

Period covered by our Communication on Progress (COP)

From: March 31, 2021

To: June 29, 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

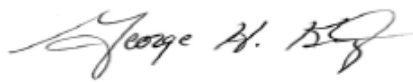
June 28, 2022

To our stakeholders:

I am pleased to confirm that RS Technologies Inc. (“RS”) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



George Kirby
Chief Executive Officer
RS Technologies Inc.

2. DESCRIPTION OF ACTIONS

Human Rights

Improving safety of the facilities

RS is working diligently to improve the safety for all employees. We have added a corporate health and safety manager and are working to have a health and safety professional in each location. We have active health and safety committees in both manufacturing locations. The incidence rate for recordable incidents continues to fall with records for time without a lost time injury continue to improve.

Diversity and Non-Discrimination policy

RS is in the process of developing a diversity and non-discrimination policy to ensure we have diversity in all aspects. This policy will include race, gender, sexual orientation and religion.

Maintaining Electrical Power

RS is a successful business providing quality products that allows the electrical power to remain on or be quickly restored through natural disasters like hurricanes and wildfires.

Labour

Slavery and child labour

Anti-slavery and anti-child labour clauses have been added to our purchasing documentation. This is to ensure that none of the products we are purchasing are produced by child or slave labour.

Salary planning / pay equity

RS has done extensive work in establishing a point-based salary grid that looks at job function independent of gender or other non-performance factors. Along with this salary grid active gathering of local salary data is used to ensure that the salaries are competitive in the areas in which RS is active.

Environment

Environmental policies

RS is actively developing environmental policies. These policies will lead to a reduction of waste and a reduction in carbon footprint. A goal to achieve ISO 14000 certification has been established.

Risk management

Through RS's Board of Directors, the Finance, Audit and Risk Committee has been established, has adopted a charter and has tasked management with the creation and organizational-wide adoption of an enterprise risk management (ERM) framework. The ERM scheme will allow for a methodical approach to RS's risk management.

Sustainability policy and goals

RS is developing a sustainability policy and is in the process of establishing the appropriate sustainability goals.

Develop sustainability scorecard

Once the policy and goals have been established, RS will develop a scorecard to track progress towards the goals.

RS Poles are environmentally friendly

The polyurethane-based resin formulations used to manufacture RS products is environmentally friendly. There is immaterial leaching into the soil. The nature of the material is long lasting with predicted life spans of 80 to 120 years.

Anti-Corruption

With respect to anti-corruption, RS staff are obligated to act in accordance with the company's Code of Conduct and Business Ethics (the "Code"), which includes, among other topics, information regarding ethics and appropriate behaviours when dealing with matters within and external to (i.e. customers, market channel partners, suppliers and vendors) RS. The Code also contains and sets out RS's Whistleblower Policy. Agreements between RS and third parties typically contain anti-corruption warranties and representations and guidance as to what is and is not appropriate in the context of commercial relationships.

3. MEASUREMENT OF OUTCOMES

As stated above, once the policies outlined herein are in place and have had goals and/or measures set for them, respectively, RS will develop a scorecard to track progress towards the goals.