

Delta Intelligent Building Technologies (Canada), Inc.

Modern Slavery and Forced Labour Compliance Statement

Reporting Period: 2025

Our Commitment

Delta Intelligent Building Technologies (Canada), Inc. is committed to conducting business ethically, with integrity and full transparency. We require all employees and suppliers to comply with applicable laws and uphold the highest standards of business conduct.

We foster safe, healthy, respectful, and inclusive workplaces for our employees, and actively contribute to the well-being of the communities in which we operate. Our values and practices respect all human rights, and we maintain a zero-tolerance stance against modern slavery, human trafficking, and child labour throughout our supply chains.

Reporting Period FY2025 — No Findings

For the current reporting period, Delta Intelligent Building Technologies (Canada), Inc. has not identified any instances of forced or child labour within its own operations or among its suppliers. As a result, no remediation measures have been required.

In 2025, we significantly advanced our compliance program. The actions described below reflect our ongoing commitment to identifying and eliminating the risks of forced and child labour across our operations and supply chain.

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Actions Taken

1. Supplier Requirements and Engagement

We formally engaged our supplier base with clear compliance expectations:

- All suppliers were formally contacted and required to submit one of the following:
 - A completed Forced and Child Labour Attestation; or
 - Internal Human Resource policies confirming compliance with labour laws and ethical sourcing practices.
 - Code of Business Conduct confirming integrity and compliance with labour laws and ethical sourcing practices.
- Suppliers unable to provide policy documentation were required to complete and sign an attestation declaring their operations free from forced and child labour.

2. Contractual and Governance Measures

Our contractual framework and governance standards are aligned to labour compliance:

- Our supplier contract template includes explicit anti-forced labour and anti-child labour clauses, referencing international human rights standards and Canadian legal obligations.
- Our Supplier Code of Conduct includes clear language addressing modern slavery, forced labour, and child exploitation.

3. Internal Capacity Building and Monitoring

We initiated internal processes to monitor supplier compliance:

- Although formal audits were not conducted during this period, we initiated structured reviews of supplier policy submissions and attestations as part of our standard monitoring process.
- These reviews form the foundation of an ongoing due diligence framework that will evolve in future reporting periods.

4. Internal Reporting and Accountability

We maintain robust internal reporting mechanisms to ensure accountability:

- A dedicated reporting channel is available to all employees and external stakeholders to report unethical practices, including suspected human rights violations.
- Employees may report concerns through any of the following channels:
 - Their direct Manager
 - The Human Resources (HR) Team
 - The Senior Executive Team

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Delta Intelligent Building Technologies

- Anonymously, through the Office of the President
- Any report of forced or child labour involving our supply chain will trigger immediate and serious action against the applicable supplier.
- All reports are reviewed by our Legal department, with findings escalated to the executive team for appropriate action. To date, no such reports have been received.

Looking Ahead

Delta Intelligent Building Technologies (Canada), Inc. remains committed to strengthening its compliance program year over year. We will continue to engage suppliers, enhance internal monitoring capabilities, and uphold our responsibility to eliminate all forms of modern slavery and forced labour from our own operations and supply chain.

A handwritten signature in black ink, appearing to read "John Nicholls".

John Nicholls

President

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