

# TechInsights Inc. Modern Slavery, Forced Labor, Child Labor, and Human Trafficking Statement for 2024

This modern slavery, forced labor, child labor, and human trafficking statement is submitted pursuant to Section 54 of the United Kingdom's Modern Slavery Act 2015 and Section 11 of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, which require certain companies doing business within the United Kingdom and Canada to provide information about their efforts to address the issue of modern slavery, forced labor, child labor, and human trafficking within their business and supply chain. TechInsights fully supports these efforts, which align with our core values and purpose as described in our [Code of Conduct](#).

This joint report is inclusive of all entities, affiliates, and subsidiaries under the parent company "TechInsights Inc.", which consolidates the activities of all our operations in the United Kingdom and Canada, among other locations. This report is current as of May 2024 and covers activities undertaken in the previous financial year from January 1, 2023 to December 31, 2023. It also describes our continuous efforts in 2024.

TechInsights Inc., is a corporation organized and existing under the laws of the Province of Ontario, having its principal place of business at 1891 Robertson Road, Suite 500, Ottawa, Ontario, K2H 5B7 (referred to as "TechInsights" in this statement). It includes the following entities: TechInsights Europe Limited, TechInsights Europe Sp zo.o, TechInsights Japan KK, TechInsights Taiwan Limited, TechInsights USA Inc and TechInsights Korea Co. Ltd., TechInsights Market Analysis Limited, SARL Strategy Analytics, Strategy Analytics GmbH Market Research and Management Consulting and SARI Strategy Analytics Private Limited.

# Organization structure, business, and supply chains

TechInsights is the information platform for the semiconductor industry.

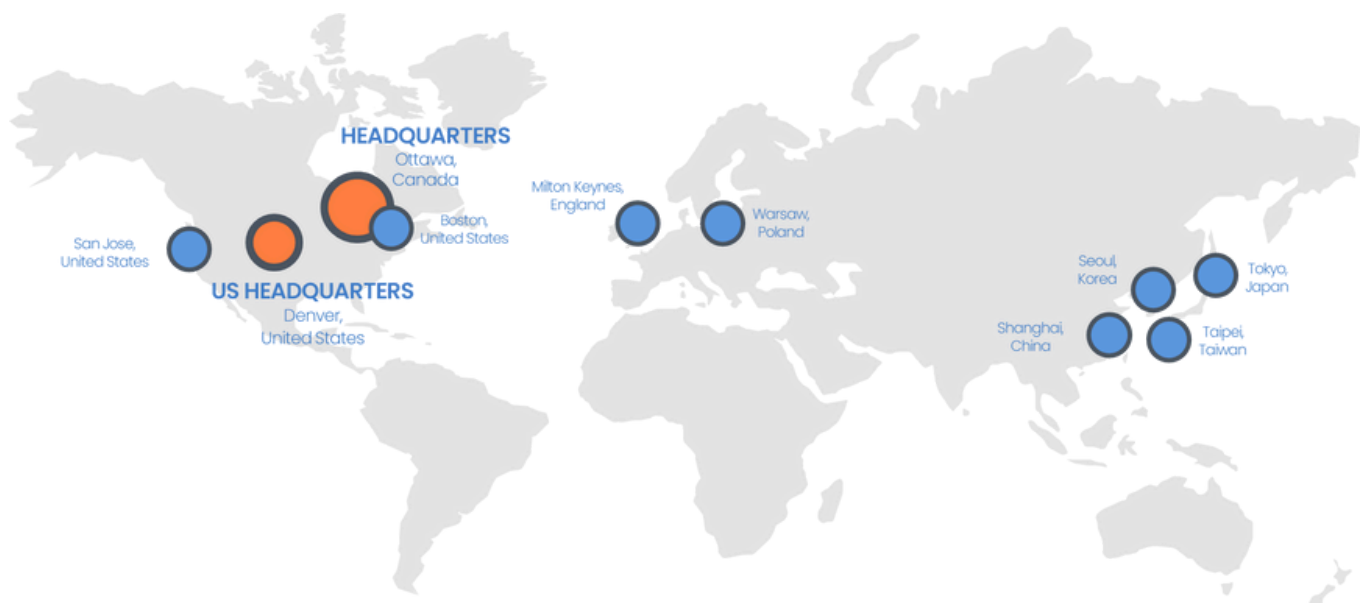
Regarded as the most trusted source of actionable, in-depth intelligence related to semiconductor innovation and surrounding markets, TechInsights' content informs decision makers and professionals whose success depends on accurate knowledge of the semiconductor industry—past, present, or future.

