

**2023 Annual Report**  
***Fighting Against Forced Labour and Child Labour in  
Supply Chains Act***

***TekSavvy Solutions Inc.***

## **2023 Annual report**

### **1. TekSavvy's structures, activities, and supply chains**

TekSavvy Solutions Inc. (TekSavvy) is a privately-owned corporation headquartered in Chatham, Ontario. TekSavvy provides wireline broadband internet, voice and other business services to customers across Canada, including wholesale customers. TekSavvy also offers services over its own high-speed fibre broadband network in Chatham-Kent, Ontario and surrounding communities, and its fixed-wireless network in several communities in southwestern Ontario.

TekSavvy operates as a service provider in Canada and buys goods from third-party vendors, including but not limited to suppliers of: customer premises equipment (CPE), network infrastructure, and IT hardware. We obtain these products directly from predominantly reputable manufacturers or distributors located in Canada and the United States and to a lesser extent from vendors in France and Germany. This equipment is supplied to customers as part of our services or used for our internal business purposes. TekSavvy aims to work with vendors and distributors who are committed to ethical conduct and responsible business practices. TekSavvy does not own or operate manufacturing facilities and is not engaged in the production or manufacture of goods.

### **2. Policies and Due Diligence Practices**

No formal policy regarding prevention of forced and child labour in supply chains was developed during the reporting period (TekSavvy's financial year October 1, 2022 to September 30, 2023). Since the end of the reporting period, a policy has been drafted and is being reviewed internally prior to being added to our employee business handbook.

After the reporting period, TekSavvy has been reviewing due diligence and procurement practices as well as supplier relationships to better understand potential risk areas. As part of this process, TekSavvy is evaluating our suppliers' information and policies regarding forced and child labour in supply chains, and we are considering risk factors such as the nature of goods procured and the geographic location of manufacturing. Where appropriate, inquiries may be made with suppliers to obtain additional information regarding their practices.

### **3. Parts of business and supply chains that carry a risk of forced labour or child labour and the steps taken to assess and manage risk**

As a Canadian company, providing services within Canada, we consider the risk of forced labour and child labour occurring within our own business as low. As a federally-regulated employer, we are governed by, and comply with, the Canada Labour Code and its applicable employment standards. In terms of our procurement practices, we

use reputable vendors predominantly from Canada and the U.S. (and to a lesser extent from France and Germany) to mitigate the risk of forced and child labour in supply chains. We acknowledge that some of the equipment we procure is manufactured or assembled in countries where laws, regulations, and practices protecting workers and children are not as extensive as those applicable to businesses operating in Canada. The vast majority of such equipment is supplied to us by reputable Canadian and U.S. vendors that have policies that address forced labour and child labour in their supply chains.

The steps taken during the reporting period are outlined in Section 2 above.

#### **4. Remediation Measures and Remediation of Loss of Income**

TekSavvy has not identified risks of forced labour or child labour in its own business or its supply chain. Therefore, no remediation measures or remediation of loss of income has been required to remediate “the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains” in accordance with Section 11(3)(e) of the Act. TekSavvy will administer appropriate remedies should we detect any such risks.

#### **5. Training**

No training was performed during the reporting period. Since the reporting period, TekSavvy is considering developing relevant training for TekSavvy employees.

#### **6. Assessing Effectiveness**

This Report describes a number of steps that TekSavvy has taken to prevent and reduce the risk that forced labour or child labour is used in our business and supply chains. Our procurement personnel and management will assess the effectiveness of our practices on an ongoing basis in view of the requirements of the Act.

#### **7. Attestation**

This Report was approved by TekSavvy’s sole director and Chief Executive Officer in accordance with subparagraph 11(4)(a) of the Act.

This report is being filed after the prescribed deadline under the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the Company is taking steps to

improve compliance with reporting requirements, including timely filing.



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**Marc Gaudrault**

**Chief Executive Officer**

**I have the authority to bind TekSavvy Solutions Inc.**

**May 22, 2026**