



POOL SAFE INC.

2024 Annual Report on Fighting Against Forced Labour
and Child Labour in Supply Chains

Corporate Information:

Reporting Entity's Legal Name | Business Number:

- Pool Safe Inc. | 84725 3259 RC0001

Reporting Entity's Active Subsidiary | Business Numbers:

- 1974134 Ontario Inc. | 84776 5104 RC0002

Financial Reporting Year:

- January 1, 2023 to December 31, 2023

Identification of a Revised Report:

- N/A

Identification of a Joint Report:

- N/A

Identification of Reporting Obligations in Other Jurisdictions:

- N/A

Sector:

- Manufacturing

Location:

- North York, Ontario, Canada

Report on Fighting Against Forced Labour and Child Labour

This report has been prepared by Pool Safe Inc. (the “Company” or “Pool Safe”) pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the financial year ending December 31, 2023. The Act requires certain entities and Government institutions to disclose a list of actions taking place to help prevent and reduce the risk that forced labour or child labour being used in its supply chain, production of goods or import of products into Canada. Canada has committed to help fight against forced labour and child labour through the commitment and requirement of reporting obligations. Pool Safe Inc. acknowledges the risks of forced labour and child labour in the global supply chain and is committed to continually evolving its due diligence practices, remediation and the development of training processes. We are also committed to promoting labour practices that protect the safety and human rights of workers, as well as preventing and mitigating the risks of forced labour and child labour in our supply chains.

About Pool Safe Inc.

Pool Safe Inc. designs, develops and distributes a product known as LounGenie, which functions as a multipurpose personal poolside attendant. LounGenie by Pool Safe Inc. is designed to provide safety, convenience, and peace of mind for hotels, resorts, waterparks, and cruise ship guests. The LounGenie is a unique way of providing vacationers with a comforting sense of security for their belongings, while offering the vendor opportunities to increase F&B sales, expedite customer service and drive revenue. Pool Safe Inc. is a fully reporting publicly traded company which is listed on the TSX Venture Exchange under the symbol “POOL”.

Steps to Prevent and Reduce Risks

This report (the “Report”) outlines Pool Safe’s governance practices, existing measures, and actions that the Company has and will continue to instill going forward. Pool Safe Inc. is committed to promoting values that respect human rights, both inside and outside of our organization as well as inside and outside Canada. Although Pool Safe is a microcap company that currently employes six full-time employees, it believes in maintaining high standards and values within the organization. These practices must be adhered to earlier in the Company's evolution to ensure the foundation and principles are established from the beginning. This includes the Company’s Code of Business Conduct and Ethics (“COBCE”) Policy in addition to the Terms of Reference for its Nominating and Corporate Governance committees. These policies are designed to ensure that Pool Safe operates in a manner that is both ethically considerate and respectful of the current work environment and standards. The Company adheres to all applicable laws and regulations yet does so in a manner that guarantees a high level of Corporate Governance and ethical standards. Pool Safe is firmly opposed to all forms of forced labour and child labour and will continue to maintain and evolve its business practices and standards for the betterment of its employees and the community.

Risk assessment and due diligence

Pool Safe’s greatest risk exposure is when, or if, a supply chain partner does not share the same values and high ethical standards it employs. It is difficult to determine when engaging in a new relationship,

however, and as a starting point, forced labour and child labour laws are shared and adhered to throughout developed nations. It becomes a more difficult analysis when procuring goods in higher-risk geographies. We recognize the potential risks of forced labour and child labour in an extended supply chain, but these complexities are minimized if one can procure products that are produced and manufactured in North America.

The Company can reduce its risk exposure by speaking and collaborating with its suppliers to better understand our mutual commitment to having and maintaining high standards when it comes to their internal Code of Business Conduct and Ethics. This includes combating forced labour and child labour. Pool Safe will ensure, to the best of its abilities, that there have been no violations or warnings from government agencies in our supplier system. Pool Safe's internal policies and procedures are the foundation for sound decision-making. Such policies can help the Company effectively reduce the risk of many improprieties including forced labour and child labour issues occurring across our supply chain and industry. These efforts have been part of the Company's business processes over the past decade and will continue to assist in ensuring and sustaining sound decision making.

Although Pool Safe's exposure to forced labour and child labour risks is considered considerably low, the Company does have a vibrant supply chain which requires regular sourcing and contingencies for its existing supply chain.

Internal Policies and Training to help prevent forced labour and child labour

Corporate Governance and Ethics are a key focus of discussion with new and existing employees. The Company believes it begins with its employees and therefore having an equivalent moral compass is a critical priority. Being a microcap size Company makes the task of identifying like-minded employees slightly easier. It is essential that all employees comprehend the importance of complying with the Company's Code of Business Conduct and Ethics in addition to fulfilling its principles and objectives. As of today, discussion amongst Pool Safe colleagues is the primary source of messaging for the Company as it pertains to Forced Labour and Child Labour. As the Company grows, all directors, officers and employees will all be required to certify that they have read, understand and will comply with the COBCE. As a larger company, Pool Safe will have the necessary resources to deploy capital towards developing a training program for its directors, officers, and employees on human rights and forced labour and child labour.

Assessing our effectiveness and continuous improvement

Pool Safe Inc. is committed to being a leader amongst its peers and in doing so must maintain its commitment to best business practices. Corporate Governance and business conduct and ethics continues to be a high priority as the Company grows and evolves. Effectively managing its supplier partnership is critical to the Company's evolution and therefore forced labour and child labour issues will always be a priority. In 2023, the Company has not experienced or seen any instances of forced labour or child labour in our network of activities.

Continuous Improvement

Protecting and advancing human rights is not an option, but it is essential. Therefore, determining ways to safeguard these fundamental values is a responsibility that we, as a Company and a corporate citizen, must make a priority. We expect our supply partners and the industry we service to uphold these shared principles within their own operations. Pool Safe recognizes the fundamental importance of human dignity and equality while also believing it can coexist alongside or ability to grow and provide our shareholders positive returns.


Addressing Reported Risks

As of December 31, 2023, Pool Safe has not faced situations of forced labour or child labour and has therefore not had to remedy such situations.


Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Board of Directors for Pool Safe Inc. In accordance with the requirements of the Act, and in particular section 11 thereof, we, the undersigned, attest that we have reviewed the information contained in this joint report for the entity specified below. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this joint report is true, accurate and complete in all material respects, for the purposes of the Act, for the Reporting Period specified above.

We make the above attestation in our capacity as officers and directors of the Board of Directors (Board”) of Pool Safe Inc. and on behalf of the Pool Safe Board.

Per:  _____

David B. Berger,
Executive Chairman & C.E.O.
I have the authority to bind the Company

Per:  _____

Steven K. Glaser
Director, C.O.O. & C.F.O.
I have the authority to bind the Company