



115 Brunswick Blvd. Suite 102  
Pointe-Claire QC H9R 5N2  
Tel : (514) 695-9090  
Toll-Free : (877)255-0004

## Greenlite Lighting Corporation

### Forced Labour Report

This report is made in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") by Greenlite Lighting Corporation.

- Our Vision, Mission, and Values

Greenlite Lighting Corporation (called Greenlite) is based in Montreal, Quebec, Canada, and has been a trusted partner of Energy Star for LED lighting, promoting a portfolio of residential energy-saving products, including smart thermostats, smart Home Products and EV Chargers. The company has been rewarded many times as a woman-owned diverse entity.

Our mission is to enable energy and water conservation in different demographics and geographies through affordable, high-quality, energy-efficient products and services.

We believe our employees and business partners are part of main reason of our success in a long-term business development. Thus, Greenlite has been contributing to the effort on labour management with our vendors together for many years to constantly improve our policy to make our life better off. We are passionate about what we do and honest about how we do it.

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- Risks of Forced Labour or Child Labour in Our Supply Chain

Greenlite is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment and remain in material compliance with all health and safety laws applicable to the operation and use of the facilities at which products are manufactured or stored on our behalf. Greenlite's exposure to forced labour and child labour risks is considered low.



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- How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

Greenlite is committed to supporting the responsible sourcing of its materials from suppliers who share our values regarding human rights and ethics. Greenlite's Supplier Manual contains a Supplier Code of Conduct, which lays out the obligations of its suppliers. The Code of Conduct formalizes Greenlite's expectation that our suppliers be good corporate citizens and comply with all applicable laws and regulations, including those governing the manufacture of our products, safety, child labour, employment, labour and the environment. Greenlite takes its values and its Code of Conduct seriously and view it as the foundation and critical element of any supplier relationship. The terms and conditions of purchase further require sellers to certify that all goods furnished shall have been produced in compliance with all applicable requirements of CTPAT Minimum Security Criteria – Foreign Manufacturers – March 2020 booklet. Credible information regarding a potential violation of the Global Anti-Human Trafficking Policy and the Human Rights Policy, whether discovered by Greenlite, employees and agents, or suppliers and their employees and agents, should be promptly reported to the Greenlite Human Resources Department and prohibits retaliation against anyone who reports a concern in good faith.

Since 1994, Greenlite has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations and keeps monitoring and auditing our suppliers' working environment year by year.

- 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.



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Signature:

A handwritten signature in blue ink, appearing to read 'Nina Gupta', with a long horizontal flourish extending to the right.

Nina Gupta  
President & CEO  
May 27th, 2024

I have the authority to bind Greenlite Corporation.