

## **Modern Slavery and Human Trafficking Statement – 2026**

(For the Financial Year Ending 31 December 2025)

Report submitted on behalf of Accuris, including Techstreet Solutions Limited and Allium Canada Holding ULC pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

### **1. Introduction**

Accuris and its global family of companies (collectively “Accuris”) is committed to ensuring that we – and our suppliers – operate in compliance with all applicable laws as well as in accordance with the highest standards of ethical behavior, as outlined in the Accuris Business Code of Conduct. Accuris supports and respects the protection of internationally recognized human rights and endeavors to make sure that we are not complicit in human rights abuses. Accordingly, we do not tolerate modern slavery or human trafficking in our organization or supply chain.

This statement outlines the steps taken by Accuris during the financial year ending 31 December 2025 to prevent and mitigate the risks of modern slavery, forced labour, and child labour within our operations and supply chains.

### **2. Our Business and Organizational Structure**

Accuris delivers Engineering Intelligence - helping organizations move from content access to confident decision-making. By combining trusted engineering content with advanced technology, Accuris enables teams to interpret, apply, and manage standards and technical knowledge across the product lifecycle. Its solutions support industries where accuracy and compliance are critical, including aerospace and defense, energy, manufacturing, transportation, and medical devices.

Accuris is a U.S. tax-domiciled company incorporated in Delaware and headquartered in Colorado, with approximately 1,000 employees operating across more than 15 countries, including the United Kingdom, Australia, and Canada. More information about our offices can be found on our website at <https://www.accuristech.com>.

Our Canadian operations are conducted through Techstreet Solutions Limited and Allium Canada Holding ULC.

### **3. Our Supply Chains**

Accuris’ supply chain primarily consists of standards development organizations, software and data providers, professional services and contractors, IT, cloud, and cybersecurity service providers, facilities management, office equipment, and print production vendors. Limited physical goods such as IT equipment, printed materials, and employee equipment are shipped into Canada.

While our core business is digital, we acknowledge that physical goods do enter certain jurisdictions, including Canada, and are therefore captured within modern slavery reporting frameworks.

Physical goods imported into Canada include IT hardware (laptops, monitors, peripherals), office supplies, and printed standards materials. These categories are sourced primarily from established vendors in North America and Western Europe, with many products manufactured in global supply chains that may include Asia-Pacific regions.

Accuris continues to enhance its supply chain mapping capabilities and remains committed to deepening visibility in subsequent reporting periods.

#### **4. Policies on Modern Slavery, Forced Labour, and Child Labour**

Accuris maintains a zero-tolerance approach to modern slavery, forced labour, and child labour. This is reflected in our Business Code of Conduct, Vendor / Third-Party Code of Conduct, Human Rights and Labour Practices Policy, and Whistleblower & Ethics Reporting Policy.

These policies align with internationally recognized human rights standards, including the UN Universal Declaration of Human Rights and the ILO Core Labour Conventions.

#### **5. Due Diligence and Risk Management**

Accuris maintains a risk-based due diligence framework, including vendor onboarding screening and risk classification, contractual requirements for supplier compliance with applicable labor laws, to our Vendor Code of Conduct as necessary, ongoing third-party compliance monitoring, and escalation and remediation procedures where concerns arise.

Most Accuris suppliers operate in sectors and jurisdictions assessed as low risk with regards to forced labour. Higher scrutiny is applied where suppliers operate in elevated-risk regions or provide physical goods where the risk of forced labour and related modern slavery harms is greatest.

Accuris engages with relevant stakeholders — including employees, suppliers, and industry peers — to inform our approach to modern slavery risk. In FY2025, this included internal consultation with procurement, legal, compliance, and HR functions, as well as review of guidance published by the UK Home Office, the Australian Attorney-General's Department, and Public Safety Canada.

#### **6. Identified Risks & Mitigation Measures**

Key risk areas identified include global IT hardware sourcing, print and publication services, and international contractor arrangements. To mitigate these risks, and where necessary, Accuris secures contractual anti-slavery compliance obligations, applies enhanced screening for higher-risk suppliers, maintains audit and termination rights, and engages suppliers on human rights awareness expectations.

The following specific risk areas and corresponding mitigation actions were identified for FY2025:

IT Hardware Sourcing (Canada and globally): Hardware components, including laptops and peripherals imported into Canada, may involve manufacturing in regions with elevated forced-labour risk. Mitigation actions include requiring supplier attestations under Accuris' Vendor Code of Conduct, where available considering vendors with recognized ethical sourcing programs/certifications, and

applying enhanced due diligence questionnaires for higher-risk suppliers and strategic vendors.

**Print and Publication Services:** Accuris produces the majority of its printed standards materials in-house. Where third-party print services are engaged, Accuris applies contractual anti-slavery requirements and reviews vendor compliance documentation at onboarding.

No incidents of modern slavery, forced labour, or child labour were identified within Accuris' operations or supply chains during FY2025.

## **7. Training and Awareness**

In 2026, Accuris is launching an annual modern slavery and human rights compliance training program. This includes training on recognizing red flags in procurement and third-party engagements, targeted training for employees in compliance, legal, procurement, finance, and operations, and annual awareness communications to all employees. Training completion and participation are tracked through internal compliance systems.

## **8. Remediation and Grievance Mechanisms**

Accuris maintains confidential reporting mechanisms through internal ethics reporting systems. If forced or child labour risks are identified, Accuris may suspend or terminate supplier relationships, require corrective action plans, escalate to appropriate authorities where necessary, and engage NGOs or remediation partners where appropriate.

## **9. Assessing Effectiveness**

Accuris evaluates the effectiveness of its modern slavery program through vendor risk tiering and re-assessments, training completion metrics, audit activity and escalation outcomes, and periodic policy reviews. These measures are reviewed annually and inform program enhancements.

FY2025 Effectiveness Outcomes:

**Incidents and Escalations:** No modern slavery incidents were identified or escalated during FY2025. No supplier relationships were suspended or terminated on modern slavery grounds.

**Continuous Improvement:** Accuris is committed to continuous improvement and will build on this baseline in subsequent reporting periods.

## **10. Canadian Reporting Obligations and Filing**

This statement satisfies the reporting obligations of Allium Canada Holding ULC and Techstreet Solutions Limited under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada). In accordance with the Act, this report will be submitted to the Minister of Public Safety on or before 31 May 2026, and made publicly available on the Accuris website.

Allium Canada Holding ULC and Techstreet Solutions Limited are entities that produce, purchase, or distribute goods in Canada and/or elsewhere, and therefore fall within the scope of the Canadian

Act. This joint report is filed on behalf of both Canadian entities, consistent with the Act's provision for joint reporting by related entities.

## 11. Consultation with Controlled Entities


This statement has been prepared in consultation with Accuris-controlled entities, including Techstreet Solutions Limited and Allium Canada Holding ULC.

## 12. Approval & Signature

This statement was presented to the Board of Directors of the relevant reporting entities and signed by a duly authorized director. It constitutes Accuris' Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2025.

This statement will be published prominently on the Accuris website at <https://www.accuris-tech.com> and submitted to the UK Modern Slavery Statement Registry. This statement and all prior annual statements will be retained on the Accuris website to enable year-on-year comparison by stakeholders.

Signed on behalf of the Company:

Signed by:  
  
Claude Pumilia

Chief Executive Officer

Allium Holdco LLC

5/28/2026

Date: \_\_\_\_\_