



2024 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

This report has been prepared by **Sirius Instrumentation and Controls, Inc.** to comply with the requirements of *Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act* for financial year ending April 30, 2024.

Structure, activities, and supply chain

Sirius Instrumentation and Controls Inc. (Sirius Controls), incorporated in April 2003 in Alberta, Canada, is a designer and manufacturer of proprietary chemical injection pumping and monitoring systems. The company offers a comprehensive range of solar-powered chemical injection systems, AC chemical injection systems, environmentally sustainable tank systems, and solar products. Headquartered in Edmonton, Alberta, Sirius Controls focuses on innovative engineering and remained at the forefront of technology in both the chemical injection and solar industries. Its commitment to advancing sustainable solutions and maintaining high standards of quality is integral to its operations and supply chain.

Policies and due diligence processes

Sirius Controls is committed to responsible practices in its operations and supply chain, prioritizing the rights and safety of its workers. The company assesses the risk of forced labour and child labour as low and emphasizes a thorough vetting process, ensuring that all suppliers undergo rigorous evaluation covering product quality and policies.

In 2024, Sirius Controls maintained its standard quality and sourcing policies, which include vetting and screening its supply chain against high standards and expectations. Moving forward, the company plans to evolve these standards to improve their effectiveness and better detect potential concerns related to forced labour and child labour.

Sirius Controls' senior management team regularly reviews and updates policies, procedures, and practices during the Annual Management Review Meeting. While the company continues to strengthen its existing practices, a specific policy addressing the risks of forced labour and child labour will be developed and implemented in 2025, further enhancing its commitment to protecting workers and upholding ethical standards.

Forced labour and child labour risks

Utilizing the practices, as outlined in this report, the management of Sirius Instrumentation and Controls Inc., assesses the risk of forced labour and child labour in its operations and supply chains to be low. The company is committed to maintaining a high standard with respect to the use of ethical labour initiatives within its operations and supply chain.



Remediation measures and remediation of loss of income

Sirius Controls has not identified any instances or received complaints regarding forced or child labour within its operations or supply chain, nor have any such issues arisen in the past financial year. As a result, no remediation measures have been necessary.

Training

Sirius Controls provides on-the-job and recurring training to ensure that the employees are well-equipped to perform their roles effectively. In 2025, the company is committed to offering comprehensive training for all employees on the importance of human rights and the prevention of forced and child labour.

Assessing Effectiveness

In the past financial year, Sirius Instrumentation and Controls Inc. upheld ethical labour practices, ensuring integrity in its operations and supply chains. The company is committed to maintaining and continuously improving the effectiveness of its efforts to prevent and address these risks in the coming years.

Approval and attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.

Thakur Sekhon
President & CEO
March 12, 2025

I have the authority to bind Sirius Instrumentation and Controls Inc.