



Mevotech Limited Partnership (Mevotech)

***Modern Slavery Act  
Report (Bill S-211)***  
(Fiscal Year 2023)



## **1. Introduction**

*Compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act*

The Fighting Against Forced Labour and Child Labour in Supply Chains Act mandates that businesses disclose actions taken to prevent and mitigate the risks of forced labour and child exploitation within their operations and supply chains. As we reflect on the fiscal year ending December 31, 2023, Mevotech is proud to outline the proactive steps we've undertaken to uphold these standards.

### **Embodying Ethical Values**

At Mevotech, our ethos revolves around customer centricity, passion, and collaboration. These values aren't just words on paper; they form the bedrock of our mission. We are steadfast in our commitment to ethical practices, ensuring that every aspect of our operations aligns with our core values. Central to this commitment is our dedication to respecting and safeguarding the human rights of every individual within our vast network, including colleagues, employees, and supply chain workers.

### **Preventing Forced and Child Labour**

Mevotech is committed to prevent and reduce forced and child labour. This commitment extends across our facilities, business partnerships, and global supply chain network. We hold ourselves to the highest standards, and we expect nothing less from our business partners and suppliers, along with their contractors, agents, subcontractors, sub-agents, and labour agencies. We emphasize the importance of adhering to these principles in their operations and complying with all relevant human rights and employment standards laws.

By championing ethical practices and fostering a culture of compliance, Mevotech endeavors to set a positive example within our industry and beyond. Together, we can create a world where every individual is treated with dignity and respect, free from the scourge of forced labour and child exploitation.



## **2. Steps Taken to Prevent and Reduce the Risk of Forced Labour or Child Labour**

*Pioneering Ethical Practices: Mevotech's Proactive Measures Against Forced Labour and Child Exploitation*

### **Compliance Leadership and Governance**

In 2023, Mevotech embarked on a journey of proactive measures aimed at preventing and mitigating the risks of forced labour and child exploitation within our operations and supply chain. These initiatives, spearheaded by our CEO, Ezer Mevorach, in collaboration with our executive leadership team, underscore Mevotech's unwavering commitment to upholding the highest standards of human rights.

### **Reaffirmation of Commitment**

Mevotech has reaffirmed its dedication to ethical practices. This commitment is not merely a statement but is deeply ingrained within Mevotech's corporate culture. Our comprehensive code of business conduct reflects this commitment, outlining robust policies and measures against forced labour and child exploitation. These proactive steps demonstrate Mevotech's proactive stance in safeguarding human rights and promoting ethical business practices.

### **Risk Assessment and Management**

In 2023, we embarked on a comprehensive preliminary risk assessment, analyzing our suppliers' operations in alignment with the criteria outlined in Walk Free's Global Slavery Index. Focusing on regions with a vulnerability score exceeding 40 to modern slavery, our assessment revealed that a significant portion of our suppliers operate in higher-risk countries. Leveraging insights from the G20 imports Codebook and the Harmonized System Codes Directory, we identified specific products susceptible to risk originating from these regions.

We are pleased to report that, following a meticulous review, our products demonstrate no risk of modern slavery according to the standards outlined in the Slavery Index Codebook. This reaffirms Mevotech's dedication to upholding the highest standards of integrity and human rights within our supply chain.

Through proactive risk assessment and transparent communication, Mevotech sets a precedent for responsible business conduct, inspiring trust, and confidence among



stakeholders. We remain steadfast in our commitment to promoting ethical sourcing practices and driving positive change within our industry.

### **Risk Mitigation Actions**

Mevotech, a leader in ethical sourcing, prioritizes compliance with key legislation to uphold the integrity of our supply chain. Since the enactment of the Uyghur Forced Labour Prevention Act (UFLPA) in December 2021, we have taken proactive measures to ensure that all our suppliers adhere to its provisions. Upholding human rights and ethical labour practices is a non-negotiable aspect of our business ethos.

In addition to our commitment to the UFLPA, Mevotech maintains unwavering compliance with the Customs-Trade Partnership Against Terrorism (C-TPAT). By adhering to these rigorous standards, we enhance transparency and security across our supply chain, fostering trust and confidence among our stakeholders.

Furthermore, in response to the implementation of Bill S-211, Mevotech took decisive action to secure compliance certificates from all our product suppliers in 2023.

Through our unwavering commitment to compliance and ethical business practices, Mevotech sets a benchmark for industry leadership. We remain steadfast in our mission to promote transparency, integrity, and sustainability throughout our supply chain, driving positive change within our industry and beyond.

