



IAdea Modern Slavery Statement

Last updated: March 2021

INTRODUCTION

Pursuant to Section 3 of the California Transparency in Supply Chains Act of 2010 and the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54, IAdea declares efforts in identifying, assessing, and managing the risks of modern slavery and human trafficking within our product supply chain.

IAdea Corporation is a technology company who design system products for digital signage and workspace management market. IAdea has total of 2 offices, HQ is in Taiwan and branch office in California, USA.

We regard our suppliers as important business partners and we continuously strive to forge and maintain close and supportive relationships with them, through engagement and collaboration, to maintain a healthy business ecosystem.

Our supply chain consists of the following categories of procurement:

- Hardware suppliers which design, sourcing all hardware system materials and produce the products for us.
- Indirect suppliers which provide the goods and services we buy to conduct our business (IT hardware and software, logistics, consulting, financial, legal, marketing).

The majority of our manufacturing suppliers are based in Asia, whereas our service suppliers are located around the world.

A key area of work with our supply chain is related to conflict minerals.

OUR COMMITMENT

As stated in our Code of Conduct and our Human Rights Policy, we will not make use of forced labor or bonded labor in line with the international fundamental ILO Conventions 29 and 105. With forced labor we mean work performed by persons placed in an institution, slavery, human trafficking or compulsory labor as a means of political coercion or education to manufacture or assemble our products. All work must be conducted on a voluntary basis, and not under threat of any penalty or sanction. Unless required by local law, our employees shall not be required to lodge financial deposits or to deposit any original government-issued identification, passports or work permits as a condition of employment. Subject to local law requirements, employees will be free to terminate their employment with TPV upon reasonable notice.

Unless allowed by local law, we ask our contractors or labor providers to make sure they do not charge recruitment fees from employees as this may contribute to the risk of modern slavery.

The Group has adopted the Responsible Business Alliance Code of Conduct (the “Code”) and require our business partners to follow this code by adding this in an annex to our purchasing agreement. The code sets out a commitment to ensure any form of forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used.

RISK ASSESSMENT AND MANAGEMENT

We will add selection criteria to our supplier selection process that are related to RBA criteria and ISO 14001 certification that we are currently using, based on type of products or services and geographical location.

- We will identify which criteria make our suppliers most at risk for modern slavery/forced labor.
- For current suppliers that are at risk, we are regularly performing audits. We will extend this group to suppliers that are at risk for modern slavery/forced labor.
- For conflict minerals, we will further identify the potential risks identified in the mining, extraction and trade of metals that provide key minerals in electronic components. Risks include military conflict, human and labor rights violations, and damaging impacts on the environment.

TRAINING ON MODERN SLAVERY AND TRAFFICKING

Our key performance indicators to measure effectiveness of steps being taken includes but not limited to below criteria:

- All suppliers are informed of our Human Rights Policy
- Checking conflict minerals with our hardware supplier once a year
- Training of employees on RBA principles, including human rights.

We will develop a training on modern slavery and trafficking for our own employees and our labor contractors as well as make sure our suppliers are executing the similar policy.

This statement covers the financial year 2021



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