



IDEAL INDUSTRIES, INC.

5/30/2025

May 30, 2025, Report

This report covers activities undertaken from January 1, 2024, to December 31, 2024. It does not disclose commercially sensitive information that would expose the company to legal risk or compromise the privacy of any persons.

The following steps were taken to prevent and reduce the risks of forced labor and child labor.

The table below lists the relevant entities covered under this report's analysis.

| Entity | Location |
|---------------------------------|---------------|
| IDEAL Industries, Inc. | United States |
| IDEAL Industries (Canada), Corp | Canada |
| Anderson Power Products | United States |
| Enatel Inc | United States |

Raw materials are sourced from both domestic and international suppliers and then shipped to manufacturing facilities in the US and Canada for further processing. Finished goods are also purchased from foreign countries and then shipped to North American locations for final conversion, kitting, or pass-through shipping to the customer.

Shipments of foreign goods (raw materials and finished goods) arrive directly at North American locations for further processing, such as manufacturing, assembly, and packaging.



IDEAL INDUSTRIES, INC.

In 2023, the Global Supply Chain Committee enhanced the existing compliance program. They finalized a Code of Conduct and a Global Supplier Manual and implemented a formal assessment plan to evaluate and approve new suppliers and/or continue existing relationships.

Within the Global Supplier Manual, the company encouraged suppliers to have a thorough understanding of their supply chains, extending beyond their direct suppliers, to help identify prohibited forms of labor, such as slave, convict, indentured, forced, or child labor, early in the process, allowing them to avoid it. The company requested that our partners demonstrate due diligence, effective supply chain tracing, and supply chain management measures to ensure they do not export any goods made, in whole or in part, by forced labor.

Suppliers are also requested to collect evidence to ascertain that the goods were not mined, produced, or manufactured wholly or partially by forced or child labor. Appropriate supporting documentation includes but is not limited to forced labor engagement and training with their suppliers, written instructions of suppliers’ expectations forbidding the use of forced labor, monitoring compliance (self and independent) with those expectations, mapping of their supply chain, purchase orders, invoices or receipts, packing lists, bill of materials, certificates of origin, payment records, sellers’ and buyers’ inventory records, shipping records, import/export records, workers involved in the production of the goods, such as wage payment and production output per worker, worker recruitment and internal controls to ensure that all workers were recruited and are working voluntarily, etc.

This was Phase I of the program to aid in forced and child labor prevention efforts.



The company has not found any parts of its business or supply chains to carry a risk of forced labor or child labor. The process of assessing, auditing, and managing the risk of forced labor or child labor began in 2023 and is still ongoing.

Additionally, the company has not taken any measures to remediate the loss of income to families affected by forced or child labor, as no such company activities have been found or reported.



IDEAL INDUSTRIES, INC.

IDEAL INDUSTRIES, INC. and its subsidiaries and affiliates (**Collectively, IDEAL**) are committed to conducting business ethically and honestly and in a way that promotes corporate social and environmental responsibility. This includes responsible supplier selection, which is achieved by partnering with suppliers who share IDEAL’s commitment to integrity. We understand that a supplier’s business practices and actions may impact or reflect upon IDEAL.

Therefore, IDEAL requires its suppliers (Suppliers), their employees, agents, and sub-suppliers to operate by the principles and ethical standards contained in the Supplier Code of Conduct (“Supplier Code” or “Code”) and Global Supplier Manual.

The Supplier Code outlines detailed standards and expectations for each supplier regarding labor and human rights, health and safety, environmental protection, business ethics, and management practices. The company established reporting methods for violations, and within the CoC, instructions were included to allow for a prompt method to report questionable behavior, concerns, or potential or actual breaches of the company’s Supplier Code upon learning of them and to implement a corrective action plan to cure the non-compliance within a specified time.


In 2023, the company finalized a formal assessment plan to evaluate and approve new suppliers and maintain relationships with existing suppliers. The process will help address the company’s effectiveness in preventing and reducing the risks of forced labor and child labor in our activities and supply chains. In 2024, the assessment form was further expanded. Our suppliers are now evaluated in various areas, including their efforts to prevent forced labor.

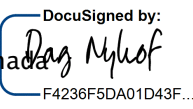
In 2024, the company implemented internal employee training to enhance overall understanding and awareness of forced and child labor. We also evaluated an external solution that is data-driven and promised to offer validated multi-tiered supply network mapping. Unfortunately, the solution was found not to provide actionable insights, and integration across a broad range of supply network challenges, including identifying tier 2 and 3 supply networks, was deemed too broad to enable the screening and prevention of forced or child labor. We will continue to look into further enhancements to our Forced Labor program in 2025.

Code of Conduct – Link - <https://www.idealind.com/us/en/legaljsupplier-code-of-conduct.html>

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.

I have the authority to bind ‘Name of Entity’

| | | |
|-------------|-------------|--|
| • Full name | Anshul Rao |  <p>Signed by: 47481AE6A9C54D4...</p> |
| • Title | Controller | |
| • Date | 30 May 2025 | |

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|-----------------|--|
| Dag Nyhof |  <p>DocuSigned by: F4236F5DA01D43F...</p> |
| GM IDEAL Canada | |
| 30 May 2025 | |