



Modern Slavery Report
SSC Security Services Corp.
2023

Introduction

This document constitutes SSC Security Services Corp.’s (“**SSC**” or “**the Company**”) report (“**the Report**”) pursuant to the requirements of Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for the financial year ended September 30, 2023. This Report outlines the initiatives undertaken by SSC, and all subsidiaries, to comprehensively assess the risks associated with modern slavery within its operations and supply chains, and to continue to implement measures aimed at eradicating forced labour and child labour within its own business and supply chains.

Acknowledging its role in the security sector, the Company understands the importance of adopting a rigorous stance against forced labour and child labour. SSC is committed to proactively identifying and reducing the risk of modern slavery in its corporate endeavors, and to ensuring the absence of such practices within its supply chains.

Organizational Structure | Operations | Supply chain

Organizational Structure and Operations

SSC is a publicly traded security company which provides cyber, physical, and electronic security services across Canada through two operating subsidiaries:

- SRG Security Resource Group Inc. (“**SRG**”) is a highly respected cyber security and protective security guard and patrol company with a long operating history in Canada, providing security services and solutions to commercial, industrial and public sector clients. SSC acquired SRG on February 1, 2021.
- Logixx Security Inc. (“**LSI**”) is a provider of physical protective security services as well as electronic security services to blue chip industrial, corporate and government clients across Canada. SSC acquired LSI on June 1, 2022.

As of September 30, 2023, SSC and its subsidiaries have approximately 3,000 employees across Canada. The Head Office is located in Regina, Saskatchewan and the Company has other operational offices located throughout Canada.

SSC is listed on both the TSX Venture Exchange and the OTCQX.

Supply Chain Structure

The types of goods generally procured are set out below:

Segment	Description
<i>Retail</i>	<ul style="list-style-type: none"> ○ Uniforms, safety equipment, vehicles, office space, communication devices, etc.
<i>Products purchased for resale</i>	<ul style="list-style-type: none"> ○ Camera monitoring equipment, software
<i>Corporate Office supplies</i>	<ul style="list-style-type: none"> ○ Computers and office equipment, office supplies, furniture, software licenses, etc.
<i>Professional Services</i>	<ul style="list-style-type: none"> ○ Includes consulting, legal, accounting, insurance, audit and financial services.

Policies and Due Diligence

Company Code of Conduct

SSC has established a Company Code of Conduct that is an essential part of being employed at SSC, and SSC subsidiaries. The purpose of the Code of Conduct is to describe the acceptable principles of business conduct and to provide guidance in ethical decision making. All employees, contractors, officers and members of the Board of Directors are provided with a copy of the Code of Conduct and required to abide by it.

Procurement Policy

SSC's Procurement Policy outlines the principles that guide our business conduct and ethical decision-making processes around responsible sourcing. The policy outlines the Company's commitment and approach to responsible procurement. To meet this commitment, the company monitors its structure, activities, and supply chains to assess and reduce risks associated with forced labour and child labour.

Due Diligence

We prioritize the integrity and responsibility of our supply chain through rigorous due diligence processes. Each year, we require our significant suppliers to complete a comprehensive Supplier Form, providing detailed information about their operations, practices, and compliance measures. This annual review enables us to assess the alignment of our suppliers with our values and standards. Additionally, we reinforce our commitment to ethical sourcing by sending out reminders to all suppliers regarding compliance with Canada's Modern Slavery Act. This proactive approach ensures that our suppliers are aware of their obligations and encourages them to uphold the highest standards of ethical conduct. By implementing these due diligence measures, we aim to mitigate risks and maintain a transparent and responsible supply chain that aligns with our company's values and principles.

Risk and Remediation

SSC views the risk of Modern Slavery occurring within its operations or supply chains as low. All SSC employees reside in Canada, and most of our procurement is sourced within Canada. SSC has reviewed the sourcing relationships with our significant suppliers and continues to monitor those that are internally categorized as being of higher risk.

We believe that the likelihood of encountering modern slavery within the segments listed above is minimal. Each of our suppliers operates with their own supply chains, and our assessments take this risk into account as much as possible. While our visibility into these extended supply chains is limited, we expect our suppliers to notify us of any risks they identify or are aware of within their supply chains. This approach enables us to partner with our suppliers to detect and mitigate any potential concerns related to modern slavery.

Based on our assessment of our operations and supply chain, there have been no remediation measures needed to date because we have not identified any Modern Slavery in our operation or supply chain.

Training

All employees, directors and officers are required to thoroughly review, understand and acknowledge all policies. We also require annual certification of the Code of Conduct by Directors and corporate employees, including senior leadership.

Assessment

At SSC, we are deeply committed to ensuring that modern slavery has no place in our operations or supply chains. Our approach to assessing the effectiveness of this commitment is multi-faceted and thorough. Firstly, our Company Code of Conduct serves as the foundation for ethical behavior across our organization and its subsidiaries. This document outlines the principles of business conduct and guides employees in making ethical decisions. Secondly, our Procurement Policy sets clear expectations for our company and its supplier standards, emphasizing the importance of ethical business practices. In addition, we conduct due diligence on our significant suppliers each year, collecting information about their operations, practices, and compliance measures and following up on anything that may need clarification. This assessment allows us to evaluate the alignment of our suppliers with our values and standards, ensuring that they meet our expectations for ethical conduct. Through these measures, we aim to maintain a transparent, responsible, and ethical supply chain that upholds our company's values and contributes to sustainable growth.

Board of Directors Approval and Attestation

This Report was approved by the Board of Directors of SSC Security Services Corp. on May 17, 2024.

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.

A handwritten signature in black ink, appearing to read "D Emsley", is positioned above a horizontal line.

I have the authority to bind SSC Security Services Corp. and any wholly owned subsidiaries.

Doug Emsley
Chief Executive Officer
May 21, 2024