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## **2024/25 MODERN SLAVERY REPORT**

This report provides CLEANTEK Industries Inc., a corporation as defined by Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (The Act), statement for the 2024/25 financial year and meets the reporting requirements of The Act.

### **STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS**

CLEANTEK Industries Inc. (TSXV: CTEK) is a Calgary-based clean technology company specializing in eco-sensitive wastewater treatment and sustainable lighting rental solutions. Our core products are designed to reduce environmental impact while optimizing operational efficiency in industries such as oil & gas, mining, and industrial utilities.

Currently, CLEANTEK employs 31 staff located across 2 offices (Calgary, Alberta, and Midland Texas) and at various field sites.

CLEANTEK's core operations and specific systems are deployed across Western Canada and the United States, primarily servicing clients in oil and gas, midstream, mining, construction, and industrial sectors.

### **POLICIES AND ITS DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR**

CLEANTEK unequivocally denounces forced labour or child labour in any form. CLEANTEK's heritage provides an important foundation of values, credibility, and ethics for the benefit of all our employees and stakeholders. CLEANTEK's Code of Conduct dictates the standard of ethical conduct and behaviour when representing CLEANTEK in dealing with its suppliers, business partners, and customers to ensure that the organization operates within the company values we uphold.

### **BUSINESS AND SUPPLY CHAINS RISKS**

CLEANTEK's supply chain consists of a network of trusted partners, including third-party contractors, preferred vendors, service providers, consultants, transportation companies, and parts manufacturers, that enable us to manufacture a suite of energy service equipment. While manufacturing of Cleanetek's equipment takes place in Canada., many components are globally sourced and imported, before integration into Cleanetek's proprietary systems and deployment to end-users.

When entering into purchase agreements with new suppliers, CLEANTEK seeks testimonials and conducts safety audits before awarding new work. Each contract is subject to CLEANTEK's commercial terms and conditions outlining the responsibilities of its vendors in fulfilling the contract.



The standard set of commercial terms and conditions contain clauses in which vendors warrant that all items purchased have been produced, sold, and delivered in compliance with the relevant labour laws and regulations, and that all contracts shall be governed by the laws of the province of Alberta. Any purchase order can be cancelled, in whole or in part, at CLEANTEK's discretion should it identify any instance of inappropriate conduct by any of its suppliers.

CLEANTEK will raise any inappropriate conduct, should it be identified, to the vendor's attention to determine a course of action for remediation. In the event that there is no course of remediation that is satisfactory to both CLEANTEK and the vendor, CLEANTEK will cancel the contract as set out in the commercial terms and conditions.

#### **MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR, INCLUDING TO REMEDIATION OF THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES**

CLEANTEK has not identified any instances of forced labour, child labour, or loss of income to vulnerable families due to forced or child labour in its activities or supply chain. Using the framework for identifying occurrences of forced and child labour in its supply chain, CLEANTEK will ensure any instances potentially identified will be immediately addressed and remediated appropriately.

Every employee, contractor, business, or third-party provider has the right and responsibility to ask questions, seek guidance and report any suspected breach and/or grievance in relation to forced labour and child labour practices. Reporting is protected and highly encouraged. To obtain guidance or to raise any concerns related to compliance, our employees and/or contractors may speak to our Management Team, or a member of the Human Resources team.

#### **POLICIES & TRAINING TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR**

All CLEANTEK employees are required to review and acknowledge the company's Code of Conduct, Respectful Workplace Policy, and the Code of Business Conduct and Ethics section of the Employee Manual as part of the onboarding process.

CLEANTEK updates its Employee Handbook on an annual basis and will provide targeted training as needed to reinforce expectations around human rights and business conduct.

CLEANTEK is committed to maintaining responsible business practices and supply chains. The assessment of our processes is subject to internal audits, supplier assessments, contracting practices, and third-party evaluations to scrutinize compliance with ethical labour practices. Additionally, ongoing collaboration with stakeholders, engagement with industry best practices, and the continuous development and enhancement of due diligence processes contribute to a comprehensive evaluation framework. This proactive and vigilant approach ensures a thorough assessment of the entity's efforts in maintaining a responsible and ethical business environment.



## CONCLUSION

In closing, CLEANTEK's Board of Directors, Executive Leadership, management, staff, and business partners will continue to work together to further the commitment to fight forced and child labour. This partnership will help ensure that human rights are being respected throughout CLEANTEK's workforce and supply chains.

Internal assessments indicate that the overall risk within CLEANTEK is low, however further investigation into CLEANTEK's supply chain is in the process of being conducted to further mitigate any risk of forced or child labour in its direct and indirect suppliers.

This statement has been approved by CLEANTEK Industries Inc's Board of Directors

## 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 this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the above report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind CLEANTEK Industries Inc.

A handwritten signature in black ink, consisting of several overlapping loops and a trailing line, positioned above a horizontal line.

Signature of Board Member

The name 'PAUL COLUCCI' written in a cursive, handwritten style in black ink, positioned above a horizontal line.

Printed Name

A handwritten signature in black ink, appearing to be 'Riley Taggart', positioned above a horizontal line.

Signature of President & CEO

Riley Taggart

Printed Name

Effective: January 1, 2025