Over 650 companies and 85,000 users access the [TechInsights Platform](#), the world's largest vertically integrated collection of unmatched reverse engineering, teardown, and market analysis in the semiconductor industry. This collection includes detailed circuit analysis, imagery, semiconductor process flows, device teardowns, illustrations, costing and pricing information, forecasts, market analysis, and expert commentary. TechInsights' customers include the most successful technology companies who rely on TechInsights' analysis to make informed business, design, and product decisions faster and with greater confidence. For more information, visit [www.techinsights.com](http://www.techinsights.com).

The purpose of TechInsights is to support innovation and decision-making in the semiconductor industry through independent research and analysis. Our reason for being is to support our customers in advancing the world around us.

Founded in 1989, TechInsights is headquartered in Ottawa, Canada, with a global presence in the United States, United Kingdom, Europe, South Korea, Japan, China, and Taiwan. See the map and "[Contact Us](#)" page for more information.

## Global Presence



## ***Supply chain overview***

We do not manufacture any goods. We analyze them to produce content that is serviced via our [TechInsights Platform](#). We purchase the latest technology products from reputable suppliers and perform product teardowns at our Ottawa and Warsaw offices. For the rest of our business, we often engage suppliers providing various business software to optimize our operations.

## **Policies in relation to modern slavery and human trafficking**

TechInsights maintains several internal policies to ensure we meet our legal obligations relating to modern slavery, forced labor, child labor, and human trafficking. Policies are available on TechInsights' internal "Policy Index" accessible to all employees as well as our public facing [Ethics and Compliance](#) page. Moreover, policies are also integrated into our contractual framework.

Policies include:

### ***TechInsights' operations:***

- [TechInsights' Code of Conduct](#) describes our purpose, values, and ethical business commitment. We expect all our employees and other representatives to act in accordance with the Code. It contains a modern slavery provision on Page 9 and employees who violate our Code will be subjected to disciplinary action, up to and including termination of employment.
- [TechInsights' Modern Slavery Policy](#) describes our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. It also describes the processes and procedures that we have implemented to comply with the Modern Slavery Act 2015 and the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.
- We also maintain several Employee Handbooks to ensure we comply with fair labor and employment practices in jurisdictions in which we operate. Likewise, we maintain an Equality and Diversity Policy in line with our commitment to equality of opportunity. We pay our employees in compliance with applicable law in their country of operations.

### ***For our supply chain:***

- TechInsights' suppliers are required to sign a Nondisclosure Agreement (NDA) and agree to Supplier Code of Conduct which includes a clause on modern slavery, forced labor, child labor, and human trafficking.

- Moreover, suppliers must fill in a Supplier Risk Questionnaire that requires suppliers to disclose their policies with regards to human trafficking, child labor, and forced labor, among others. It also enquires about suppliers' reporting obligations under applicable legislation and whether they train their employees on the relevant topics. More information is available in the "Due Diligence" section of this report.
- We screen all our suppliers against applicable sanctions and export control laws, bribery and corruption, modern slavery and child labour, and other regulatory/law enforcement risks.

## Due diligence and risk assessment and management processes

### *Supplier risk assessment and management*

Supplier risk management is a part of TechInsights' enterprise risk management. According to our Risk Assessment and Management Policy as well as Risk Assessment Methodology, we maintain a Risk Registry, which is managed by the Risk Management Committee. We have recorded our relationship with suppliers as a specific risk, particularly referencing the modern slavery and forced labor issues in our supply chain. We have developed a detailed risk mitigation plan that explains in detail the actions taken to comply with applicable laws and regulations, including the Modern Slavery Act 2015 and the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

Moreover, TechInsights has developed a supplier risk management process that must be followed for all supplier agreements whether new or existing. For existing suppliers, the process must be applied for each renewal and/or renegotiation of existing agreements or at the next purchase of any devices, items, technologies, or any other goods. This has been recorded in a Standard Operating Procedure document, which is binding on internal teams interacting with the supplier management process including but not limited to: Procurement, various Business Units, Legal and Compliance, Security, and Finance Teams.

