



A2N Statement on Modern Slavery

- Documentation Date: November 2024
- Approved By: Frank Rondinone, President

Cyber Secured!

More than just a mantra - it is a call to action - and a promise from A2N that we will keep your data, your networks, and your business secured.

Our relationships are built on trust and strengthened through honesty, integrity and the overwhelming value delivered by our team of experts.

Do you want to experience 100% peace of mind? Allow A2N to play a key role in your company's networking and cybersecurity programs.



POLICY STATEMENT

Access 2 Networks Inc. (A2N) Statement on Modern Slavery

Introduction

Our company is committed to upholding the highest standards of ethics and integrity in all our business activities. We take a zero-tolerance approach to modern slavery and human trafficking, recognizing our responsibility to prevent these practices within our operations and supply chains. This statement outlines our commitment to combatting modern slavery and ensuring that our business activities are free from human rights abuses.

Scope

This statement applies to all employees, contractors, suppliers, and partners involved in our business operations, regardless of location. We expect our suppliers and third-party partners to uphold the same commitment to human rights and to take action to prevent modern slavery in their own operations.

Understanding Modern Slavery

Modern slavery includes slavery, forced labor, child labor, and human trafficking. It involves situations where individuals are exploited, controlled, or coerced and are unable to refuse or leave due to threats, violence, deception, or other forms of coercion.

Our Commitment

As a responsible business, we are committed to:

Prohibiting Forced Labor and Human Trafficking: We do not tolerate any form of forced or involuntary labor, child labor, or human trafficking in any part of our business or supply chain.

Promoting Fair and Ethical Employment: All employment relationships within our company are voluntary, fair, and based on mutual consent, with clear terms of employment and compensation in compliance with applicable laws.

Due Diligence in Supply Chains

Our commitment to preventing modern slavery extends to our supply chain. We conduct due diligence processes to assess and mitigate potential risks of modern slavery and human trafficking among our suppliers and partners. This includes:



- **Supplier Assessment:** Screening new suppliers for compliance with modern slavery laws and ethical labor standards.
- **Supplier Agreements:** Including clauses in our contracts with suppliers and partners that explicitly prohibit modern slavery and require compliance with our ethical standards.
- **Regular Monitoring:** Periodically reviewing and monitoring our supply chains to identify and address risks related to modern slavery.

Policies and Procedures

We have implemented a series of policies and procedures to uphold our commitment, including:

- **Code of Conduct:** Outlining our expectations for employees and partners to act ethically and in alignment with human rights standards.
- **Anti-Human Trafficking Policy:** Setting clear guidelines to prevent human trafficking and forced labor within our business activities and requiring reporting of any suspected violations.
- **Whistleblower Policy:** Providing a secure and anonymous channel for employees and stakeholders to report any concerns related to modern slavery or unethical practices without fear of retaliation.

Training and Awareness

We are committed to educating our employees to the best of our ability, particularly those involved in procurement and supplier management, on modern slavery and human trafficking. Training programs help our team recognize signs of modern slavery and understand how to report and address concerns.

Reporting and Accountability

We encourage all employees, contractors, and suppliers to report any suspected instances of modern slavery or human trafficking within our business or supply chain. Reports can be made directly to management or anonymously via our reporting hotline. We investigate all reports thoroughly and take appropriate action if any violations are found.

Continuous Improvement

We are dedicated to continuously improving our practices to combat modern slavery. We review our policies, procedures, and supplier relationships regularly to ensure our standards reflect best practices and current regulations.

Conclusion

Our commitment to eradicating modern slavery and human trafficking is fundamental to our company values and our dedication to ethical business practices. We expect all employees, suppliers, and partners to join us in upholding these standards and contributing to a business environment free from exploitation.

Training and Awareness

Employees will receive regular training on anti-corruption policies and practices to ensure understanding and compliance. The President or a designate will provide additional resources and guidance as needed.



Policy Review

This policy will be reviewed annually to ensure its effectiveness and compliance with applicable laws and regulations. Updates will be made as necessary.

Contact Information

For any questions or concerns regarding this policy, please contact Frank Rondinone at 416-566-4478 or frondinone@a2n.net.

Acknowledgment

I acknowledge that I have read and understood the A2N Workplace Violence and Workplace Harassment Policy. I agree to abide by this policy and understand that violations may result in disciplinary action.

Employee Name:

Signature: Date: