

Delta Controls Inc.

Annual Compliance Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)

Reporting Year Ending: December 31, 2023

This report represents the first annual submission for compliance reporting pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act). This report is submitted to the Minister detailing the steps taken during the first reporting year ending December 31, 2023.

Delta Controls recognizes that forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights.

Structure, activities, and supply chains

Structure:

Delta Controls Inc. is incorporated under the Canada Business Corporations Act. Delta Controls' head office is located at 17850 56 Avenue, Surrey, BC, V3S 1C7, Canada.

Delta Controls has 274 employees in Canada and 35 employees outside of Canada.

We partner with more than 300 System Integrators on every continent and in over 80 countries.

Activities: Our Business - The Delta Difference

Delta Controls is the benchmark for controls manufacturers, being one of the most respected organizations in our industry. We pride ourselves on our integrity, reliability, innovation and track record of our products and partners. At the root of our success is our people who use technology to create products that are simple, yet powerful enough to last, and we never compromise on quality. We care for the world around us, and we are proud to be a part of the integration upon which infrastructures and businesses are built.

The "Do it Right" philosophy is one of our core values that is applied in all phases of our business. Each of our employees and partners apply this mantra to their daily business.

We manufacture 100% in-house, in Canada. We believe this is the only way we can ensure the quality and delivery required. As an innovator, we are free to research and try new technologies and solutions.

Head Office

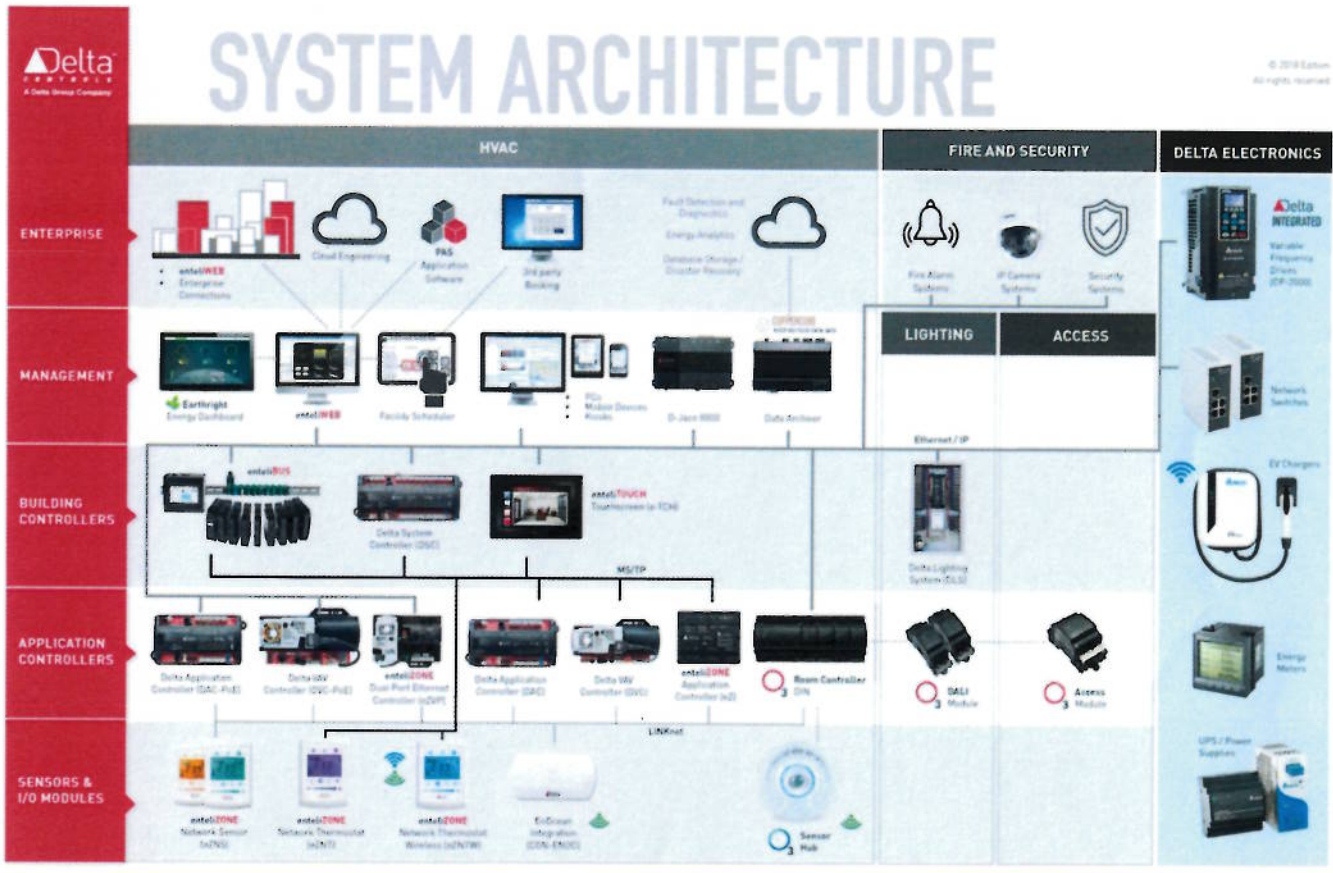
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www.deltacontrols.com



