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## ESTI Consulting Services

Slavery, Human Trafficking, Forced Labour  
and Child Labour Statement  
For the fiscal year ending:  
October 31, 2023

**Organization:** ESTI Consulting Services  
**Jurisdiction:** Saskatchewan

*Your Problems.  
Our Solutions.*

## 1. Introduction.

This statement is made by ESTI Consulting Services. (hereinafter, “ESTI”, “we”, “us” or “our”) pursuant to Bill S-211, an Act passed by the Senate of Canada April 28, 2022.

ESTI is committed to maintaining the highest ethical and legal standards. We continually strive to comply with both the letter and spirit of all applicable laws and regulations. ESTI maintains effective business controls as well as policies designed to detect and prevent violations of applicable laws, including laws regarding slavery, human trafficking and forced or compulsory labour, throughout our operations. ESTI’s are not static but evolve to meet changing business circumstances and regulations as well as those policies implemented by it’s business partners.

Employees are encouraged to contact the Chief Executive Officer with questions regarding any of our policies and practices.

## 2. Structure.

ESTI is an IT Services and Supply organization headquartered in Saskatoon, Saskatchewan, Canada. ESTI has satellite offices in Regina, Saskatchewan and Winnipeg, Manitoba, and virtual offices in Calgary, Alberta and Edmonton, Alberta. ESTI sells services and re-sells IT hardware, licenses and cloud infrastructure subscriptions to clients across Western Canada and Central Canada.

ESTI is a privately held General Partnership.

## 3. Supply Chain.

ESTI re-sells to its clients, technology based products that are sourced primarily from Global technology providers with regional offices located in Canada. Products are provided directly to our clients from technology vendors and technology solution providers – ESTI maintains no warehouses or storage facilities. Products and/or the components within the products sold, are sourced globally.

99% of revenue generated from the sale of goods are sourced from 8 distributors and technology partners. Of these 8 organizations, all have clearly and publically stated business codes of conduct; 4 of the 8 have mature and clear positions on modern slavery and forced labour.

It is anticipated that due to Bill S-211, the remaining technology partners ESTI deals with will present public positions on forced and child labour in 2024.

## 4. Actions, Policies and Due Diligence.

ESTI maintains an evolving complement of policies, under the umbrella of Business Code of Conduct, that forbid acts of bribery, corruption, fraud, breach of confidentiality, entering areas that involve conflict of interest, and modern slavery. All staff are encouraged to contact the Chief Executive Officer when they observe an act, or feel there is an act being committed that counters these policies.

ESTI works primarily with global technology providers who have well documented ethical codes of practice and many take public stances on child slavery and forced labour. Many document their efforts to eradicate these issues. Even though we are fortunate to work with groups with well established policies, ESTI ensures that when onboarding a new supplier and where it meets a threshold of common sense, that they have stated positions compatible with ESTI policy regarding bribery, corruption, fraud, breach of confidentiality, conflict of interest, and modern slavery.

Most professionals providing services on behalf of ESTI belong to organizations that have governing bodies which have public policies and publically stated positions expressing strong ethical positions which support the stance of Bill S-211. These bodies include the Project Management Institute, International Institute of Business Analysts and the Association of Professional Engineers and Geoscientists.

## 5. Risk.

ESTI recognizes the risk inherent with an industry that relies on a global supply chain. As such, ESTI takes seriously the positions, actions and policies held and presented by the technology partners it associates with.

ESTI is many business and production levels away from the production of goods sold, but in monitoring policies held by technology partners and committing to ethical standards required by many of our technology partners, we mitigate the risk of providing our clients with products that may be tainted by acts of forced labour and child labour.

## 6. Training.

ESTI management and supply chain professionals are required to train via on-boarding review of policy, as well as annual training required to maintain certification with various technology partners. Within this training, are various commitment points that require management and staff to commit to various business codes of ethics practices including the aspects of forced labor.

## 7. Assessment.

ESTI assesses its role within this area primarily via its business relationships, the review of publically documented positions and policies of its business partners, and confidential agreements signed with business and technology partners.

## 8. Attestation.

This statement is made pursuant to Bill S-211, an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act. It has been issued on behalf of ESTI Consulting Services and is approved as below.

Signed,



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Mark Dick, CEO



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Simon Gadd, Partnership Chair