



# Modern Slavery Statement

## Introduction

At Tech-Con Automation ULC dba Shape Process Automation (“SPA”), we are committed to acting ethically and with integrity in all of our business dealings and relationships, to promoting compliance with applicable laws and protecting the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

This is SPA’s second modern slavery statement pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9 made for the financial year commencing on January 1, 2025 and ending on December 31, 2025).

We acknowledge that stamping out modern slavery and human trafficking risk is a process that will take time. Our reporting outlines the measures we have in place and the efforts we have commenced to assess and address risks of modern slavery and human trafficking in our business and supply chain.

## Structure, activities and supply chains

The Shape Process Automation Group comprises of several entities, including SPA located in Ontario, Canada and the entities it controls in Canada that are subject to the Act, of which Shape Technologies Group, Inc. is the ultimate parent company. Shape Process Automation Group’s activities include production, sale, distribution, import of industrial automation and material handling equipment in Canada and outside Canada.

The goods used in the manufacture and assembly of SPA products, including electrical components, conveyors and palletizers, are sourced from suppliers located in Canada and USA. We also purchase waterjet components, coils, spare parts and consumables to resell in the Canadian market from suppliers located in USA.

To learn more about our business, please see <https://shapeprocessautomation.com/>.

## Risks

SPA presents a low risk of modern slavery in its workforce because SPA’s workforce is largely comprised of skilled labour, due to its geographically concentrated workforce in Canada and the application of Canadian labour laws. In addition, all of our workers are employed in Canada,



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where we have fair and responsible employment practices in place to protect and promote workers' rights. SPA has low to medium inherent risk of modern slavery in its supply chain because some of the identified commodities used in the SPA's products present the risk of modern slavery, with limited number of components purchased . We continue our efforts to classify supplier risks and map key parts of our supply chain to identify and improve our understanding of modern slavery risks.

### Steps taken

Building on the policies and procedures we currently have in place, SPA is in the process of developing and implementing strategies in order to:

1. Assess and better understand areas of potential risk in our business and supply chain; and
2. Reduce or mitigate the risk of forced labour and child labour occurring in our business and supply chain.
3. Mapping key suppliers and identifying high-risk categories based on geography and commodity type.
4. Requiring key suppliers to acknowledge or sign the Supplier Code of Conduct

### Our policies on modern slavery

Shape Technologies Group's Global Guiding Principles reflect our commitment to Awareness, Integrity, Accountability, and Inclusion. acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to comply with applicable laws. A copy of our Global Guiding Principles can be found at:

[https://secure.ethicspoint.com/domain/media/en/gui/25050/ethicsmanual\\_en.pdf](https://secure.ethicspoint.com/domain/media/en/gui/25050/ethicsmanual_en.pdf).

We encourage all our employees, to report any concerns relating to any known violations of laws, policies and procedures. Our policy includes specific guidance on how to report and escalate any concerns.

SPA makes sure its suppliers are aware of its policies, and adhere to the same standards. Our Supplier Code of Conduct sets forth our expectations of all suppliers of goods and services to SPA related to compliance with laws, and human rights.

### Due diligence processes

In order to identify and manage risks of modern slavery and human trafficking in our own business, we carry out background checks and periodically reassess our employment practices to ensure we meet or surpass employment standards in all jurisdictions in which we operate.



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We are continuing to develop and enhance our approach to supplier due diligence with the aim of ensuring a more robust action plan to address compliance risks. As part of our initiative to identify compliance risks, including modern slavery risks, in our supply chain, we are continuing the process of completing a supplier review, starting with our key suppliers, and ensuring that suppliers execute Suppliers Code of Conduct. As we receive responses from our suppliers, we may decide to undertake additional verifications and audits.

## **Supplier adherence to our values**

SPA seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. SPA will not tolerate any form of modern slavery and human trafficking within its supply chain.

## **Training**

Taking a risk-based approach, SPA has not historically offered formal training programs or materials targeted at the prevention of modern slavery in our supply chain.

## **Remediation measures**

As of the date of this statement, SPA has not identified any instances of forced labour or child labour in its business or supply chains. As such, no remediation measures were taken.

## **Remediation measures relating to loss of income**

As of the date of this statement, SPA has not identified any loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, no measures to remediate loss of income were taken.

## **Assessing effectiveness in combatting modern slavery risks**

To date, SPA has not assessed the effectiveness of our actions in preventing and reducing risks of modern slavery in our activities and supply chain. As we explore and implement further measures to prevent and mitigate modern slavery risks in our operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken..



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## Approval of the Statement

This statement was approved by the Board of Directors of SPA pursuant to Paragraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on May 28, 2025.

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.

Signed

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*Sargon Haddad*

By: \_\_\_\_\_

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Sargon Haddad

Director

Date: **May 28, 2026**

I have the authority to bind Tech-Con Automation ULC