

Fighting Against Forced Labour and Child Labour in Supply Chains Report

Submitted By:

- Ross Video Limited

Attention To:

The Honourable Gary Anandasangaree – Minister of Public Safety

Reporting Year:

- FY 2024

Table of Contents

Approval and Attestation	2
Statement of Support	3
Structure and Supply Chains	4
Business and Supply Chain Risks of Forced Labour or Child Labour	5
Fighting Forced Labour and Child Labour	6
Remediation	8
Training	8
Program Effectiveness	9
Contact Information	10

Approval and Attestation

May 23rd, 2025

Ross Video Limited
8 John Street
Iroquois, ON. K0E 1K0

To the attention of:

The Honourable Gary Anandasangaree – Minister of Public Safety

With reference to:

“Fighting Against Forced Labour and Child Labour in Supply Chains Act” 2024 report (“the Act”).

In accordance with the requirements of the Act, and in particular section 11 thereof, on behalf of the Ross Video Board of Directors, 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.

David Ross,

A handwritten signature in black ink that reads "David Ross". The signature is written in a cursive, slightly stylized font.

Chief Executive Officer, Ross Video

Statement of Support

May 2024,

As a global company headquartered in Iroquois, ON, Canada, Ross Video Limited ("Ross Video") designs, markets, manufactures, sells, and supports a wide range of products that rely on a vigorous supply chain. As such, we understand that there are risks associated with forced labour and child labour within our supply chain and have taken measures to address these concerns.

Due to the complexity of modern slavery, Ross Video has established a policy and robust procedures that manage all risks concerning forced labour and child labour within its supply chain. Risk management encompasses a proactive approach that vets and approves all suppliers prior to establishing business relations, paired with consistent monitoring post approval. This approach allows Ross Video to confidently state we comply with Canadian regulations surrounding forced labour.

We are committed to ensuring operational transparency and expect the same high standards from Ross Video suppliers.

David Ross



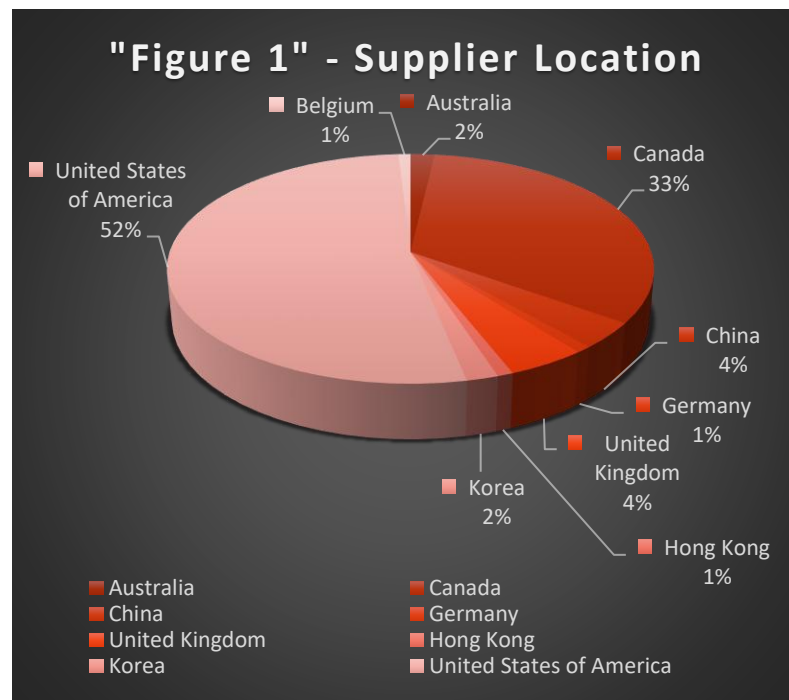
Chief Executive Officer, Ross Video

Structure and Supply Chains

With headquarters in Iroquois, ON, Ross Video is a global company employing people worldwide. Ross Video designs, manufactures, markets, sells, and supports a wide range of innovative products that enable customers to inform, entertain and inspire their audiences. Ross Video products, solutions, and services are used to produce news, weather, and sports studio broadcasts, for sports venue presentations, legislative, corporate, and educational assembly media control, entertainment and concert augmentation, and faith-based productions.

