technosub Group does not currently have any policies or due diligence processes aimed at preventing and mitigating risks related to the use of forced labour or child labour in its operations and supply chains.

However, as a company headquartered in Canada and whose activities are primarily located in North America, we are fully aware of the laws and regulations relating to labour standards, which we respect. Technosub Group aspires to be a responsible corporate citizen and an employer of choice. This is why we are committed to not only meeting regulatory employment requirements, but also exceeding them. It should also be noted that just over 40% of our Canadian employees are covered by a collective agreement, guaranteeing working conditions well above the minimum regulatory requirements.

### **4. RISKS RELATED TO FORCED LABOUR AND CHILD LABOUR**

Although no risk determination process was undertaken by Technosub Group during its last financial year, it appears that, at first glance, the risks of forced labour or child labour in our operations in North America are very weak, or even zero. Indeed, all of our employees are hired in compliance, at a minimum, with applicable laws and regulations. Technosub Group also ensures that individuals have the right to work and that they choose to do so of their own free will.

It should be noted that, at this time, no official mapping or assessment of Technosub Group's supply chains has been carried out, meaning that potential risks relating to our supply chains have not been identified.

## **5. REMEDIATION MEASURE FOR THE USE OF FORCED LABOUR OR CHILD LABOUR**

As Technosub Group has not yet identified risks linked to forced labour and child labour in its activities and supply chains, no remedial measures have been taken to date.

## **6. REMEDIATION IN CASE OF LOSS OF INCOME**

Since Technosub Group has not yet identified any cases of forced labour or child labour in its activities and supply chains, no measures have been taken to address potential loss of income for the most vulnerable families resulting measures taken to eliminate the use of forced labour and child labour.

## **7. TRAINING**

Currently, no training is offered to Technosub Group employees on forced labour and child labour in supply chains.

## **8. ASSESSMENT OF EFFECTIVENESS**

Given that Technosub Group has not taken any measures to prevent or mitigate the risks associated to forced labour or child labour, no measures to evaluate their effectiveness have been implemented.

## 9. OUR COMMITMENT

In order to promote responsible governance, Technosub Group respects the legal disclosure obligations regarding forced labour and child labour within its activities and supply chains.

## 10. APPROVAL AND ATTESTATION

This report was approved in accordance with subsection 11(4)(b)(i) of the Act by the boards of directors of Groupe Technosub inc. and 123152 Canada inc. for the financial year ended December 31, 2023.

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have reviewed the information contained in the report for the entity or entities listed above. To the best of my knowledge, and after having exercised reasonable diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the above-mentioned reporting year.

I have the authority to bind Groupe Technosub inc. and 123152 Canada inc.

Benoit Desormeaux  
Administrator of Groupe Technosub inc.  
May 31, 2024

