

Canada Forced Labour Report

Forced Labour Report for Mesa Laboratories, Inc.

MAY 31, 2025



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This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by Mesa Labs, Inc. (“Mesa Labs”), a Colorado corporation.

This report has been prepared for the calendar year ended December 31, 2024.

Who We Are: Vision, Mission, and Values

Mesa Labs is based in Lakewood, Colorado, United States, and has been a leading provider of quality control and calibration solutions for various industries, including healthcare, pharmaceutical, and food & beverage, for over 40 years. Our comprehensive product portfolio includes biological indicators, calibration instruments, data loggers, and software solutions used to ensure safety, quality, and compliance.

At Mesa Labs, we are dedicated to innovation, precision, and reliability. As a responsible corporate citizen, we commit to sustainable practices and the well-being of the communities and environments where we operate.

Our Supply Chains

Our supply chain is intricate and diverse. We collaborate with numerous suppliers to procure goods and services necessary to achieve our business objectives. While predominantly sourcing from suppliers in the United States, our supply chain spans local enterprises to multinational corporations. We engage with hundreds of suppliers who provide materials and components essential for our products and support our general operations.

Risks of Forced Labour or Child Labour in Our Supply Chain

Mesa Labs prioritizes the safety and health of our employees and operates in strict compliance with applicable laws and regulations. We expect our suppliers to provide safe working environments and comply with all relevant health and safety laws. However, like many global businesses, we face challenges due to limited visibility into the full extent of our suppliers’ upstream supply chains. To mitigate these risks, we encourage our suppliers to establish robust traceability systems that link raw material lots to finished product batches.

Although the risk of forced labour and child labour within Mesa Labs’ supply chain is deemed low, our reliance on a vast network of international suppliers necessitates diligent oversight. Our supply chain includes electronic components, plastics, metals, and other materials integral to our quality control and calibration products.

Our current capacity to trace the origins of specific materials remains limited due to our downstream position in the supply chain, highlighting the need for enhanced due diligence and transparency efforts.



How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

Mesa Labs is committed to ethical sourcing of materials from suppliers who share our dedication to human rights and ethical practices.

1. Our Policies and Due Diligence Processes

Mesa Labs is committed to being a good corporate citizen. We have developed an audit process for our approved suppliers and maintain records of their compliance with various regulations and best practices, including Modern Slavery and Human Trafficking (CA) Transparency in Supply Chain Act and 30 other regulations and/or focus areas.

Mesa Labs is further strengthening its supplier governance framework through the development of a formal Supplier Code of Conduct, which will be incorporated by reference into Mesa Labs' purchase order terms and conditions. This Code of Conduct establishes clear expectations for suppliers related to ethical business practices, labor standards, and respect for human rights. The Supplier Code of Conduct includes specific requirements addressing labor and human rights, including:

Freely Chosen Employment

All work must be voluntary. Forced, bonded, indentured, trafficked, or prison labor is prohibited. Suppliers must not require workers to pay recruitment fees or deposits and must ensure workers retain control of their personal identity documents.

Child Labor and Young Workers

Child labor is prohibited. Young workers must not perform hazardous or night work, or work that interferes with compulsory education.

Wages, Benefits, and Working Hours

Suppliers must pay wages and benefits that meet or exceed applicable legal requirements, including overtime premiums. Working hours must comply with applicable laws governing maximum hours, overtime, and rest periods.

Non-Discrimination and Equal Opportunity

Employment decisions must be based on ability and qualifications and free from discrimination, harassment, or retaliation.

Freedom of Association and Collective Bargaining

Suppliers must respect workers' rights to freedom of association, collective bargaining, and lawful worker representation in accordance with applicable laws.

Mesa Labs intends for this Supplier Code of Conduct to serve as a foundational element of its supplier due diligence program and as a mechanism to clearly communicate labor and human rights expectations throughout its supply chain. Mesa lab expects this Supplier Code of Conduct to be implemented on a phased basis across new and renewed supplier engagements.



2. How we Monitor ourselves and our suppliers

Concerns about potential violations can be reported to the Mesa Labs Human Resources or Legal Departments, or confidentially through our Ethics Hotline.

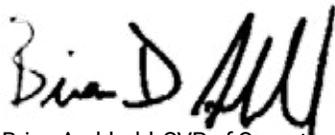
Mesa Labs prohibits retaliation against anyone who reports concerns in good faith.

How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains

As of December 31, 2024, Mesa Labs has not encountered any incidents of forced labour or child labour within our supply chains, and thus, has not required remedial actions.

Attestation

In accordance with the requirements of the Act, and particularly section 11 thereof, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Brian Archbold, SVP of Operations and Continuous Improvement

To learn more, visit: www.mesalabs.com/esg
Contact us: 303.987.8000 | investorrelations@mesalabs.com
12100 West 6th Ave. | Lakewood, CO 80228

