



# STANPRO

STANDARD PRODUCTS INC.

## FIGHT AGAINST FORCED LABOUR IN CANADIAN SUPPLY CHAINS

STEPS TAKEN TO PREVENT AND REDUCE RISKS  
OF FORCED LABOUR AND CHILD LABOUR

STANDARD PRODUCTS INC.  
MONTRÉAL, QC, CANADA

ENTITY ANNUAL REPORT  
104987722RC0002

REPORTING PERIOD: JANUARY 1, 2025 – DECEMBER 31, 2025  
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# TABLE OF CONTENTS

- 3 Structure, activities, and supply chain
- 4 Policies and due diligence in relation to forced labour and child labour
- 4 Parts of business and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk
- 5 Measures taken to remediate any forced labour or child labour
- 5 Measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour in activities and supply chain
- 5 Training provided to employees on forced labour and child labour
- 6 Assessment of effectiveness in ensuring that forced labour and child are not being used in the business and supply chain
- 7 Annex
- 7 Attestation

This 2025 Forced Labour and Child Labour Report is submitted by Standard Products Inc. in accordance with Section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* of Canada. It has been prepared in accordance with the mandatory reporting criteria outlined in Section 11(3) of the Act.

This Report covers the activities undertaken by Standard Products Inc. during the fiscal year commencing on January 1, 2025, and concluding on December 31, 2025.

## STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

**STANDARD PRODUCTS INC.**, headquartered in Montreal, Canada, stands as a prominent Canadian lighting manufacturer renowned for its comprehensive range of lighting solutions. Founded in 1961, the Company designs, manufactures, and distributes emergency lighting systems, luminaires, lamps, and lighting controls for residential, commercial, and industrial markets across Canada.

The corporation currently employs close to 250 individuals nationwide. STANDARD has a significant involvement with Electro-Federation Canada (EFC), a national association representing electrical manufacturers, distributors, and other industry stakeholders in Canada. As a member of EFC, it collaborates with other industry leaders to address common challenges, promote best practices, and drive innovation in the electrical and lighting sectors as well as contributing to industry-wide initiatives aimed at advancing technology, sustainability, and safety standards.

Our manufacturing plant and headquarters are in Montreal, and we operate regional sales offices located in Quebec City, Dartmouth, Toronto, Winnipeg, and Vancouver. STANDARD has the widest presence in Canada, supplying large and medium sized distributors as well as specialized retailers from coast-to-coast from our distribution centers located in Montreal and Vancouver.

Products and components are sourced predominantly within North America and China. Smaller-scale quantities are imported into the country from Germany, Taiwan, and Japan. Whether it's finished products, semi-assembled parts, or components, all our procurement is conducted through direct partnerships with our suppliers.

All manufacturing processes, including design, engineering, assembly, and quality control, are carried out at our facilities in Montreal and Vancouver, Canada. We actively participate in the design of any purchased finished goods, ensuring all products undergo rigorous in-house testing to maintain quality standards. Our quality assurance processes and certification verifications are highly stringent. We ensure that all products and services, such as lighting layouts or counseling, adhere to regulatory requirements, performance standards, and safety specifications.

Our inventories are distributed from our distribution center in Montreal or shipped to our distribution center in Vancouver for distribution across the western regions of the country.

We boast a dedicated team of engineers who provide robust after-sales service, including on-site evaluations, without the involvement of third-party service providers.

# POLICIES AND DUE DILIGENCE IN RELATION TO FORCED LABOUR AND CHILD LABOUR

We are dedicated to ensuring the highest standards of integrity and ethics throughout our supply chain. Our policies and processes aim at preventing forced labour and child labour in any part of our supply chain. All suppliers in affected regions have been required to review and sign our policy, and we maintain close monitoring remotely and through annual visits to their factories.