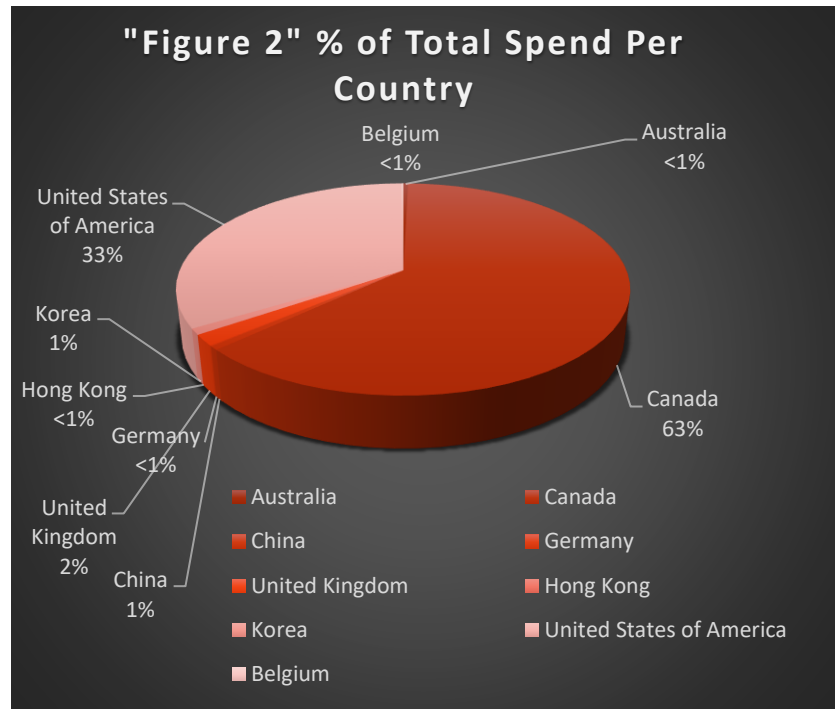


Ross products are found in over one hundred countries and are used 24 hours per day, 365 days per year to produce and manage video, audio, data, and assets. With the support from legal entities RVI (Ross Video Inc.), RVE (Ross Video Europe), RVU (Ross Video UK Limited), RVA (Ross Video Australia), RVS (Ross Video Singapore) and RVC (Ross Video China), Ross Video has a worldwide reach with sales office locations throughout Canada, the United States, the European Union, the United Kingdom, China, Singapore, and Australia, with more office openings planned in the future.



Relentlessly innovating, the vision of Ross Video is to lead the world in video production solutions by delivering the world's widest range of products and services for augmented reality and virtual sets, mobile and live events, real-time motion graphics, cameras, camera tracking, and camera robotics, workflow management and news, assets and social media, production switchers, routers, and other infrastructure systems, and more.

As a manufacturer of electronic and robotic equipment used in live production environments, Ross has an extensive and ever-evolving supply chain involving 8000 unique components manufactured by 540 companies and manufactured in 42 countries. Ross Video deals with large international distributors for many of these parts, while sourcing directly from the manufacturers in other cases. Of the suppliers identified in FY2024, 52% resided in the United States, while 33% resided in Canada – see “Figure 1” for additional supplier locations. Despite most prominent suppliers residing in the United States, Canada accounted for 63% of total expenditures on prominent suppliers – see “Figure 2” for additional details.



While North America is considered low risk for forced labour, the goods can originate from geographies deemed to be high risk.

Business and Supply Chain Risks of Forced Labour or Child Labour

From an internal perspective, Ross Video proudly states that the manufacturing of finished goods is completed at HQ located in Iroquois, Ontario. This site fosters a healthy work environment where employee rights and respect are of the utmost importance.

Despite internal efforts, Ross Video acknowledges that due to importing goods primarily in the sector of computer and technological components, the risks of forced labour and child labour entering the supply chain are real. In response, Ross Video employs a Trade Compliance team that monitors the landscape of geopolitics to understand where risks of forced labour and child labour are most prominent. For example, we have screened our tier one supply base to conclude no goods are being sourced from the Xinjiang region in China where risks of forced labour and child labour are high. We continue to collaborate with suppliers to determine if there are any downstream impacts in our supply chain.

