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## SMART Technologies ULC


### Supplier Labour and OHS Audit Summary 2025

2025-05-05

As part of an ongoing journey to continuously improve our environmental, social and governance (ESG) standards, SMART has introduced direct supplier labour and OHS (occupational health and safety) audit reporting.

The summary below lists direct suppliers audited to date. SMART is expanding the audit scope over time.

<b>Geography:</b> <b>Number of facilities audited:</b> <b>Number of nonconformities:</b> <b>Percentage of nonconformities:</b>	China 1 2 100%		
	<b>Nonconformances</b>	<b>Repeat Nonconformances</b>	<b>Corrective Action Completion</b>
<b>Labour Provisions</b>	<b># %</b>	<b># %</b>	<b># %</b>
a) The International Labor Standards identified in the ILO Declaration on Fundamental Principles and Rights at Work and defined in the following Conventions:			
1) Freedom of association and collective bargaining (C. 87 and C. 98),			
2) Forced labor (C. 29 and C. 105),			
3) Child labor and the worst forms of child labor (C. 138 and C. 182),			
4) Discrimination (employment and occupation) (C. 111).			
b) Domestic law in the legal jurisdiction regulating:			
1) Minimum wages,			
2) Working hours,	1 50%	1 50%	0 0%
3) Overtime compensation,			
4) Employment contractual relationships	1 50%	1 50%	0 0%
c) Human trafficking as defined in The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime			
<b>OHS Provisions</b>	<b># %</b>	<b># %</b>	<b># %</b>



<p>a) OHS management system describing context of the organization.</p> <p>b) Leadership and worker participation including OHS Policy, Roles, Responsibilities, Accountabilities, and Authorities.</p> <p>c) Risk and hazard identification and assessment and determination of applicable OHS legal requirements and other OHS requirements and risks, including related actions and objectives to address them.</p> <p>d) Provision of resources competence and awareness, information and communication and documented information.</p> <p>e) Operational planning and control including operational controls that apply to outsourcing, procurement and contractors, emergency preparedness and response and change management.</p> <p>f) Performance evaluation including internal audits, monitoring and measurement, analysis and evaluation and management review.</p> <p>g) Incidents, nonconformities and corrective action, continual improvement of objectives and processes.</p>			
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