Our policy not only mandates compliance from our direct suppliers but also extends to their suppliers in high-risk regions, notably China. The geographical proximity of these suppliers enables us to monitor their activities during our visits if we consider it necessary. Furthermore, our suppliers are obligated to promptly notify us if they become aware of any instances of forced and child labour within their supply chains. Any breach of this policy or refusal to comply will result in the immediate termination of our partnership.

## PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR OR CHILD LABOUR BEING USED AND THE STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

As identified by Bill S-211, the electronics industry in China poses a risk of forced labour and child labour, which is a concern given that many of our electronics manufacturing partners operate within this sector. Following analysis, STANDARD has determined that this is what represents the primary risk for our organization. However, we maintain a direct supply chain with our partners, ensuring there are no intermediaries between our procurement team and these suppliers. Partner selection is based on the transparency of their operations, enabling us to exert a certain degree of control over potential risks.

This determination is reinforced by our annual plant visits to our key partners, during which we conduct internal assessments of forced labour or child labour risks. Visual inspections are conducted to validate the information provided verbally and in writing.

Furthermore, we mandate signed declarations from our partners affirming the absence of forced labour or child labour in their own facilities and those of their suppliers, before engaging in a business relationship with them.

## MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR

In the event of any misconduct detected within our supply chain, we will take the following actions:

If forced labour or child labour is detected with a direct supplier, we will immediately cease all business dealings with the supplier and transition operations to alternative suppliers that fully comply with the Company's strict standards for ethics and integrity.

If misconduct is identified within our manufacturer's supply chain, they are required to promptly notify us and terminate their partnership with the supplier involved. We will cease business dealings with them to facilitate the rectification of the situation. Failure to address the issue within the specified timeframe will necessitate a change in suppliers.

## MEASURES TAKEN TO REMEDIATE THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES THAT RESULT FROM ANY MEASURE TAKEN TO ELIMINATE THE USE OF FORCED LABOUR OR CHILD LABOUR IN ACTIVITIES AND SUPPLY CHAIN

To date, the Company has not identified any instances where measures taken to eliminate forced labour or child labour in its activities or supply chains have resulted in a loss of income for vulnerable families.

Based on the information currently available through the Company's existing processes and oversight of its activities and supply chains, no such impacts have been identified.

## TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

The Human Resources Department has implemented an internal awareness approach aimed at informing employees about forced labour and child labour, including their definitions, the Company's expectations, and the principles governing its supply chain.

As part of the hiring process, all new employees are required to review the Company's policy on forced labour and child labour prior to their starting date. Employees must also sign an acknowledgment confirming that they have read and understood this policy. This requirement applies to all employees across the organization. Signed documents are retained in each employee's file within the Company's human resources management platform, ensuring traceability and proof of compliance.

This approach takes into consideration the Company's current structure and may evolve over time to further strengthen awareness and training practices, as needed.

## ASSESSMENT OF EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD ARE NOT BEING USED IN THE BUSINESS AND SUPPLY CHAIN

The Company assesses the effectiveness of its efforts to prevent the use of forced labour and child labour through ongoing monitoring of its suppliers and supply chains. This assessment is based on periodic reviews of supplier commitments, including compliance with the Company's policy, as well as observations gathered during annual visits to supplier facilities.

The Company also considers information obtained through its regular communications with suppliers to identify any potential signs of risk or non-compliance. To date, no instances of forced labour or child labour have been identified in the Company's activities or supply chains.

The Company nevertheless recognizes the importance of continuously improving its evaluation mechanisms and intends to strengthen its monitoring tools to better measure the effectiveness of its actions.

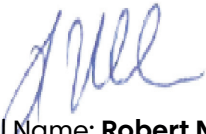
# ANNEX

## ATTESTATION

### ANNUAL REPORT 2025 – FIGHT AGAINST FORCED LABOUR IN CANADIAN SUPPLY CHAINS

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 STANDARD PRODUCTS INC.*



Full Name: **Robert Nadler**

Title: President

Date: May 15, 2026

**STANPRO**

STANDARD PRODUCTS INC.