We recognize that supply chain mapping is a key component in preventing risks of forced labour and child labour. The Trade Compliance team has put measures in place that aim to prevent forced labour and child labour from entering our supply chain and how to manage

the risks, if detected. All entities Ross Video conducts business with are screened for various global trade compliance regulations, such as sanctions.

Fighting Forced Labour and Child Labour

While Ross Video is confident that no forms of forced labour or child labour are present internally, we acknowledge that there are risks of forced labour and child labour tied to global suppliers.

Ross Video has always followed an ethical approach to its engagement with suppliers, however, since the Act has come into force, Ross Video has taken steps to create a specific approach to fighting forced labour and child labour. This includes the creation of multiple internal documents such as:

- A statement of support signed by the CEO of Ross Video to display the company's commitment to fighting forced and/or child labour, from the top down. See page 3 of this report.
- An overhaul of purchasing terms and conditions that all Ross Video suppliers are required to sign as a prerequisite for doing business. These terms and conditions include a section that states a supplier certifies all goods provided are sourced and produced without the use of forced labour, child labour, or any other form of exploitative labour practices.
- A policy that states our goals and objectives when addressing forced labour and/or child labour. The scope of this policy is aimed at complying specifically with Canadian regulations and was reviewed and approved by key stakeholders, prior to internal publication within the Ross Video Quality Management System. It includes implementation instructions that set the foundation for Ross Video meeting all requirements of Canadian legislation regarding forced labour and child labour. Finally, the policy states that all Ross Video staff are to fulfill all requirements and contact the Trade Compliance Team should questions or concerns arise.
- A detailed procedure highlighting how Ross Video meets the goals and objectives of the forced labour and/or child labour policy. This procedure was reviewed and approved by key stakeholders at Ross Video prior to internal publication within the Ross Video Quality Management System. As this procedure is available to all Ross Video staff, it contains a section detailing key acronyms and definitions pertinent to risk management of forced labour and child labour. Contained in the procedure is an overview of the Act's reporting requirements to support the importance of following each step. Due to risk management being fundamental to preventing forced labour and child labour, this procedure details the use of our partnered third-party solution to identify risks, collect data, engage with suppliers to mitigate risks, and continuously monitor once corrective action plans have been implemented. Ross

Video's partnered third-party solution makes transparent and shares the ethical practices and responsibilities of global suppliers.

- All Ross Video business partners, including suppliers, are screened by the Trade Compliance team with the use of this third-party software tool that identifies banned or high-risk entities due to various trade violations on a global scale. After a supplier has been screened once, their entity name and location are automatically screened every day in search of updates. If a risk update is detected, alerts are sent to the Trade Compliance team via email for further investigation. Supplier screening also relies on manual investigations for adverse media reports that are publicly available.

When considering the steps Ross Video must take to prevent forced labour and child labour from entering the supply chain, the capabilities of the third-party solution are a key component of the following staged approach:

Stage 1 – Radar Pre Screen

Applicable suppliers within the Ross Video supply chain are uploaded into the platform with identifying features such as: supplier name, location, address, email contact and phone numbers, to create an “inherent risk score”. Inherent risk scores do not indicate risks of forced labour at a specific site level. This score highlights an overall risk score based on business sectors and divisions within a geographical location, derived from publicly available data.

Stage 2 – Data Collection

Once an inherent risk score has been established, Ross Video utilizes Supplier Engagements to obtain data and create “site risk scores” on individual suppliers. Data is collected with the use of self-assessment questionnaires (SAQ's) that question suppliers on their site ethics and responsible business practices. This provides Ross Video a “combined risk score” which is the combined data of inherent and site risk scores. Combined risk scores allow the determination of real risk of forced labour or child labour using a weighted scale of 1-10, 10 being the highest risk.

