



Modern Slavery Statement

Canada

I. Overview

Dayforce, Inc. (formerly known as Ceridian HCM Holding Inc.) (and all of its subsidiaries, affiliates, partnerships, joint ventures, hereinafter referred to as “Dayforce”) is committed to respecting internationally recognized human rights throughout its global operations as noted in our Human Rights Statement. Consistent with this commitment, Dayforce strives to prevent, identify, and eliminate modern slavery – including forced labor and child labor – from its global operations.

II. Reporting Entity’s Structure and Activities

Dayforce is a provider of human capital management software and services including global payroll services, human resources, and workforce management. Dayforce provides these services through various offerings, including by its Dayforce cloud-based product.

Dayforce, Inc. is a publicly traded company registered in Delaware, U.S.A., with subsidiaries in the U.S., U.K., Canada, Australia, New Zealand, Ireland, Mauritius, Singapore, China, Denmark, Malaysia, the Philippines, Germany, Mexico, India, Taiwan, Thailand, Vietnam, Korea, Papua New Guinea, and Japan. Our Canada-incorporated subsidiaries are Ideal Canada Talent Systems HoldCo Ltd., Ideal Canada Talent Systems Employee OpCo Ltd., Dayforce Canada Ltd. (formerly known as Ceridian Canada Ltd.), Dayforce Cares Canada (formerly known as Ceridian Cares Canada), Ceridian Dayforce Inc., Ceridian Dayforce Corporation, Dayforce Services Canada Ltd., and Ceridian AcquisitionCo ULC.

Among other policies, our business operations are governed by our [Code of Conduct](#) and [Human Rights Statement](#), a core value of both of which is respect for human rights. In addition, Dayforce operates a centralized Vendor Management system, which manages vendors consistent with the principles in our [Code of Conduct](#) and [Human Rights](#)

III. Process of Consultation with Entities Owned

In compiling this Modern Slavery Statement, Dayforce, Inc. has consulted with its wholly owned subsidiaries.

IV. Our Vendors

We expect any individual or entity who is under contract with Dayforce for the provision of goods and services (our “Direct Vendors”) to conduct all their business transactions in a manner that respects human rights, and in compliance with all applicable laws including but not limited to applicable Modern Slavery laws. We hold our Direct Vendors accountable for ethical sourcing and labor practices within their operations. Our supply chains span many regions, including North America, Asia Pacific and Japan, and Europe, Middle East, and Africa.

V. Modern Slavery Risks

Dayforce is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its Direct Vendors. As such, and in light of the actions described below, Dayforce believes the risk of modern slavery is low in its operations and those of its Direct Vendors. Due to the inherent nature of purchasing IT hardware, there is a possibility of modern slavery risk in this type of supply chain, however, our current risk monitoring processes have not unveiled any actual instances of modern slavery in our supply chain.

VI. Actions Taken to Address Modern Slavery Risk

The following policies and processes were in place during the 2023 year to prevent and reduce the risk of forced labor or child labor in our global operations. These policies and processes were in place across all of our jurisdictions in which we operate, including Canada.

Policies: Our policies, including this Modern Slavery Statement, and our Human Rights Statement, Code of Conduct, Vendor Code of Conduct, Whistleblower policies and the global Respectful Workplace (and related) policies reflect our commitment to respecting human rights and generally acting ethically and with integrity in all our business relationships, compliant with all relevant laws and regulations including with respect to modern slavery.

Risk Assessment: Dayforce has implemented a modern slavery risk assessment tool to be used in onboarding and evaluating our Direct Vendors. It should be noted that while we assess our Direct Vendors, we do not directly assess the practices of other suppliers further down the chain and with whom we have no contractual relationship (“Indirect Vendors”). The modern slavery risk assessment tool seeks information about Direct Vendors’ human rights due diligence practices.

Background Checks: Before engaging employees or Direct Vendors, a thorough background check is required including global OFAC checks and global sanctions.

