

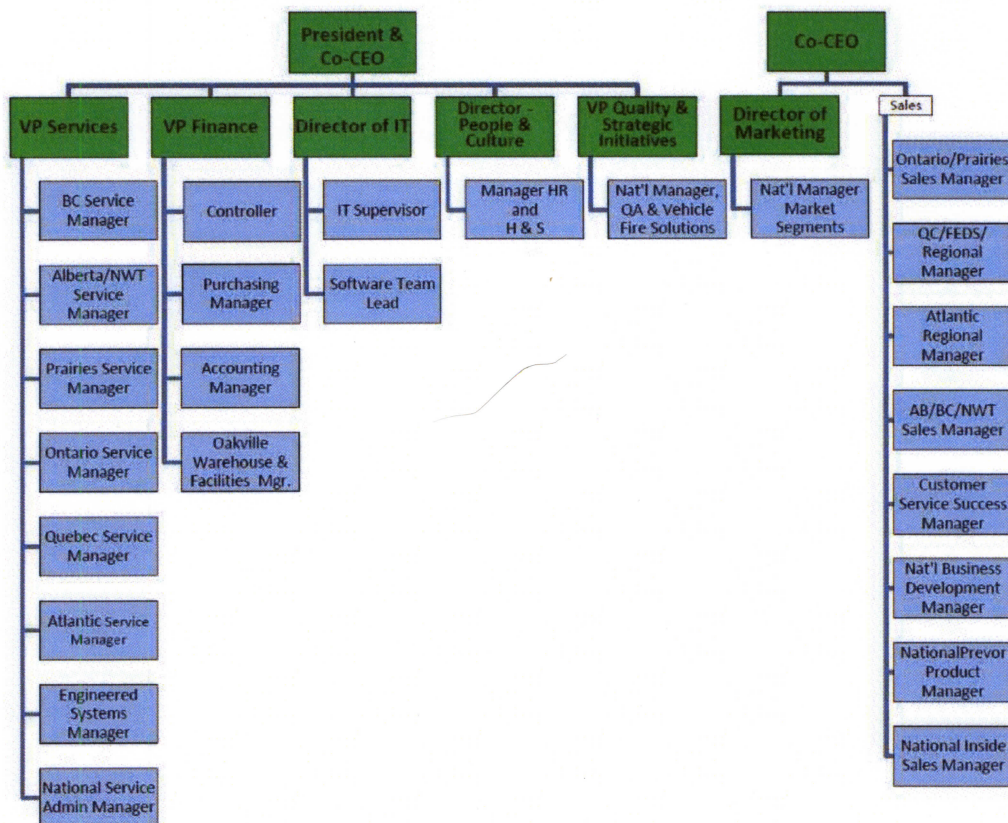


Modern Slavery Report for Levitt-Safety Limited Introduction

This report is prepared in accordance with the requirements of Canada’s Bill S-211, aimed at combating modern slavery. Levitt-Safety Limited is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations and our supply chain. This report outlines the steps we’ve taken during the fiscal year ending December 31, 2023, to prevent and address forced labor and child labor. The report also includes a plan for the fiscal year ending December 31, 2024.

Company Overview

Levitt-Safety Limited is a privately owned corporation engaged in the sale, rental, design, assembly, distribution, installation, training, consulting, inspection, maintenance and repair of fire, safety and environmental products, software, and services across Canada. We employ approximately 400 employees in 18 branches from coast to coast. The current organization chart follows.





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In 2023, Levitt-Safety has a supply chain of 486 active vendors worldwide. 474 of those vendors are in North America, 6 in Europe, 4 in Asia, and 2 in Australia/New Zealand.

Policies in Relation to Slavery and Human Trafficking

In 2023, we reviewed and updated our Modern Slavery Policy Statement to include the responsibilities of Canada's new Modern Slavery legislation. This statement is used as the basis of our internal procedures and training programs. It is included in our Employee Guide and is published on our local intranet, which can be accessed or shared with all new and existing employees.