### **Training and Awareness Programs**

#### *Empowering Employees*

At Mevotech, we recognize that our employees play a crucial role in upholding ethical standards throughout our operations and supply chain. To further enhance their capabilities, we have initiated the development of a comprehensive employee training module. This module is designed to equip our team members with the necessary skills to identify and report potential labour violations effectively. Emphasizing the critical roles of vigilance and responsibility, this mandatory training underscores our unwavering commitment to preventing and reducing the risks of forced labour or child labour within our organization and supply chain.

#### *Supplier Outreach Programs*

In 2023, Mevotech expanded our supplier outreach programs to ensure that our partners are informed and understand key legislation, including Bill S-211 and the Uyghur Forced Labour Prevention Act (UFLPA). Our procurement teams have been diligently educated



about these laws and are actively promoting compliance awareness among our suppliers. By fostering transparency and collaboration, we empower our partners to uphold ethical standards and align with regulatory requirements.

### **Progress and Challenges**

*Setting Industry Standards: Mevotech's Proactive Risk Management*

### **Driving Positive Change**

In our ongoing commitment to ethical sourcing, Mevotech has achieved significant reductions in risk levels through proactive supplier outreach and the utilization of Slavery Index risk assessments. By adopting a proactive approach, Mevotech has successfully addressed potential risks within our supply chain, thereby promoting compliance with relevant human rights and employment standards laws. Through collaborative efforts and strategic initiatives, we continue to lead by example, driving positive change within our industry and beyond.

### **Navigating Challenges with Resolve**

While our journey towards ethical sourcing has been marked by successes, Mevotech acknowledges the challenges faced in some regions due to local enforcement limitations and complex supplier contracts. Despite these obstacles, Mevotech remains steadfast in our commitment to addressing these challenges head-on. By prioritizing transparency, accountability, and ethical business practices, we continue to promote compliance with relevant human rights and employment standards laws.

## **3. Future Commitments**

*Driving Ethical Excellence: Mevotech's Commitment to Responsible Sourcing*

### **Next Steps**

Mevotech is actively developing a Supplier Code of Conduct to formalize our ethical standards and expectations. This comprehensive code will govern our business interactions, emphasizing principles related to labour and human rights, environmental standards, health and safety, and ethical conduct. The Supplier Code of Conduct will serve as a cornerstone for ensuring that our suppliers uphold the highest standards of ethical and responsible business practices.



Mevotech is in progress to investigate a platform for sharing responsible sourcing data on supply chains. This strategic initiative will revolutionize our approach by integrating risk assessments, supplier compliance benchmarking, and the potential for supplier audits. Through the integrated platform, Mevotech aims to enhance transparency and accountability within our supply chain, reinforcing our commitment to promoting compliance with relevant human rights and employment standards laws.

Mevotech is investigating establishing a confidential whistleblower hotline, accessible globally. The whistleblower hotline will serve as a safe and secure channel for employees, suppliers, and other stakeholders to report any concerns or violations related to forced or child labour, as well as any other unethical or illegal conduct within Mevotech's operations or supply chain.

Mevotech actively empowers individuals to speak up and raise awareness about potential issues, thereby facilitating prompt resolution and corrective action.

### **Long-Term Goals**

Mevotech's vision extends far beyond profitability—it's about pioneering ethical excellence in every aspect of our operations. Our long-term strategy is centered around establishing a supply chain that is entirely free of forced and child labour. This ambitious goal will be achieved through a multifaceted approach, encompassing policy development, comprehensive training programs, and integrated supplier risk assessments.

By prioritizing policy development, Mevotech aims to create a robust framework that sets clear expectations for ethical conduct throughout our supply chain. Our commitment to ongoing training initiatives ensures that every member of our team is equipped with the knowledge and tools to identify and address potential labour violations effectively. Additionally, our integrated supplier risk assessments enable us to proactively identify and mitigate risks within our network.

As industry leaders, we recognize our responsibility to drive positive change and set a new standard for ethical sourcing. With unwavering commitment and determination, Mevotech is paving the way towards a future where ethical excellence is the norm, not the exception.



## Certification and Approval

The Board of Directors of Mevotech LP has diligently reviewed and approved the contents of this report. In accordance with the stringent requirements outlined by the Act, we attest to the accuracy and completeness of the information presented herein. Based on our collective knowledge and thorough due diligence, we affirm that the information provided is true, accurate, and complete in all material respects for the reporting year specified.

Through transparent communication and meticulous scrutiny, Mevotech continues to set the benchmark for excellence in corporate reporting. We remain steadfast in our commitment to transparency, accountability, and ethical leadership, driving positive change within our industry and beyond.

A handwritten signature in black ink, appearing to read "Ezer Mevorach". The signature is fluid and cursive, with a large initial "E" and "M".

Ezer Mevorach

Chief Executive Officer and Director, Mevotech LP

May 25, 2024