

Forced Labour Report for Omni Cable, LLC

This report (“Report”) is made in compliance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) by Omni Cable, LLC (“OmniCable”). OmniCable’s understanding of forced labour and child labour is based on the definitions given in the Act. OmniCable has zero tolerance for any form of child labour, forced labour, modern slavery, or human trafficking. This report has been prepared for the calendar year ended December 31, 2023. OmniCable’s governing body approved this report on May 30, 2024.

Structure and Background

OmniCable is a limited liability company (“LLC”) based in West Chester, Pennsylvania in the United States of America. OmniCable has been a trusted redistributor of wire, cable, electrical products, and value-added services since its founding in 1977. OmniCable’s mission is to empower shared success in the industry by being the best vendor to its customers, the best customer to its vendors, and being the best employer to its employees through innovation and collaboration.

OmniCable’s primary business is the redistribution of wire, cable, and electrical products (the “Products”). Redistribution means that OmniCable does not manufacture or procure materials for the manufacture of Product. Rather, OmniCable purchases Products directly from manufacturers, stores and transports Products within its network of distribution centers in North America, and sells Products to distributors.

OmniCable operates eighteen (18) distribution centers in North America, including facilities in or near Atlanta, Georgia (two facilities); Baton Rouge, Louisiana; Boston, Massachusetts; Charlotte, North Carolina (two facilities); Chicago, Illinois; Cincinnati, Ohio; Denver, Colorado; Fort Worth, Texas; Houston, Texas; Los Angeles, California; Philadelphia, Pennsylvania; Reno, Nevada; San Francisco, California; St. Louis, Missouri; Tampa, Florida; and Toronto, Ontario.

Our Supply Chains

Since OmniCable’s founding in 1977, we have exclusively sold to distributors. As the company has grown, our supply chain has grown correspondingly complex. We work with the industry’s leading manufacturers to provide top-quality Products. OmniCable is committed to ethical, legal and socially responsible business practices in its operations across the globe. This includes, but is not limited to, a commitment to ensure that our supply chain is free from slave labour and human trafficking.

It is OmniCable’s goal to work toward maintaining a supply chain that is free from forced labour or child labor. To that end, OmniCable expects its suppliers and manufacturers to have policies and due diligence measures in place to identify forced labour or child labour in their own supply chain. Further, OmniCable expects that its upstream partners will cooperate in providing due diligence information to confirm that their respective Products align with OmniCable’s supply chain goals.

Risk Assessment

All of OmniCable’s employees work in North America, which allows OmniCable to ensure that its

employees are treated fairly, equitably, and in compliance with all applicable laws, including but not limited to the Fair Labor Standards Act of 1938 (“FLSA”) and regulations promulgated by the Equal Employment Opportunity Commission (“EEOC”) and National Labor Relations Board (“NLRB”). Thus, OmniCable attests that there is no risk of forced labour or child labour within its North American operations.

OmniCable is aware that upstream partners may source Products, in part or in whole, from overseas suppliers or manufacturers. As in many industries, this carries with it some risk of labour practices that do not align with OmniCable’s standards. In the calendar year ending December 31, 2023, OmniCable primarily relied on supply chain partners to self-report known risks of forced labour or child labour in the manufacture of Products. Further, many of OmniCable’s supply chain partners have implemented their own policies and/or codes of conduct to identify, report, and remediate any such known or potential risks, and OmniCable relies on these as assurances. Finally, OmniCable expects all of its business partners, including manufacturers and suppliers, to comply with all applicable laws, including prohibitions against the import of any products made with forced labour. To date, OmniCable has identified no known or potential risks of forced labour or child labour in its supply chain.

Remediation

In the calendar year ending December 31, 2023, OmniCable did not identify any known risks of forced labour or child labour in its supply chain. As such, OmniCable has not identified the need for remediation measures. Nevertheless, OmniCable will direct appropriate teams to properly implement its own policies to develop supply chain monitoring. OmniCable will utilize information from many sources to guide the implementation of relevant policies, including but not limited to the OECD Due Diligence Guidance for Responsible Business Conduct.

OmniCable will expand its diligence efforts by implementing the policies discussed above in addition to remediation (if necessary and appropriate). Further, OmniCable will explore options to increase reporting and diligence requirements from its supply chain partners.

Attestation

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.

By signing below, I further attest that I have the authority to bind Omni Cable, LLC.



Chris Bertolami
Vice President of Purchasing (U.S. and Canada)
May 30, 2024