Supply Chain:

Delta Controls produces goods and services in our headquarters in Canada. We also procure goods and services from several different jurisdictions globally, with most of our suppliers located in Canada and the USA. The types of goods generally procured include electronic and mechanical parts, components, packaging, equipment, and customized parts as manufacturing input or for resale.

Delta Controls' main suppliers are certified and/or regulated manufacturers and distributors with established compliance mechanisms and a strong reputation in the industry.

Country / Region	Number of Suppliers
Canada	246
USA	273
Asia	98
Europe	42
Oceania	4

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Policies and due diligence processes

Delta Controls is committed to acting ethically and with integrity and transparency in our business dealings. We also expect each of our employees to comply with all applicable laws.

We uphold these values by providing safe, healthy, respectful, and inclusive workplaces for our employees and we give back to the communities in which we operate.

Our values and practices respect all human rights regulations and will ensure a zero-tolerance approach is in place against modern slavery, human trafficking, or child labour across the supply chains.

All employees are empowered to report any concerns with respect to potential violations of our code of conduct and may do so through their manager, the HR Team, the senior executive team or anonymously to the Office of the President.

If any potential abuse is reported with respect to forced or child labour in our supply chain, Delta Controls will take serious and immediate action with the applicable supplier.

Forced labour and child labour risks

For the current reporting period, Delta Controls has not become aware of any instances of forced or child labour within our own operations or among our suppliers. Consequently, remediation has not been required.

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Although Delta Controls has not yet implemented a formal system of due diligence and controls, the company is committed to strengthening policies, ensuring suppliers adhere to such policies, and adjusting processes so that risks of forced labour and child labour in business and supply chains are identified and properly addressed.

The following measures have been identified for the next reporting period:

- **Supplier Code of Conduct:** Outline the minimum standards that must be met by every supplier that sells goods or services or does business within our supply chain.
- **Supplier Qualification, Certifications and Audits:** Ensure that our suppliers maintain relevant certifications and undergo regular compliance audits.
- **Policy Development:** Initiating the development of a robust framework and action plan to further reinforce our commitment to ethical sourcing.

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Remediation Measures

During this reporting period, Delta Controls did not identify any evidence of the use of forced labour or child labour within its supply chain and therefore no measures were needed to remediate forced labour or child labour in our activities and supply chains.

In the event of such an occurrence, Delta Controls is dedicated to collaborating with our suppliers to resolve any issue encountered, prioritizing support for affected individuals in vulnerable positions. This approach aims to eliminate harm and prevent further loss of income to those affected.

Remediation of loss of income

As Delta Controls has not yet assessed its activities and supply chains, the company has undertaken no steps to eliminate forced labour or child labour risks. This section is therefore not applicable to the company.

Training

During the reporting period, Delta Controls did not provide employee training regarding human rights issues, but we are committed to acting ethically and with integrity in all business relationships. These represent core values of the organization, and we will continue to examine ways to enhance our human rights training practices. During the next reporting period, Delta Controls will assess awareness and training requirements and improve our processes accordingly.

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Assessing effectiveness

An annual review will be conducted with input from key stakeholders to make the necessary updates based on new and evolving information resulting from ongoing updates and supply chain scrutiny.

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Approval and 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.



John V. Nicholls
Director and President
Delta Controls Inc.

August 13th, 2024

I have the authority to bind Delta Controls Inc.

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