

Our Structure, Activities and Supply Chains

RAB Design Lighting Inc. is Canadian-based distributor and manufacturer of LED lighting fixtures and construction conduit boxes. Our supply chain includes suppliers that are domestic, North American, and from China, India and Southeast Asia.

We source our fixtures and components from trusted and reputable suppliers who are leaders in the industry in order to provide our customers with a high-quality product.

As part of our risk assessment of forced and child labour in our supply chain, we reviewed the “2022 List of Goods Produced by Child Labor or Forced Labor” as prepared by the Department of Labor by the US government [[List of Goods Produced by Child Labor or Forced Labor | U.S. Department of Labor \(dol.gov\)](#)]. As such, electronics manufacturers in China were identified as having a higher risk of non-compliance with RAB policies than other geographies.

Our policies and Processes in relation to Forced and Child Labour

One of the cornerstones of our culture at RAB Design is acting with integrity and doing the right thing - it is part of our values.

Our commitment to upholding high ethical standards and conducting business with integrity is reinforced by a series of corporate policies that serve to guide our actions. Regularly assessing compliance with these policies drives continuous improvement in our operation. The critical importance to RAB of integrity of our supply chain is best demonstrated by the leadership our President and CEO has in managing our relationships with our overseas suppliers.

- Risk Assessment: we conduct periodic assessments to identify and address potential risks related to slavery and human trafficking within our supply chain. This enables us to take preventive measures and collaborate with suppliers to ensure ethical practices throughout the sourcing process.

- **Supplier Certification:** we have begun requiring our most critical suppliers to provide written certification attesting to their compliance with Bill S-211. Over the next 12 months, we will require such attestation from all our suppliers who are operating in geographies that we have identified as higher risk.

In addition to the above, our focus during 2024 and 2025 will be on the following items:

- **Anti-Slavery Policy:** we are developing a policy which will reinforce our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to that the risk of modern slavery is not taking place anywhere in any of our supply chains.
- **Supplier Code of Conduct:** we work on ensuring that all our suppliers and business partners adhere to the highest standards of ethical conduct. As part of our Supplier Code of Conduct, we explicitly prohibit the use of forced labor, child labor, or any form of exploitation within their operations or supply chains.
- **Due Diligence:** we will only engage with highly reputable suppliers and we will employ due diligence measures including periodic site visits to assess the practices and policies of new and existing suppliers. This helps us identify any potential risks and work collaboratively with suppliers to implement necessary improvements.
- **Training and awareness:** we are committed to raising awareness among our employees, suppliers, and stakeholders about the risks associated with slavery and human trafficking. We are committed to training our employees to ensure everyone understands their role in preventing and detecting any form of exploitation.
- **Continuous Improvement:** we are dedicated to continuously improving our policies, procedures, and practices related to slavery and human trafficking. We regularly review our measures to ensure they remain effective and aligned with the evolving best practices and legal requirements.

Summary

The Company is committed to preventing child labor and forced labor within the Company's operations and by its suppliers. The Company is committed to engaging with its employees, suppliers and stakeholders on these concerns and continues to fortify its approach to reducing the risks associated with forced or child labor in the Company's business and supply chains, while ensuring compliance with applicable labor laws.

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. 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.

I have the authority to bind RAB Design Lighting Inc.

Date: May 30, 2024

A handwritten signature in black ink, appearing to read "D. Beron", is enclosed within a hand-drawn oval. The signature is written in a cursive style.

Signed

Mr. David Beron

President & Chairman of the Board