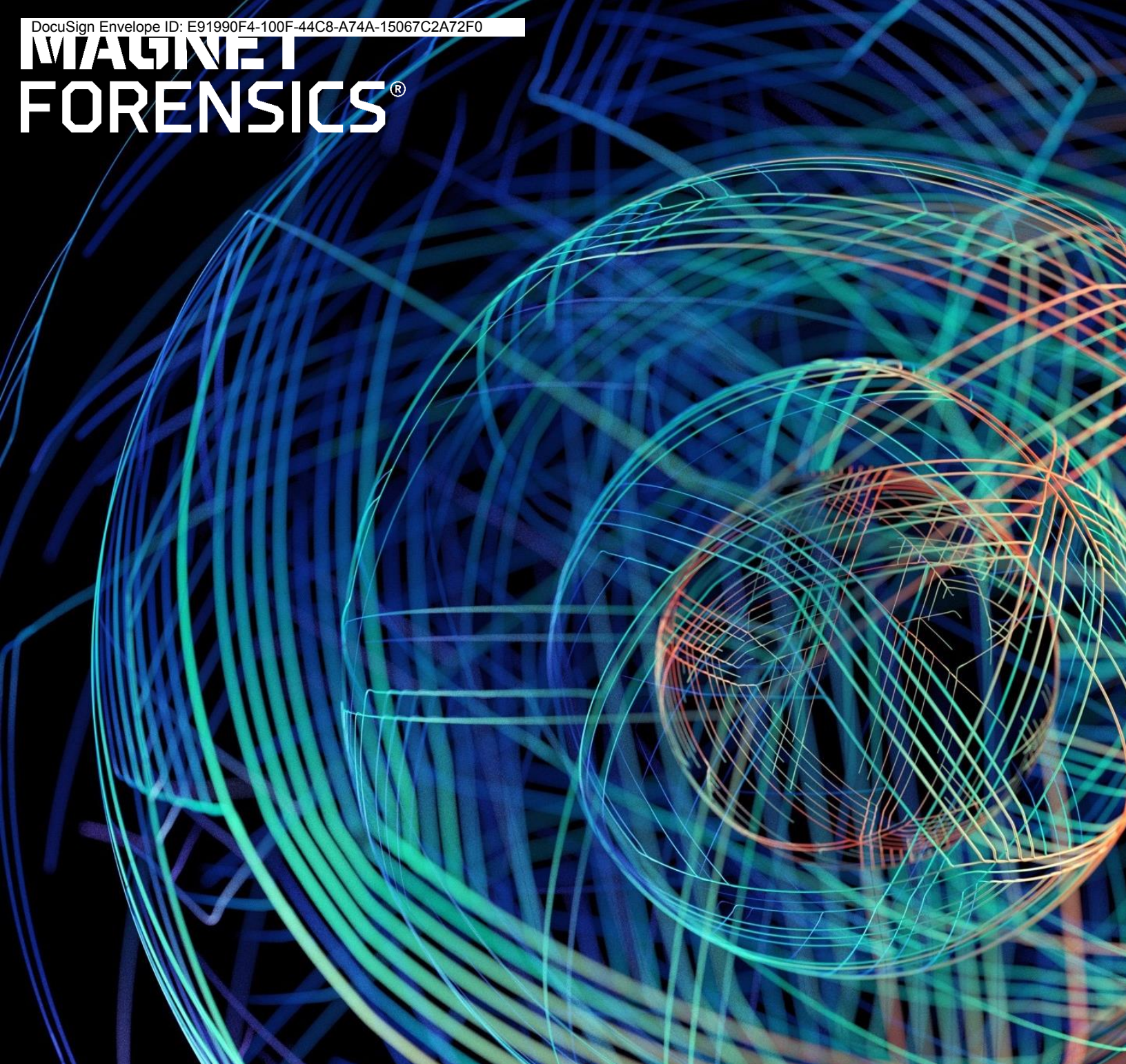


**MAGNET  
FORENSICS®**



**FORCED LABOUR AND  
CHILD LABOUR REPORT  
2023**



## INTRODUCTION

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and outlines Magnet Forensics Inc.’s processes and existing measures undertaken in the 2023 fiscal year to prevent and mitigate the risks of forced labour and child labour across our supply chain.

