

Annual Report on Measures to Prevent Forced Labor and Child Labor in Supply Chains

Company Name: H.M. Electronics, Inc., a California corporation (“HME”)

Reporting Period: January 1, 2023 - December 31, 2023

Our Business

HME is a global family of companies based in the United States that develops, manufactures and sells communication, audio, and software solutions for a variety of industries. HME's products include:

- Hospitality and Specialty Communications (HSC): Products and services for restaurants, including drive-thru headsets, timer systems, and paging systems.
- Clear-Com: Equipment for broadcast, live performance, live event, sports operation, military, aerospace, and government production applications.

HME sells and distributes its products both inside and outside of Canada and imports products into Canada from its manufacturing facility located in Carlsbad, California, USA. HME does not have any manufacturing operations located in Canada. HME employs approximately 924 employees. HME employees most of its employees directly and on a permanent basis, thereby reducing the risk of modern slavery within its operations.

HME is committed to ensuring that our supply chains are free from forced labor and child labor. It is HME's policy to ensure that our supply chain reflects our values and respect for human rights. Accordingly, this report outlines the measures we have taken during the reporting period to prevent and mitigate these risks and to confront slavery and human trafficking in our direct supply chains.

Verifications

We conduct assessments of our product suppliers to verify that they are not at risk for violating anti-slavery and human trafficking laws. We do not use third-party verifiers. Our own materials management team spearheads the verification process using an internally developed assessment. We are currently unable to verify whether our subcontractors use labor brokers.

Supplier Audits

Our internal materials management team reserves the right to conduct announced audits of our direct suppliers to evaluate their compliance with our anti-slavery and human trafficking standards. Audits consist of individual and group interviews with supervisors and management, as well as exhaustive facility tours.

Certification

We require our direct suppliers to certify that they comply with anti-slavery and human trafficking laws in the country or countries in which they do business.

Accountability

In 2012, we developed internal accountability standards and procedures for employees and contractors failing to meet our company standards regarding slavery and trafficking. If and when our company uncovers employee or contractor compliance problems, we provide written notice and a specified period of time to take corrective action.

Training

Employees who are responsible for materials management are trained on the importance of making sure our suppliers are not engaged in violations of the company's policies prohibiting forced labor, slavery and human trafficking. Our company does not provide contractors with training on human trafficking and slavery.

Policies

Our [Code of Conduct](#) which serves as a guide for how HME conducts business includes:

- No forced labor, involuntary labor or human trafficking
- No child labor and fair treatment of young workers
- Fair labor practices
- Nondiscrimination and antiharassment
- Safe working environment

Additionally, our [Policy regarding Combating Trafficking in Persons](#) further outlines our commitment to respecting human rights and we expect all third parties doing business with HME to share our commitment to safeguarding human rights.

In compliance with the California Transparency in Supply Chains Act, our disclosure is posted on our company website and can be found here <https://www.clearcom.com/California-Supply-Chains-Act>.

Publication and Reporting

This report is published on our company websites to ensure transparency and accountability.

We are also subject to reporting requirements under the United Kingdom's Modern Slavery Act 2015, Australia's Modern Slavery Act 2028 and California's Transparency in Supply Chains Act.

Approval and Attestation

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 listed above, being HME. 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. I further attest that I have the authority to bind HME.

Name: Mike Garrett

Title: Vice President, General Counsel

Date: September 25, 2024

Signed: *Mike Garrett*