Questions and Reporting: Dayforce encourages all its employees, workers, customers and other business partners and stakeholders to report any concerns and raise any questions they may have related to Dayforce’s direct activities, or the vendor chains of Dayforce. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Dayforce’s reporting procedure is designed to make it easy for employees and workers to make disclosures in full confidence without fear of retaliation, including but not limited to via anonymous reporting line via Ethics Point at www.ethicspoint.com, or via the applicable hotline as listed on the website.

Vendor Code of Conduct: Dayforce aims to build long standing relationships with our Direct Vendors. We make clear our expectations of those Direct Vendors’ business behavior. To that end, we have enacted a Vendor Code of Conduct which is provided to all Direct Vendors upon engagement. We expect our Direct Vendors to conduct all their business transactions in a manner that respects human rights, and in compliance with applicable laws, including those with respect to modern slavery. Each of our Direct Vendors has its own chain of business partners and we recognize that each level of the chain is responsible for ensuring compliance with all applicable laws and regulations.

Investigations/ Due Diligence: The legal team in partnership with Vendor Management is responsible for investigations and due diligence in relation to known or suspected instances of modern slavery. As stated in our Vendor Code of Conduct, Dayforce reserves the right to monitor and conduct audits of its Direct Vendors. Dayforce also reserves the right to terminate relationships with those Direct Vendors who engage in modern slavery or are otherwise in violation of the Vendor Code of Conduct.

Training: All employees receive mandatory annual training on our Code of Conduct and Human Rights Statement. In addition, we ensure understanding of the risks of modern slavery by providing relevant information to employees managing our vendor chains. In addition, Dayforce has a large host of internal policies, procedures and training that address human rights issues and anti-bribery that may assist in identifying risks pursuant to this policy.

Dayforce as an Employer: As a global employer, we have a broad base of employees working around the world in various functions and business lines to deliver products and services to our clients, as well as employees who provide expertise in risk, technology, legal, policy and regulation, finance, accounting, human resources and other relevant

areas. Dayforce is committed to respecting the human rights of its employees through our internal employment policies and practices. Fostering and encouraging diversity and inclusion is a cornerstone of our culture. Appropriate and competitive compensation and benefits play a critical role in our strategy to attract, retain and motivate our workforce. We are committed to providing competitive compensation and benefits for our employees, including programs to support work-life balance.

Recruitment: Dayforce’s Human Resources team manages Dayforce’s recruitment and only uses specified, reputable employment agencies to source labor, as allowed under applicable law. Dayforce expects these agencies to follow the “employer pays principle,” which states that no worker should pay for a job, and the costs of recruitment should be borne not by the worker, but by the employer.

VII. Assessing the Effectiveness of Actions Addressing Modern Slavery

Dayforce recognizes the importance of assessing the effectiveness of our actions to address Modern Slavery risks. We do so using feedback through our anonymous reporting line and through our ongoing evaluation of Direct Vendors by Vendor Management. As mentioned above, Dayforce has implemented a modern slavery risk assessment tool to be used in onboarding and evaluating Direct Vendors. Based on the implementation of this tool, Dayforce is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its Direct Vendors.

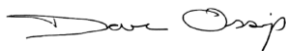
VIII. Remediation Measures, Including Those Specific to Loss of Income Resulting from Remediation

Dayforce is committed to providing remediation for any confirmed instances of forced or child labor in its supply chain should an event arise. In 2023, Dayforce did not identify, nor was it alerted to, any instances of forced or child labor in its global operations. As a result, no remediation was undertaken, and no impacts to remediation were considered.

For purposes of complying with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement constitutes the requisite “joint annual report” for the financial year ending 31 December 2023, for Dayforce, Inc. and its applicable subsidiaries.

In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains 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.

I have authority to bind Dayforce, Inc.



David D. Ossip

Chair and Chief Executive Officer of Dayforce, Inc.