



## ENS' Fighting Against Forced Labour and Child Labour Annual Report



## Energy Network Services (ENS) Fighting Against Forced Labour and Child Labour Annual Report

Energy Network Services (ENS) Fighting Against Forced Labour and Child Labour Annual Report (the "Report") is made in accordance with the applicable requirements of Canada's "Fighting Against Forced Labour and Child Labour in Supply Chains Act" (the "Act").

### INTRODUCTION

ENS is committed to conducting our business in a responsible and ethical manner, respecting the dignity and rights of all people, and protecting the environment.

As a leading Canadian Application Engineering Management company, we recognize our responsibility to ensure that our activities and supply chains are free from forced labour and child labour, and this is reflected in the policies and practices throughout our company.

In line with the requirements of the Act, this Report describes the activities of ENS, and its direct or indirect wholly owned subsidiaries that are reporting entities under the Act, to limit the risks of forced and child labour in our business and supply chains

This Report covers activities from September 1, 2022, to August 31, 2023 (the "Reporting Period").

This is a joint report under the Act for the following reporting entities (the "Reporting Entities"):

- Unique Lighting Controls Corp
- Unique Lighting Services

The information in this Report applies generally to all Reporting Entities. In this report "we", "us", "our", "company" and "ENS" means collectively, the Reporting Entities as defined above.

### OUR COMPANY

ENS is a national Application Engineering Management Company. We lead in the provision of innovative and cost-effective lighting and lighting controls services for improving energy performance for commercial, industrial, and institutional facilities in the private and public sectors. Our expertise extends to all stages of an energy management projects, planning, implementation, financing, and monitoring. ENS also provides solutions beyond building lighting and controls. These include, Smart City Solutions, and EV Charger Deployments

ENS was initially incorporated under the Canada Business Corporations Act on August 31, 1993.

## OUR BUSINESS & SUPPLY CHAIN

### a. Our Business

ENS has office locations across Canada and employs approximately 130 individuals. As part of our pre-employment onboarding checks we verify that all our employees are legally permitted to work in their applicable provinces. ENS does not manufacture goods in Canada or elsewhere. Due to the nature of our business and the products that we sell, we consider our business and supply chains to be at a low risk of forced or child labour.

Based on the Free Global Slavery Index, Canada is considered low on the vulnerability to forced labour and child labour scale.

## ADDRESSING FORCED AND CHILD LABOUR IN OUR BUSINESS AND SUPPLY CHAINS

### a. Overview

ENS acts with a high standard of governance and integrity, consistent with best practices in our industry. This involves implementing policies, structures, and processes based on integrity, honesty, respect, accountability, transparency, fairness, equity and consistency,

ENS is committed to conducting its business in a manner that respects the rights and interests of all its stakeholders, including its customers, employees, Supply Chain Partners, and communities. Below is an overview of the main aspects of ENS's supply chain due diligence, including our policies, procedures, and practices.

### b. Policies

ENS has a Human Rights Policy that sets out the principles and expectations for all our employees, directors, and officers. The Human Rights Policy expressly requires compliance with all applicable laws and regulations and that we operate with the highest standards of ethical conduct.

### b. Supply Chain

ENS's supply chain consists of distributors, manufacturers, vendors, suppliers, partners and others with whom we conduct business ("Supply Chain Partners").

We source products either directly from reputable vendors or manufacturers ("OEMs") (such as Signify, Acuity, Current, etc.) or through our trusted third-party distributors who have direct relationships with the OEMs. Most of the products we sell in Canada comes from OEMs based in Canada and the United States.

ENS continuously improves to provide a non discriminatory environments by a zero tolerance to harassment and violence policy. This is maintained and implemented with a fair and equal treatment with ENS's governing, managing employee, membership/client and volunteer structures.

Providing an inclusive workplace where all employees can feel valued and respected is a central part of our culture.

We value our employees and take great learnings from their experiences and perspectives. ENS is a Canadian company and with our presence across Canada and every part of our business we strive to create an inclusive culture in which differences are identified, valued and contribute to our successes.

c. Supply Chain Diligence

ENS conducts due diligence in its supply chain to ensure that products are sourced, manufactured, and delivered in accordance with a high standard of responsible business conduct, environmental stewardship, and social and governance initiatives. From a supply chain perspective, we source most of our products via authorized distributors, who maintain the downstream relationships with the OEMs.

ENS relies on our Supply Chain Partners to self-audit and monitor their compliance and that of their own supply chains,

d. Training

To ensure an understanding of the risks of forced or child labour in our business, ENS employees are required to complete mandatory training, which includes reviewing ENS's Human Rights Policy.

**CORPORATE SOCIAL RESPONSIBILITY**

a. Environment Sustainability

ENS recognizes the importance of reducing its environmental impact and promoting sustainability in its supply chain. ENS strives to reduce its greenhouse gas emissions, energy consumption, waste generation, and resource use both internally and throughout our procurement and distribution processes. As indicated in our Sustainability Policy, we are committed to finding ways to reduce the impact of our work both in the office and community.

ENS's Environmental Policy is committed to protecting the natural environment and promoting workplace and projects that minimize the environment impact while contributing to a sustainable future.

b. Social Responsibility

Our commitment to social responsibility centers on building a more equitable and inclusive organization where our people feel welcome and empowered to succeed and showing our talent and resources how to positively impact our communities and society.



---

### APPROVAL AND ATTESTATION

This report is for the Reporting Entities subject to the Act as set out in Section 1 above and has been approved by ENS's Board of Directors pursuant to subparagraph 11(4)(b)(ii) 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 Reporting Entities. 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 Period.

I make the above attestation in my capacity as a director of the Board of Directors of ENS for and on behalf of the Board of Directors of ENS. I have the authority to bind ENS.

A handwritten signature in blue ink that reads "N. Bhatia".

---

NEHA BHATIA

DIRECTOR, Energy Network Services Inc.

