

Fighting Against Forced Labour and Child Labour in Supply Chains Report

Submitted By:

- Ross Video Limited

Attention To:

- The Honourable Dominic Leblanc – Minister of Public Safety
- The Honourable Harjit S. Sajjan – Minister of Emergency Preparedness

Reporting Year:

- FY 2023

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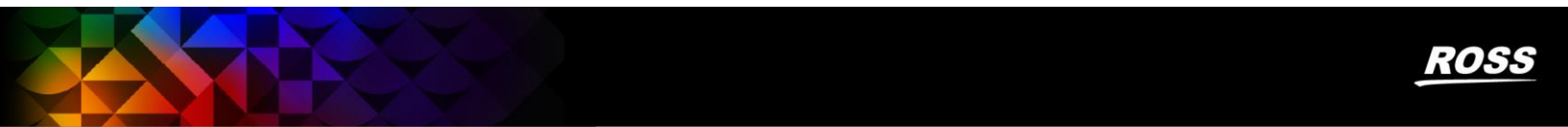
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Approval and Attestation

May 21st, 2024

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

To the attention of:

The Honourable Dominic Leblanc – Minister of Public Safety
The Honourable Harjit S. Sajjan – Minister of Emergency Preparedness

With reference to:

“Fighting Against Forced Labour and Child Labour in Supply Chains Act” (“the Act”)
2023 Report

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 this 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



Chairman of the Board and CEO, 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 dependable 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

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

Chairman of the Board and CEO, Ross Video

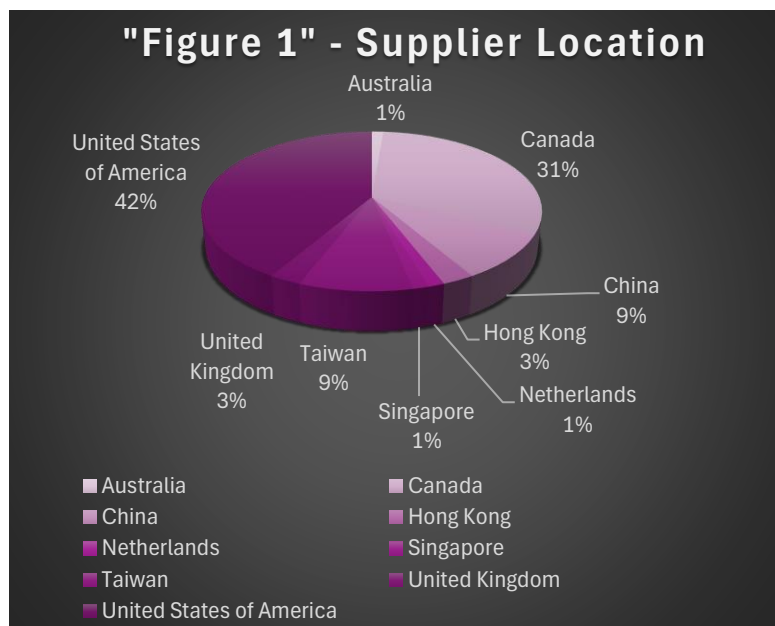
Structure and Supply Chains

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



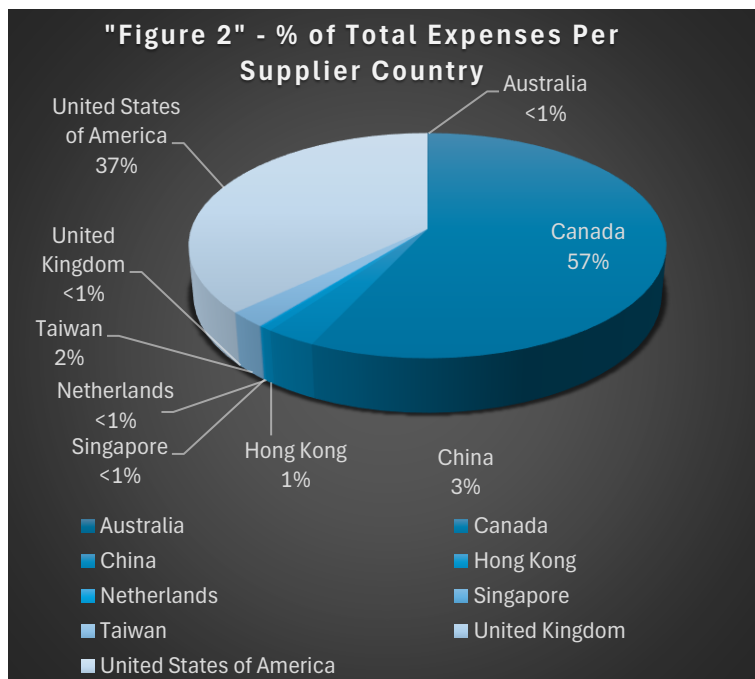
Video products, solutions, and services are used to produce news, weather and sports studio broadcasts, for sports venue presentations, legislative, corporate, and educational assembly media control, entertainment and concert augmentation, and faith-based productions.

