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## Forced Labour and Forced Child Labour Policy

MyndTec is committed to and expects respect for human rights and ethical labor practices in its operations and by all its supply chain stakeholders. By the establishment of this Policy, MyndTec participates in the implementation of Canadian Bill S-211 Fighting Against Forced Labour and Child Labour in Supply Chains Act. This Policy ensures that our operations are conducted in a manner that respects the dignity, safety, and well-being of all individuals involved in activities at every level of the supply chain.

### 1. Prohibition of Forced Labor:

MyndTec strictly prohibits the use of forced, bonded, or involuntary labor in any for, including any work or service that requested from an individual under the threat of penalty, coercion, or deceit, physical coercion or threats of violence, retention of identity documents or personal property to restrict freedom of movement, debt bondage, involuntary servitude, or any form of human trafficking for labor exploitation.

### 2. Protection of Workers' Rights:

MyndTec respects the rights of workers to fair and competitive wages, benefits, and working conditions, in compliance with applicable laws and industry standards. We provide a safe and healthy work environment that is free from harassment, discrimination, and any form of abuse or intimidation. MyndTec Inc. is committed to providing a work environment in which all workers are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace, including customers, clients, supervisors, workers and members of the public.

### 3. Prevention of Child Labour:

MyndTec prohibits the employment of individuals under the minimum age for employment as defined by the Canadian Employment Standards Code and other applicable local or international laws and regulations or the age for completing compulsory education, whichever is higher.

MyndTec will not engage in or tolerate any form of exploitative child labor, including hazardous work that may jeopardize the health, safety, or well-being of young workers, including its suppliers or partners. MyndTec will ensure a supply chain free from forced child labour by communicating this principle and requirement to its supply chain stakeholders and participating in initiatives aimed at preventing or eliminating child labour.

### 4. Due Diligence and Monitoring:

MyndTec will assess its supply chain to identify threats and mitigate risks of forced labor and child labor through supplier audits and supplier performance evaluations at defined intervals.

MyndTec Inc. is willing to collaborate with its supplier chain stakeholders to ensure compliance with this anti-forced labor and child labor policy.

### 5. Accountability and Remediation:

MyndTec will hold all its supply chain stakeholders accountable for the application of this policy and will implement the required disciplinary actions, including termination of business or employment contracts in accordance with applicable laws and provisions for termination of contractual agreements.

MyndTec will address incidents or complaints regarding forced labor and child labor in a prompt and transparent manner.

Myndtec recognizes that fighting and preventing forced labor and child labor involve and collaboration across supply chain stakeholders, the Government and the society at large. We demonstrate our permanent commitment to this cause by fully establishing and enforcing this Policy.

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Craig Leon, MyndTec CEO

May 01, 2024