

2024 Annual Report

Bill S211

***Fighting Against Forced Labour and Child Labour in
Supply Chains Act***



May 31, 2025

1. Statement of Commitment

Execulink Telecom Inc. (Execulink) is filing a single entity report for the reporting period January 1, 2024 to December 31, 2024 (the Reporting Period)" in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). With over 120 years of dedicated service to our customers, Execulink is proud to have a team of employees who are unwavering in their commitment to upholding human rights in every facet of our operations, supply chain, and business partnerships.

2. Business Overview

Execulink is a privately owned facilities-based telecommunications company headquartered in Woodstock, Ontario. Through innovation and forward-thinking, we provide a full suite of telecommunications services including data, internet, television, mobility and advanced voice features. These services are available to all levels of industry, encompassing 50,000 business, enterprise, government, and residential customers.

3. Limited Risk of Forced and Child Labour

Execulink considers the risk of forced labour and child labour occurring within our own business as low. We are a Canadian company and business activities occur within Canada. As a federally regulated employer, we are governed by the Canada Labour Code. Our hiring practices and training enforce corporate standards.

4. Suppliers and Activities

Execulink is a service provider. We procure a diverse range of goods and services from suppliers that manufacture network equipment, IT hardware and customer premise equipment (CPE). Our products are procured directly from reputable manufacturers or distributors based in Canada or the United States. In 2025, we are committed to sourcing products from Canadian-based manufacturers and distributors. These products are used in our network or provided to our residential and business customers as part of our service offerings. We acknowledge the majority of items are manufactured and assembled in countries such as China or other Southeast Asian countries.

Execulink does not own any manufacturing facilities, nor do we produce, manufacture, or sell wholesale products.

We seek to do business with suppliers and other business partners who demonstrate dedication to ethical, sustainable, and responsible business practices.

5. Policies

As noted in the Statement of Commitment, Execulink is committed to promoting human rights throughout our operations, business partnerships and supply chain. Our ethical procurement practices comply with Canadian human rights laws and the United Nation's Universal Declaration of Human Rights.

As part of the Execulink supply chain, we are developing and implementing a Supplier Code of Conduct to ensure the processes of our suppliers guard against any human rights abuses, specifically forced or child labour. We will monitor our supply chain for instances of child, forced or compulsory labour and for evidence of human trafficking or slavery. Suppliers will be advised we will not tolerate these abuses in our supply chain.

Execulink is committed to continuously reviewing and improving our supply chain management policies and procedures to ensure they adequately address the risks of forced and child labour.

6. Due Diligences Practices and Processes

Execulink is proactively engaging with our current and prospective suppliers to ensure they adhere to best practices relating to forced labour and child labour and supply chain transparency. We are reviewing contractual clauses in our RFPs, contracts and purchase orders to provide assurance they are in alignment with our requirements.

Suppliers will be notified of the requirements to be an approved Execulink supplier and will be provided with an annual questionnaire. Supplier responses will be retained.

Only approved suppliers will be used by Execulink to mitigate the potential risk of forced or child labour. We will source an alternate supplier should a supplier not be in compliance.

7. Training

Information and training is reviewed with the Execulink Executive team annually. We are sourcing appropriate and relevant training for employees with procurement responsibilities in the Supply Chain and Human Resources. This training will be delivered in the 2025 reporting period.

8. Remediation Measures and Remediation of Loss of Income

In the 2024 reporting period, Execulink did not identify any 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 were required. Execulink will administer appropriate remedy should we detect an incident in the current period.

9. Attestation

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report for Execulink Telecom Inc. Having exercised reasonable diligence and based on my knowledge, 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 noted above.



Ian Stevens

Chief Executive Officer

I have the authority to bind the organization.

May 31, 2025