Stage 3 – Corrective Actions

Ross Video understands that if high risks of forced labour or child labour are detected within the supply chain, we cannot immediately cease all business with a respective supplier. With the use of third-party software supplier engagements, Ross Video works with suppliers to set corrective actions and remedy conditions for those impacted by forced labour or child labour. The first step in implementing an action plan is having an audit performed at the respective site, facilitated by our third-party partner. Corrective action plans are monitored through the third-party solution platform and allow Ross Video to request updates and see progress.

Stage 4 – Continuous Monitoring:

As a result of obtaining supplier information through SAQ's, audits and publicly available information, Ross Video can continuously monitor suppliers for changes in risk scores.

Continuous monitoring through the third-party solution platform ensures that Ross Video can assess the effectiveness of measures taken to prevent forced labour or child labour from entering our supply chain. If corrective action plans are assigned to suppliers due to high risks of forced labour or child labour, Ross Video inspects each plan for progress. Plans are monitored up until risks scores are lowered due to implemented changes by the risk supplier. Once corrective actions have been implemented, Ross Video relies on publicly available data and ongoing radar screening to determine if further intervention is required.

Remediation

In the event forced labour or child labour is discovered within the Ross Video supply chain, business connections will not be ceased immediately. Ross Video understands that those impacted by forced labour and child labour may be reliant on the income received. As such, Ross Video will attempt to collaborate with the respective supplier and create better working conditions through corrective actions plans and on-site audits.

Training

To ensure that applicable stakeholders within Ross Video are up to date on how the risks of forced labour and child labour are managed, Ross Video has created internal training material. Annual reviews of the applicable training material are mandated.

All staff participate in an annual refresher course pertaining to World-Wide Business Ethics and Standards. Most recently updated in 2023, the course states the following:

“As a socially responsible company, Ross Video does not employ child or forced labour in any of its operations, nor do we tolerate physical punishment or abuse of anyone in our employment. We also expect our customers, suppliers, and other business partners to uphold these same standards. Ross Video seeks to abide by all international laws governing employment and labour standards globally.”

This course also highlights a code of ethics that all Ross Video Staff abide by to promote a healthy work culture. Included in the code of ethics, are the following points:

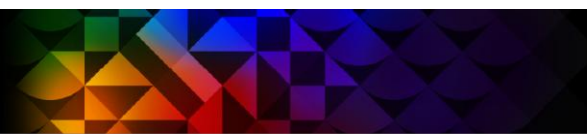
1. Making inspiring contributions
2. Working with honesty
3. Treating one another with respect
4. Being fully committed



Ross Video staff that are directly involved in the Supply Chain receive more in-depth training relating to the management of forced labour and child labour. This training was first issued at the implementation of Canada's Fighting Against Forced Labour Act and is re-issued when internal policies and/or procedures undergo changes. Training slides feature a background to the Act and the reporting requirements that come with it. Also included is a summary of Ross Video's management procedure and the use of our third-party solution. All internal documents related to the prevention of forced labour and child labour are referenced within the PowerPoint slides, with contact information for the Trade Compliance team to ensure questions can be directed to the proper departments at Ross Video.

Program Effectiveness

Ross Video's assessment of its forced labour and child labour management practices is a continuous cycle. We annually ask suppliers to either join our third-party solution or complete our internal Self-Assessment Questionnaire (SAQ) which requires them to outline their relevant prevention practices for our review. Through this approach, Ross Video demonstrates continuous efforts to identify, monitor, and mitigate the risks of forced and child labour, while proactively promoting ethical labour practices across our supply chain



Contact Information

Should there be any questions concerning Ross Video's Fighting Against Forced Labour and Child Labour in Supply Chains Report for 2024, please contact:

trade compliance@rossvideo.com

Ross Video Inc.
8 John St.
Iroquois, ON, Canada
K0E 1K0

Phone: 613-652-4886
<https://www.rossvideo.com/>

This report will be posted on the company website for public viewing and provided to Ross Video's shareholders at the next Annual General Meeting of the company.

The logo for Ross Video, featuring the word "ROSS" in a bold, italicized, sans-serif font. Below the text is a thick, horizontal, slightly curved line that tapers at both ends, resembling a stylized underline or a swoosh.