

Iridian Spectral Technologies Ltd.
Forced Labour in Canadian Supply Chains Act Statement 2024

The **Forced Labour in Canadian Supply Chains Act** requires certain organizations that do business in Canada to provide annual reports on how they address forced labour and child labour risks in their own operations and their supply chains. Iridian Spectral Technologies Ltd. (the “Company”), expects its suppliers to operate in a manner consistent with the Company’s Core Values of Trust, Team, and Excellence and to act ethically and with integrity in all aspects of business, including labor and human rights.

The Company is a manufacturer of custom optical filter solutions since our founding in 1998. The Company supports our customers optical products across a wide range of geographic and market areas. The Company’s products are sold in niche markets to a wide range of industries throughout the world. Accordingly, the Company’s businesses are affected by levels of industrial activity and economic conditions in Canada and in other countries where it does business.

The Company maintains a Supplier Code of Conduct (the “Supplier Code”), which applies to all suppliers of products, services or technology to the Company and its subsidiaries and affiliated entities. The Supplier Code requires our suppliers to comply with all applicable laws and regulations related to human rights, including forced and child labor, modern slavery, and human trafficking. The Company regularly reviews the Supplier Code, updating it as required, to reinforce the importance of responsible supply chain management, including the prohibition against forced and child labor, modern slavery, and human trafficking.

All suppliers to the Company’s businesses are provided the Supplier Code and are asked to review the obligations contained therein. The Company expects each supplier to adopt and carry out processes and procedures within its own organization that align with the Company’s Supplier Code. The Company reserves the right to audit suppliers’ compliance with these obligations. If a supplier fails to comply with the Company’s Supplier Code, the Company reserves the right to terminate its relationship with the supplier.

The Company suppliers are reviewed periodically to assess the risk of forced and child labor, modern slavery, and human trafficking based on specific factors, including the commodity or component they provide to the Company, supplier location, size, and other variables. Based on the results of those assessments, additional risk mitigation measures may be undertaken for those suppliers deemed to be higher risk. The Company does not believe that vulnerable families have experienced a loss of income because of our actions and will take measures to remediate this loss if we become aware of it.

Each year, management and employees in key positions responsible for supplier selection and supplier management attend training on the Company’s Supplier Code and policies regarding human trafficking, including how to identify signs of human trafficking and the various internal reporting mechanisms in place.

In addition, the Company maintains a Code of Business Conduct & Ethics (the “Code”) which requires the Company employees to conduct business ethically and with integrity, and to follow all laws and regulations wherever the Company conducts business. All employees are trained upon hire and annually on the Code. The Company also provides an annual U.K. Modern Slavery Act statement which can be found on our website.

The Company has established an ethics hotline where employees, suppliers or any member of the community can anonymously report violations of the Company’s Code or the Supplier Code, including alleged human trafficking, modern slavery, or unfair labor practices. The Company is

committed to responsible sourcing and combating human rights violations in its global supply chain. To communicate any unfair labor practices or human rights violations, contact the Company's Ethics Line toll-free at 866-292-2089 or by logging on to the Ethics Point website at www.ethicspoint.com.

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.

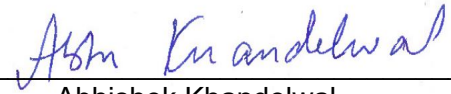
Abhishek Khandelwal, Director
George Laframboise, Director
Jenna Myszak, Director

Date: May 31, 2024
Financial Year 2024

Signature followed by I have the authority to bind Iridian Spectral Technologies Ltd.

[SIGNATURE PAGE FOLLOWS]

Dated: As of May 31, 2024



Abhishek Khandelwal



George Laframboise



Jenna Myszak