



TD SYNnex CANADA ULC/TENVA TS CANADA ULC

Report Prepared Pursuant to

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

1. Introduction and Identity

This Report is prepared by TD SYNnex CANADA ULC on its own behalf and on behalf of its subsidiary TENVA TS Canada ULC Canada (TD SYNnex Canada ULC and TENVA TS Canada ULC are referred to collectively as "**TD SYNnex CANADA**", "**we**", "**our**" or "**us**") for the financial reporting year ended June 30, 2023 (the "**Reporting Period**") and sets out the steps taken during the Reporting Period to prevent and reduce the risk that forced labour and child labour is used at any step in the production of goods in Canada or elsewhere or of goods imported into Canada.

This Report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

At TD SYNnex Corporation and its subsidiaries ("TD SYNnex"), corporate citizenship, labor, and human rights are a key priority. We believe it is good business to do good business.

Our strategy for our Corporate Citizenship Program includes a global environmental, social and governance (ESG) framework that will help deliver long-term value for our business, co-workers, investors, vendors, customers and communities. Our FY 2022 Corporate Citizenship Report can be found [here](#).

As a large IT distributor situated in the middle of the supply chain, our company is uniquely positioned to drive meaningful environmental and social change. By sharing our ESG commitments and disclosing our progress, we hope to inspire similar action and progress by our



suppliers, vendors and customers. During the Reporting Period, we are actively working to operationalize our strategy across our global organization. To oversee our strategy, we have created a Corporate Citizenship steering committee comprised of a cross regional and cross-functional group of senior leaders. They are supported through our strong partnership with Business for Social Responsibility (BSR), a sustainable business network and consultancy that helped us complete our materiality assessment.

In 2022, we were proud to earn several awards that recognize our culture and caring environment, including Forbes' America's Best Employers For Diversity, FORTUNE World's Most Admired Companies, The Human Rights Campaign's Best Places to Work for LGBTQ+ Equality and Great Place to Work-Certified™ in the United States.

At TD SYNnex, we categorically prohibit human trafficking, child labour, and the use of any forced and involuntary labor or modern slavery within our supply chain and third parties. We are committed to working within our channel and with our channel partners to improve standards within our industry and create a sustainable and lasting positive impact.

This statement is designed to meet TD SYNnex's reporting obligations under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. TD SYNnex puts forth this statement for itself and on behalf of its affiliates and certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions.

Currently this includes TD SYNnex CANADA ULC and TENVA TS CANADA ULC pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

3. Structure, Activities and Supply Chains

Structure:

TD SYNnex is a leading global technology distributor that brings together approximately 23,000 full-time co-workers of the IT industry's best and brightest. TD SYNnex is a major distributor of IT, communications and consumer electronics products and services to the computer and mobile communications industry. In September 2021, Tech Data and SYNnex merged to become TD SYNnex. TD SYNnex is a leading global distributor and solutions aggregator for the IT ecosystem operating across 100+ countries. TD SYNnex Canada ULC and TENVA TS Canada ULC are Canada-based subsidiaries of TD SYNnex.



TD SYNnex's worldwide operating entities are included in our Annual 10K Report found [here](#).

TD SYNnex Canada is a major distributor of IT, communications and consumer electronics products that it imports into Canada.

Activities:

TD SYNnex serves 100+ countries and supports 150,000+ technology partners and over 2,500 Vendors and Original Equipment Manufacturers (OEMs) through our global network. We simplify the complex to achieve maximum value, faster. Our vision is to connect the global IT ecosystem and unlock its potential for all. We deliver solutions for every type of ecosystem partner through global technology distribution and solution aggregation capabilities.

Supply Chains:

TD SYNnex sources technology solutions from a global network of suppliers, partners, and service providers. We serve as a supply channel partner for over 150,000 original manufacturers, contract manufacturers, integrators, and partners through our global network. We help customers maximize the value of IT investments, demonstrate business outcomes, and successfully partner with vendors in the distribution channel. Our compelling solutions include PC, mobile, print, consumer electronics, AR/VR, endpoint security, and endpoint software.

Our featured vendors [page](#) includes more information about the global vendors with which we partner.

4. Policies and Due Diligence Processes

Our Policies:

TD SYNnex and its subsidiaries all operate under the same policies and governance frameworks prohibiting modern slavery (which includes forced labor and child labour).



Key to TD SYNnex's efforts are the following policies available on the TD SYNnex website;

- Our [Global Human Rights Policy](#).
This policy sets out TD SYNnex's commitment to compliance with all internationally recognized human rights principles and sets out associated requirements for TD SYNnex's business partners and their suppliers.
- Our **Supplier Integrity Principles**.
These principles outline the behaviours TD SYNnex expects of its suppliers, vendors, contractors, agents and intermediaries globally. These expectations include ensuring their workforce is free from any human rights violations (including forced labour and child labour) and compliance with applicable employment laws including those related to fair wages and hours.
- Our **Global Code of Conduct**.
This Code of Conduct which sets out a model of ethical leadership by which all co-workers help ensure TD SYNnex conducts business legally and ethically. This forms part of a robust compliance program that includes policies, training, and monitoring by our Global Ethics & Compliance team.