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 the enablement of live productions, 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 2023 suppliers identified in a risk analysis exercise, 42% resided in the United States, while 31% resided in Canada – see figure 1 for additional supplier locations. Despite most prominent suppliers residing in the United States, Canada accounted for 57% 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 work 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.

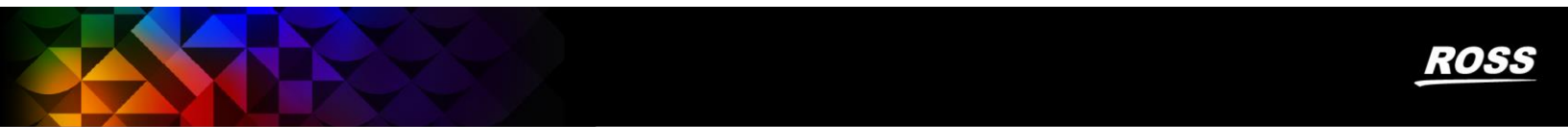
Fighting Forced Labour and Child Labour

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. To manage this risk and prevent forced labour and child labour from entering the Ross Video supply chain, we have instituted the following policies and diligence procedures:

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.
- 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 ensures transparency by sharing 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. When 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.

Exceptions

Due to a variety of factors, such as company policy, not all suppliers utilized by Ross Video agree to sign up for the implemented third-party solution where ethical and responsible practices can be monitored. In such instances, Ross Video will exercise alternative options to assess and manage the risk of forced labour and child labour. These options include, but are not limited to:

- Escalated communications with the Ross Video VP of Supply Chain.
- SAQ completion, corrective action plans, and on-site audits.
- Review of supplier's respective regulations regarding forced labour and child labour.

Remediation of Potential Loss of Income for those Impacted by Forced Labour and Child Labour

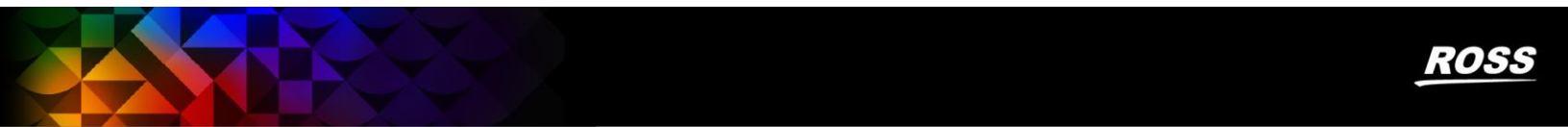
In the event forced labour or child labour is discovered within the Ross Video supply chain, as stated above, business connections will not be ceased immediately. Ross Video understands that those impacted by forced labour and child labour may be reliant on the income received. As such, Ross Video will attempt to collaborate with the respective supplier and create better working conditions through corrective actions plans and on-site audits so as not to cause the cessation of income flowing to those who are dependent on it while, at the same time eliminating the use of forced labour and/or child labour.

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 is an annual requirement and delivered via PowerPoint presentation. Training slides feature a background on 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 are regularly asking suppliers to join the platform and provide details on their ethical and responsible practices. Once connected on the third-party solution platform we continuously monitor suppliers to ensure risk levels remain acceptable and intervene with corrective actions when necessary. This process facilitates the assessment of Ross Video's prevention of forced labour and child labour through proactive efforts.

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:

tradecompliance@rossvideo.com

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<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.

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