The company also investigated ways to review our supply chain for modern slavery risks and enable us to effectively mitigate any concerns we discover in the review process. In December of 2023 we chose to join Sedex and connect with our key customers and vendors within that platform. Training in the use of the Sedex software was undertaken by the Purchasing Manager and Quality Assurance/Regulatory Compliance Coordinator in the first quarter of 2024. They are tasked with becoming proficient in using the system and training others in roles that are likely to encounter modern slavery in their day-to-day routines to do the same by the end of the second quarter of 2024.

Due Diligence Processes for Slavery and Human Trafficking

Levitt-Safety maintains a Business Code of Ethics. We have also established processes to identify, prevent, and mitigate the risk of modern slavery in our internal operations and supply chain. These processes include:

1. **Risk Assessment:** In 2023, Levitt-Safety did not find any evidence of modern slavery within our supply chain and as a result did not undertake any remediation activities to date. It was determined that the Personal Protective Equipment (PPE) manufacturers located in Asian countries presented our highest likelihood of forced or child labour and human trafficking. These companies will be the focus of our efforts through the Sedex program in 2024. A list of the top-level vendors was compiled, and further research was conducted to request information on modern slavery policies at the top 50 vendors. These policies were reviewed, and records were kept.



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- 2. Supplier Audits:** In October 2023, the Purchasing Manager travelled to Asia to perform site visits on four existing suppliers of PPE products, two in Taiwan and two in South Korea, as well as two in Myanmar that were interested in becoming our suppliers. This review included tours of the factories used by these companies to produce their products and meetings with their senior management, human resources, sales, and production teams. This review included many aspects of the modern antislavery risks. As a result of the investigation, the existing suppliers in South Korea and Taiwan all are meeting the modern slavery requirements, while the two potential suppliers in Myanmar were disqualified due to human rights concerns.

In 2024, the plan is to visit one future supplier of PPE clothing in Bangladesh and two companies in Taiwan for our prescription eyewear program. If there is a reasonable likelihood that we can work with these companies, we will have Sedex auditors perform a more in-depth ethical trade audit before making a final decision on starting business relationships with these companies. We are also making connections with other member companies manufacturing PPE products within the Sedex platform in 2024.

- 3. Training and Capacity Building:** A Modern Slavery Awareness training program was developed internally and is mandatory for all new and existing employees beginning in 2024. The content is offered online as part of our internal Learning Management System and includes a test process which all employees must pass before concluding the course. Records of the training are maintained. The course is required to be completed by each employee annually.

An additional program that goes into more detailed aspects of identifying and reporting Modern Slavery will be prepared in 2024. The intended audience will be employees that are more likely to encounter various forms of modern slavery as part of their day-to-day activities, including those with contracting or purchasing responsibilities.

The vendor vetting and onboarding, and vendor performance monitoring processes within our ISO 9001 Quality Management System are being improved upon to provide tools for identifying and reacting to incidents of modern slavery within the supply chains going forward. Getting more people involved in Sedex will also improve our connections to vendors.



Modern Slavery Report for Levitt-Safety Limited Effectiveness in Combating Slavery and Human Trafficking

Levitt-Safety has an effective system for managing these risks internally by practicing and keeping our employees focussed on all aspects of our Face of Levitt-Safety Fundamentals in everyday activities.

In 2023, it was determined that our existing ISO 9001 Quality Management System tools used for identifying modern slavery risks within our supply chain, and any opportunities for improvement, was very limited and did not reach very far into the supply chain. This led to the choice of using Sedex as a better tool to provide specific, measurable goals and improve our performance in 2024. As our usage of this platform increases, we are more likely to have an effective system of identifying modern slavery risks. Measurable Key Performance Indicators around our anti-modern slavery processes and procedures will be planned for in 2025.

The senior management team is demonstrating their commitment to reviewing our environment, social, and governance policies annually as part of our regular management review and business planning meetings.

Endorsement

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 Levitt-Safety Limited. 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 fiscal period ending December 31, 2023.

I have the authority to bind Levitt-Safety Limited.

Bruce Levitt

President

22 May 2024

Full name

Title

Date

A handwritten signature in black ink, appearing to read "Bruce Levitt".

Signature