## ABOUT US

Magnet Forensics Inc. (“Magnet”) is an Ontario Corporation headquartered in Waterloo, Ontario with the registration number 1000504688. Magnet is subject to the legal requirements in section 11 of the Act.

Magnet is a developer of digital investigation solutions that acquire, analyze, report on, and manage evidence from digital sources, including mobile devices, computers, IoT devices and cloud services. Magnet Forensics products are used by more than 4,000 public and private sector customers in over 100 countries and help investigators fight crime, protect assets, and guard national security.

As of the date of this report, Magnet employs approximately 750 people around the world, with 350 of those employees working in Canada.

Magnet has affiliates and subsidiaries in the USA, UK, Germany, the Netherlands, Australia, France, Japan, Singapore, and Sweden. Most of these entities offer sales support services but those in the USA and Sweden are also involved in software development. Magnet’s various international entities are subject to similar legislation including United Kingdom’s *Modern Slavery Act 2015* and Australia’s *Modern Slavery Act 2018*.

## OUR SUPPLY CHAIN

Our supply chain includes IT service and hardware suppliers, business consultants, and product marketing suppliers, including those in the events and travel business. Procurement within Magnet is carried out both centrally and within local markets across the globe and is guided by our corporate policies and processes.

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## **FORCED LABOUR AND CHILD LABOUR RISKS**

We have identified two areas that may carry risks of forced or child labour:

- **Sourcing of Materials:** The procurement of hardware components and materials for our products and digital infrastructure can entail risks of forced labor, particularly in regions with lax regulatory oversight.
- **Outsourcing Practices:** Software companies often rely on outsourcing for various services, including development, customer support, and maintenance. The subcontracting of these services can introduce vulnerabilities if not carefully monitored.

While the information above represents the current known risks of modern slavery for Magnet, it characterizes the findings from our initial supply chain review at a particular time. Magnet continues to develop its policies and procedures to monitor supplier activities efficiently and effectively with respect to forced or child labour.

## **POLICIES AND DUE DILIGENCE PROCESSES**

### **POLICIES**

We have appropriate policies in place that underpin our commitment to act ethically in our business practices, and to ensure there is no forced or child labour in our supply chain or any part of our business. Such policies include our employment policies, Code of Business Conduct and Ethics, Vendor Management Policy, and Whistleblowing Policy, all of which we continuously review and update.

### **VENDOR DUE DILIGENCE PROCESS**

All vendors are required to undergo a security and legal vetting process before a contract is signed with Magnet. Magnet continues to revise and improve its vendor review process to mitigate the risk of child or forced labor in vendor supply chains.

### **TRAINING**

We provide training on our policies identified above annually to our employees via online modules which are capable of tracking completion. We are currently exploring options for specific training on forced and child labour.

## **ASSESSING EFFECTIVENESS**

We log complaints received (internally or externally), together with actions taken. To the date of this statement, we have had no identified instances of forced or child labour. We continue to work on improving on procurement processes to ensure we reduce the risks of forced or child labour.



## REMEDIATION MEASURES

As of May 1, 2024, Magnet has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations. In addition, Magnet has judged that vulnerable families have not experienced loss of income because of steps the entity has taken to eliminate forced labour or child labour risks.

## ATTESTATION

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.

I have the authority to bind Magnet Forensics Inc.

DocuSigned by:  
*Adam Belsher*  
C25EE1230BA4477  
Adam Belsher, CEO  
Date: 31-May-2024

DS  
Reviewed by Legal  
Joseph Hellrung