### *Supplier due diligence*

As stated above, each supplier must sign a Nondisclosure Agreement (NDA), agree to Supplier Code of Conduct and complete a Supplier Risk Questionnaire, which covers the following areas:

- Economic sanctions and export controls
- Governance and ethics
- Human rights, labor, and workplace (including modern slavery questions)
- Environment, health, and safety
- Environment and social risk in the supply chain
- Data privacy compliance
- Assessment and compliance
- Conflict of interest
- Information security appendix

The Supplier Risk Questionnaire is reviewed by the Legal and Compliance Team and Security Team, where appropriate. Suppliers are screened against applicable sanctions and export control laws, bribery and corruption, modern slavery and child labour, and other regulatory/law enforcement risks via a third-party screening tool.

With regards to modern slavery, forced labor, child labor, and human trafficking, each supplier is screened against the following categories: **exploitation of children, forced and slave labor, human trafficking** and **human rights violations** among others.

Finally, where applicable, our due diligence review pays particular attention to suppliers that manufacture or are in business dealing with risky goods such as: electronics, garments, gold, textiles, footwear, toys, rubber gloves, coffee, sugarcane and cane sugar, and fish. These have been identified as the top-10 risky goods and include well-documented cases of worker exploitation in these supply chains, including evidence of child labor.<sup>1</sup>

TechInsights' People Team systematically checks employee work permits and immigration documents at the hiring stage in every country where this is a legal requirement. We also conduct background and reference checks according to local laws and regulations.

Moreover, compliance with labor laws is managed by our People Team in coordination with our Legal and Compliance department.

### **TechInsights' operations**

TechInsights produces content that is published on our authoritative information platform (TechInsights Platform). We believe our business does not match the criterion of activities highly exposed to forced labor risk, and we hire employees at all levels according to applicable labor laws.

### **Business grievance mechanism**

Suppliers are required to report any issues regarding compliance with the Supplier Code of Conduct, including any breach of modern slavery provisions, to [Compliance@techinsights.com](mailto:Compliance@techinsights.com).

Moreover, employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If employees believe or suspect a breach of our Modern Slavery Policy, or any other internal policies, has occurred or may occur, they must notify their manager and the Legal and Compliance Team ([compliance@techinsights.com](mailto:compliance@techinsights.com)) OR report it in accordance with our Whistleblower and Confidential Reporting Policy (anonymously, if desired) as soon as possible.

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<sup>1</sup> "Supply Chain Risk Report 2023", Canada's Growing Child & Forced Labour Problem, Accessible at: Supply Chain Risk Report 2023 ([worldvision.ca](http://worldvision.ca))

TechInsights does not tolerate retaliation against any individual for reporting a good-faith concern or complaint to a manager, People Team, Legal and Compliance, or any other relevant department or for participating in the investigation of a concern or complaint.

## Effectiveness measured with performance indicators

### *Training on modern slavery, forced labor, child labor and human trafficking*

TechInsights conducts organization-wide training on modern slavery, forced labor, child labor and human trafficking, which has been made part of our annual compliance training delivered via a third-party training platform. Training includes specific modules on applicable topics and requires all employees to attest to reading and understanding the [Modern Slavery Policy](#).

New employees are required to complete the same training during their onboarding process. Training attendance is mandatory for all employees and the completion rate is monitored.

### *Indicators*

TechInsights tracks the following indicators:

- Rate of completion for the most-recent modern slavery and human trafficking training.
- Number of cases of modern slavery and human trafficking reported via applicable reporting mechanisms, including the Whistleblower Policy.
- Number of suppliers signing up to the Supplier Code of Conduct and completing the Supplier Risk Questionnaire.
- Number of suppliers deemed as “high risk” following the internal due diligence process.
- Number of suppliers with whom we refused to engage in a business relationship due to modern slavery, forced labor, child labor, or human trafficking risks identified in their operations.

# Attestations

## **Attestation as required under the Section 54 of the United Kingdom's Modern Slavery Act 2015:**

This statement was approved by the TechInsights Board of Directors.

Full Name: Gavin Carter

Title: CEO

Date: May 30, 2024

**Signature:** 


## **Attestation as required under the Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act:**

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.

Full Name: Gavin Carter

Title: CEO

Date: May 30, 2024

**Signature:**  I have the authority to bind TechInsights Inc.

# Tech Insights



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