Due Diligence Processes & Relevant Practices:

TD SYNnex remains committed to acting ethically and with integrity in line with its core values of Integrity, Excellence, Inclusion and Collaboration. This includes respecting all internationally recognized human rights principles and complying with all applicable laws to combat modern slavery (which includes forced labour and child labour) and human trafficking. To this end TD SYNnex continues in its efforts to address the risks of slavery and human trafficking violations in its own business and its supply chain.

We expect our suppliers to share our views on ethical conduct and extend our Supplier Integrity Principles to their supply chains.

Many of our major suppliers are members of the Responsible Business Alliance ("RBA") (formerly known as the Electronic Industry Citizenship Coalition ("EICC")) and/or have adopted the RBA Code of Conduct, which prohibits forced, bonded or indentured labour, involuntary prison labour, slavery or trafficking of persons, and requires minimum standards in terms of working conditions. TD SYNnex supports our suppliers' compliance with the EICC Code of Conduct.

We expect our business partners to have a robust due diligence process in place to assess their own and their business partners' performance for human rights and responsible sourcing. This includes:



- Conducting due diligence assessments of how their activities might adversely affect human rights, to minimize adverse impacts, and to remediate harms.
- Establishing and following a process to identify and mitigate risks in their supply chains.
- Conducting social compliance audits on their suppliers that assess supplier performance against Social Compliance topics including, but not limited to: Compliance with laws and regulations, Wages and Benefits, Child Labor, Modern Slavery, Forced Labor and Human Trafficking, Working Hours, Discrimination and Harassment, Environmental, Health and Safety and Freedom of Association.

It is expected that business partners (including both trade and non-trade vendors and customers) will take action to improve their own business practices or work directly with their suppliers to develop action plans outlining the steps the supplier will take towards meeting expectations.

Training

TD SYNnex provides Ethics and Compliance training to its employees upon joining the company and employees are also required to complete TD SYNnex's Global Code of Conduct Training at regular intervals.

- **Reporting Practices**

TD SYNnex encourages its co-workers to speak up about any concerns or policy/legal violations including any related to modern slavery/human trafficking. Employees can speak to their manager, anyone in the management reporting chain, a Human Resources representative, or any member of TD SYNnex's Ethics and Compliance team. Employees are also able to report using 24/7 TD SYNnex Ethics Line, which is managed by an external, independent third party and allows for anonymous reporting online or by phone.

TD SYNnex's Supplier Integrity Principles also provide methods (including access to the TD SYNnex Ethics Line) for suppliers to speak up about any policy violations or other unlawful or unethical conduct. Reports are reviewed and appropriate action including investigations and corrective actions are taken within a reasonable period.



Employees and suppliers are protected from retaliation for making a report in good faith, and anyone found to have acted against this protection is subject to disciplinary action up to and including termination.

5. Forced Labour and Child Labour Risks and Steps Taken to Assess and Manage Those Risks

- **TD SYNEX Employment Practices**

During pre-employment screening of potential employees, TD SYNEX continues to verify that individuals are eligible to work and meet all applicable legal age requirements.

TD SYNEX is committed to complying with the employment laws in all countries in which we operate including all applicable minimum wage, overtime and maximum hour rules. We believe that employment must be freely chosen, and we forbid human trafficking or forced, bonded or involuntary labour. We will not tolerate the exploitation of children or child labour. We also respect an individual's freedom of association. Employees can form unions, if desired, for collective bargaining purposes and to share ideas or concerns with management. We do not tolerate discrimination, harassment or retaliation against anyone who exercises their right to join a union.

6. Remediation Measures

During the Reporting Period, we did not identify any forced labour or child labour in our business activities and supply chains and consequently, no remediation measures were taken to remediate any forced labour or child labour in our activities and supply chains

7. Remediation of Loss of Income to the Most Vulnerable Families

During the Reporting Period, we did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains and consequently, no responsive remediation measures were taken.



Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11(4)(b)(ii) reporting thereof, I attest that I have reviewed the information contained in the Report for the Reporting 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 Period listed above.

Date: 5/21/2024

Name: Jayshil Patel

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Jayshil Patel
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Title: Director, Assistant Secretary

I have authority to bind TD SYNEX CANADA ULC.

The Report was approved pursuant to subparagraph 11(4)(b) of the Act by the Board of Directors of TD SYNEX ULC on May 21, 2024.