



2026 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 December 31, 2025.

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 chemical injection systems comprised of pumping, monitoring, 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 ethical business practices and responsible supply chain management, with a strong focus on protecting workers' rights and preventing forced labour and child labour.

During the reporting period from May to December 2025, the company strengthened its due diligence process by implementing a Vendor Compliance process supported by a standardized supplier questionnaire distributed to all active vendors. This questionnaire formed part of the vendor evaluation process and was designed to assess supplier awareness, compliance, and potential exposure to forced labour and child labour risks within their operations and supply chains.

Suppliers were required to review and acknowledge Sirius Controls' Modern Slavery Policy and respond to questions related to forced labour and child labour prevention, including compliance with minimum age employment laws, supply chain monitoring practices, awareness of labour violations within their operations or supplier networks, and employee training on human rights and prevention of forced and child labour.

In addition, Sirius Controls established a Supplier Code of Conduct, which outlines expectations for ethical business practices. All suppliers are required to review and comply with this Code of Conduct as part of the vendor evaluation and approval process.



Senior management continues to review relevant policies, procedures, and supplier compliance practices during the Annual Management Review Meeting to support ongoing compliance and continuous improvement.

Forced labour and child labour risks

Sirius Controls recognizes that risks of forced labour and child labour may exist within global supply chains, particularly where raw materials and manufactured components are sourced through multiple suppliers and regions.

During the May to December 2025 reporting period, Sirius Controls reviewed supplier responses to its Vendor Compliance questionnaire, which assessed supplier compliance with minimum age employment laws, awareness of forced and child labour risks, and labour practices within their operations and supply chains.

Based on this review, Sirius Controls did not identify any known instances of forced labour or child labour within its direct operations or immediate supply chain. The company remains committed to maintaining ethical sourcing practices and strengthening supplier due diligence in future reporting periods.

Remediation measures and remediation of loss of income

During the reporting period, Sirius Controls did not identify any known instances of forced labour or child labour within its operations or direct supply chain through its vendor compliance review.

As no cases were identified, the company did not undertake any direct remediation measures, or any measures to remediate the loss of income.

Training

Sirius Controls have conducted formal training previously and continued orientation for new employees supports awareness of ethical labour practices.

In addition, new vendors were required to review the Supplier Code of Conduct and acknowledge compliance with Sirius Controls' Modern Slavery Policy as part of the vendor evaluation process.

Assessing Effectiveness

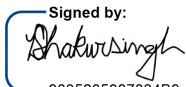
Based on its review of existing policies, supplier compliance processes, and internal practices, Sirius Controls believes the risk of forced labour and child labour within its direct operations is low.

The company remains committed to assessing and monitoring modern slavery risks across its operations and supply chain by strengthening supplier accountability, maintaining ethical sourcing practices, and continuously improving its due diligence processes.



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.

Signed by:

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Thakur Sekhon
President & CEO
May 29, 2026

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