

2023 FORCED LABOUR AND CHILD LABOUR REPORT (the “Report”)

This Report is prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) by Concept Controls Inc. (“**Concept Controls**”, or the “**Company**”, “**our**” or “**we**”). The Company is a corporation incorporated pursuant to the *Business Corporations Act* (Alberta). This Report provides an overview of the measures, actions and activities undertaken by Concept Controls to assess, prevent and reduce the risk of forced labour or child labour in their business and supply chains. This Report applies in respect of the Company’s financial year ending December 31, 2023 and is the first report prepared by the Company under the Act.

1. CORPORATE STRUCTURE, BUSINESS AND SUPPLY CHAIN

For over 20 years, customers have trusted Concept Controls to help them find the best solutions to their workplace safety challenges. Protecting workers is a vital responsibility for any organization. Beyond the jobs that they do, the men and women in the field are parents, spouses, siblings, friends and neighbours. Customers rely on the expertise, knowledge and experience of Concept Controls to help identify and monitor hazards in the workplace. Concept Controls is a reseller of safety instrumentation and equipment across Canada and in Texas. We do not directly manufacture goods.

As of December 31, 2023, we employed approximately 100 individuals across our operations, including in British Columbia, Alberta, Manitoba, Ontario, and Quebec. Concept Control’s head office is located in Calgary, Alberta and it operates across Canada.

Concept Controls aims to achieve transparency with its suppliers and is focused on critical issues in supply chain management, including ethical procurement with applicable laws. We have a network of suppliers supporting our operations that are economically diverse in terms of size and which include major brands such as Honeywell, 3M, MSA and TSI. In 2023, Concept Controls engaged with over 125 direct suppliers including with suppliers in Alberta, Ontario, Minnesota, California, Pennsylvania, Texas and Florida. The majority of our suppliers are located in the United States.

2. POLICIES AND PROCEDURES RELATING TO FORCED LABOUR AND CHILD LABOUR

In 2023, we worked to better understand our reporting obligations under the Act as they pertain to Concept Control’s and its supply chains. Our corporate policies do not specifically address child labour or forced labour.

In recognition of our collective responsibility to prevent and combat forced labour and child labour, we have made efforts to source goods used in our business from responsible and reputable suppliers. We undertake due diligence of our suppliers during the procurement process to determine whether they and their supply chains are at risk of forced labour and child labour.

3. AREAS OF RISK

We continue to review our policies and procedures to reduce risks associated with forced labour and child labour. We have not begun the process of identifying forced labour and child labour risks in our supply chain. The majority of our suppliers operate reputable and well-known brands and we have determined the level of risk in our supply chain to be low. In 2024, we will continue to assess our supply chains for risks of forced labour and child labour.

4. REMEDIATION MEASURES

To date, we have not identified any instances of forced labour or child labour in our supply chains and no situations have arisen requiring the implementation of remediation measures, including the remediation of loss of income on impacted families.

5. TRAINING

In 2023, we did not provide formal training on forced labour and child labour to our employees.

6. ASSESSING EFFECTIVENESS

We do not currently undertake any steps to assess the effectiveness of our efforts to prevent forced labour or child labour in our supply chains.

7. ATTESTATION

This Report was approved by the board of directors of Concept Controls pursuant to section 11(4)(a) of the Act.

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 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.

Signed “Mike Stephens”

Mike Stephens
Director

I have the authority to bind Concept Controls Inc.

May 21, 2024