



June 25, 2025

Subject: Commitment to Ethical Sourcing and Responsible Business Practices

To Our Valued Partners,

RAB DESIGN Lighting is proud to be a Canadian manufacturer with a longstanding history of operating with integrity, accountability, and respect. As a company built on the belief that doing the right thing is good for business, we are deeply committed to upholding the highest standards in human rights, labor practices, and corporate ethics across all areas of our operations.

As we continue to grow, we've taken this opportunity to formalize our core values into a Supplier Responsibility Charter. This document outlines the principles and expectations that have long guided our approach to business and reaffirms our commitment to operating responsibly, both in Canada and throughout our global supply chain.

We mandate all suppliers, and their respective subcontractors, to fully adhere to these principles and to comply with all applicable laws and regulations, including those related to labor practices, human rights, health and safety, environmental responsibility, and ethical conduct.

We value transparency and collaboration, and we are always open to dialogue. If you have any questions about the contents of the Charter or how we can work together to uphold these shared standards, please don't hesitate to contact me directly.

Thank you for your partnership and continued commitment to responsible business.

Warm regards,

A handwritten signature in black ink, appearing to read 'D. Beron', with a long, sweeping horizontal line extending to the right.

David Beron
President & CEO



Human Rights & Working Conditions

- Our Suppliers will not employ persons who have not reached the legal minimum age for admission to employment in the country where the work is carried out, in accordance with the Convention on the Rights of the Child (article 32).
- Our Suppliers do not use forced or compulsory labour and will comply with local legislation regarding the fight against modern slavery.
- Our Suppliers will not discriminate, exclude or provide any preference based on color, gender, religion, political opinion, sexual orientation, national descent or social origin. The Supplier shall comply with local legislation regarding the employment of persons with disabilities and the fight against all forms of discrimination.
- Our suppliers respect the rights of workers to freedom of association and collective bargaining. Workers are free to join or not to join any association of their choice.
- Our Suppliers protect the health, safety and well-being of its employees, service providers, subcontractors, and any person likely to be affected by its activities. Our suppliers comply with local legislation on working hours and comply with local legislation on minimum wages, benefits and overtime pay.



Environment

- Our Suppliers comply with all applicable laws and regulations in the countries that they operate regarding environmental protection and strive to minimize the negative impact to the environment in their operations.



Ethics & Compliance

- Our Suppliers operates its business in accordance with integrity and in accordance with applicable all laws including anti-corruption laws and regulations and prohibits any form of corruption in the conduct of its business.
- Our Suppliers will not solicit or accept any gift, invitation, or any other benefit that could influence or be perceived as influencing a business relationship.
- Our Suppliers will use other suppliers, service providers, contractors and subcontractors who meet the same level of requirements as it pertains to respect for ethics, human rights, and the health and safety of persons and the environment where they operate.
- Our Suppliers are responsible with the use and protection of information handled and ensures the proper handling of sensitive information, including confidential and proprietary information. The information may not be used for purposes other than those for which it was provided. In the event of a cyberattack, the Supplier will immediately notify RAB DESIGN Lighting.



Supplier Code of Conduct Acknowledgement

I confirm that I have reviewed RAB DESIGN Lighting's Supplier Code of Conduct and that _____ will as for long as it remains a supplier to RAB DESIGN Lighting:

1. Abide by the terms of RAB DESIGN Lighting's Supplier Code of Conduct; or
2. Abide by its own equivalent policies and procedures (which shall meet or exceed the requirements set out in RAB DESIGN Lighting's Supplier Code of Conduct).
 - a. If selecting option 2, the supplier agrees to provide RAB DESIGN Lighting with a copy of their documentation.

Furthermore, the supplier hereby agrees to promptly notify RAB DESIGN Lighting, in writing, of any changes made to their policies or procedures, particularly those related to compliance with the measures introduced through former Bill S-211, "The Fighting Against Forced Labour and Child Labour in Supply Chains Act", or if the supplier is found to be in violation of said Bill.

Signature: _____

Date: _____

Company Name: _____

Name: _____

Title: _____