

Modern Slavery Act: Analogic Canada Corporation Reporting

This Modern Slavery Act Reporting has been prepared by Analogic Canada Corporation (“Analogic”) and outlines the corporation activities and processes to fight against modern slavery and child labor. This statement refers to the 2023 reporting fiscal year: from August 1st, 2022 until July 31st, 2023.

I. BUSINESS ACTIVITIES AND SUPPLY CHAIN ACTIVITIES

Analogic Canada Corporation, a subsidiary of Analogic Corporation (Peabody, MA, USA) supplies Flat Panel x-ray detectors for Digital Radiology. It is Analogic Canada's purpose and determination to invent, develop, manufacture and service the most advanced x-ray detector sub-system/system.

The manufacturing operations and Research & Development are conducted in-house in Montreal, Quebec, Canada. Analogic outsources sub-components, components, and raw materials from various suppliers worldwide.

Analogic Canada has a comprehensive supply chain management system to implement, control, monitor and evaluate its approved suppliers list. Quarterly supplier reviews are conducted to identify and to address any risks. A critical supplier classification process has been implemented and all critical suppliers within its supply chain have been identified and monitored.

II. POLICY

Analogic takes a strong stance against forced and child labor within its supply chain and organization, adopting several key measures through a corporate responsibility, legal framework, and international cooperation approach.

Analogic has established a quality management system to implement and manage its company policy and procedure. To ensure compliance, Analogic Canada has established a rigorous qualification process that validates supplier company policies and its adherence to labor standards.

Legally, all contracts including supplier agreement and purchase orders explicitly prohibit forced labor and child labor. If supplier found guilty of such practices, the supplier shall remediate quickly to the situation and could face consequences up to contract termination.

Within Analogic Canada, accessible and effective grievance mechanisms are provided for workers to report abuses without fear of retaliation.

III. SUPPLY CHAIN RISK ASSESSMENTS

The mining sector presents the highest risk in Analogic Canada's supply chain activities. Analogic recognizes the complexity of using these minerals and willingly provides this conflict minerals disclosure statement: <https://www.analogic.com/conflict-minerals-compliance/?locale=fr>.

It should be noted that Analogic Corporation, including Analogic Canada, does not directly source minerals. The supply chain for the metals of concern involves many tiers, including mines, traders, exporters, smelters, refiners, alloy producers, and component manufacturers, before reaching Antilogic's direct suppliers. The lengthy, complex, and regularly changing supply chain, coupled with the refining process makes it challenging to track and trace the minerals back to the mine of origin.

Analogic Corporation strongly encourages our suppliers to implement responsible sourcing and a due diligence framework, and to have them encourage smelters and refiners to obtain a 'conflict-free' designation through an independent, third-party audit.

Analogic remains dedicated to responsible sourcing, helping to ensure that our clients receive our manufactured products in good faith with the Securities and Exchange Commission.

IV. REMEDIATION AND MEASURES TAKEN TO REMEDIATE THE LOSS OF INCOME

Analogic did not identify any forced and/or child labor practiced within its supply chain activities and suppliers. Therefore, Analogic did not take any measures to remediate the loss of income and did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in our activities and supply chains.

V. TRAINING

Analogic has a strong quality management system and training its employees represents the core value of this system. Analogic intends to expand its training horizon to include prevention and risk assessment related to forced and child labor.

VI. ASSESSING EFFECTIVENESS

Analogic has not identified any modern slavery incident within its organization or suppliers. As a corporation that is committed to maintain a high level of ethical and legal standard, Analogic strives to comply with the law and regulation towards modern slavery. Analogic is expecting to review its internal processes and key metrics to assess effectiveness in ensuring that forced labor and child labor are not being used in its supply chains activities.

VII. APPROVAL

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.

Luc Laperrière
VP XR Imaging and General Manager
2024-05-29

I have the authority to bind Analogic Canada Corporation




