



An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Act”), requires entities that import and sell goods in Canada to report the steps taken during the previous financial year to prevent and reduce the risk that forced or child labour is used by them or in their supply chains. In accordance with those requirements, this report describes those activities for Henry Schein Canada for the reporting period from January 1, 2023 to December 31, 2023.

Structure, Activities, and Supply Chains

Henry Schein is a global solutions company for healthcare professionals, serving more than one million customers annually. We are one of the world’s largest providers of goods and services to medical and dental practitioners, dental laboratories, schools, and government and institutional health care clinics. Henry Schein Canada is headquartered in Niagara-on-the-Lake, Ontario and has 900 Team Schein Members (TSMs) throughout Canada, located in 11 branches and three distribution centers operating across seven provinces. Henry Schein Canada offers a wide range of supplies, equipment, and technical solutions services to serve our customer base. These offerings include, but are not limited to:

- Pharmaceuticals (prescription and non-prescription)
- Medical devices
- Furniture
- Disinfectants
- Consumables and personal protective equipment (PPE)
- Office supplies
- Software

Henry Schein Canada’s supply chain is composed of suppliers located in North America, Europe and Asia.

Risk Assessment, Mitigation, and Remediation Activities

Below we describe the parts of our business and supply chains that carry a risk of forced or child labour being used and the steps we have taken to assess and manage that risk.

We have not identified a risk of forced or child labour being used in our own business. In regard to our supply chain, we transacted with 560 suppliers worldwide in 2023, located in North America, Europe, and Asia. We recognize that the complexity of our supply chain, the types of products we distribute as well as purchase to support our operations, and the locations of our suppliers and manufacturers globally have potential risks of the use of forced and child labour.

We have an internal steering committee for monitoring global requirements for supply chain transparency, which meets regularly to monitor Henry Schein’s compliance with global laws regarding the use of forced and child labour. This group is cross-functional and includes participation from multiple internal teams responsible for compliance, supplier approval, and product sourcing. In consultation with outside counsel and industry experts, we have designated high-risk countries for the use of forced and child labour and monitor suppliers from those countries more closely to ensure their compliance with

worker protection requirements. From those countries, 45 suppliers were audited by internal TSMs covering products such as dental instruments, electronics, disinfecting products, and other medical supplies. An additional 25 audits were performed by LRQA, a global market leader in Environmental, Social and Governance (ESG), sustainability and supply chain services, on our behalf.

As a large distributor of gloves to health care facilities, we participate in the [Responsible Glove Alliance](#), an industry collective that aims to protect workers in Malaysia and reduce the risk of forced labour through the implementation of due diligence and responsible recruitment practices within the supply chain, as well as participating in remediation. Out of the 45 audits of suppliers in high-risk countries we performed in 2023, 11 were for existing glove suppliers against the SA8000:2014 standard. Additionally, we audited and rejected a prospective supplier for not meeting the standard requirements.

We track all supplier social responsibility audit findings by process area and severity, as well as response and closure rates, to ensure that any potential labour issues are addressed. None of our supplier audits in any region globally found forced or child labour used in the production of goods distributed by Henry Schein Canada, nor was Henry Schein, Inc. involved in any regulatory or legal proceedings related to the use of forced or child labour.

Given that we have not found incidences of forced or child labour being used in the production of goods distributed by Henry Schein Canada, it has not been necessary to take measures to remediate the use of such labour or to remediate the loss of income to the most vulnerable families resulting from such measures.

Policies and Due Diligence Processes

Henry Schein, Inc. is dedicated to conducting business in a lawful and ethical manner. We believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. It is our expectation that our suppliers will also conduct themselves in such a manner. As part of this commitment, Henry Schein has developed our [Worldwide Business Standards](#) and a [Global Supplier Code of Conduct](#) (“Supplier Code”) to clarify our global expectations in the areas of business integrity, human rights, and employee health and safety.

Henry Schein’s Supplier Code requires our Suppliers to maintain awareness of and comply with all applicable laws and regulations. It is expected that our Suppliers uphold and promote fundamental human rights. The Supplier Code reinforces our expectations that slavery and human trafficking are prohibited in our supply chain, including but not limited to, the use of child or forced or prison labor, physical punishment or threats of violence or other forms of physical, sexual, psychological, or verbal abuse as a method of discipline or control.

It is expected that Suppliers establish appropriate management processes and maintain records to comply with the Henry Schein Supplier Code. Team Schein Members (TSMs), or other third parties we engage, may conduct desktop or site audits of our Suppliers and their factories to verify their compliance with this Supplier Code. Our Supplier contracts and the Supplier Code require Suppliers to comply with all applicable laws governing their procurements and production processes. In addition, Henry Schein has contracted with LRQA, which offers a variety of tools and technologies to identify and monitor social and labor risks for Henry Schein to ensure its commitment to social responsibility, including supplier audits and process reviews.

Henry Schein Inc. is committed to respecting the human rights, dignity, and privacy of the individual as recognized by the principles defined in the United Nations' Guiding Principles on Business and Human Rights. A Supplier's failure to comply with the expectations in the Supplier Code will result in immediate review of our relationship with that Supplier and may subject the Supplier to remediation actions up to and including termination of the arrangement.

In addition, every TSM has a duty to comply with, and to ensure that Henry Schein complies with, all applicable laws. If a TSM suspects violations of the Henry Schein Global Supplier Code of Conduct, including slavery and human trafficking, they have a responsibility to promptly inform a supervisor, the Chief Ethics and Compliance Officer, or Henry Schein's confidential Compliance Helpline.

Through a third-party, Henry Schein maintains a worldwide confidential Compliance Helpline which enables Team Schein Members and other stakeholders to raise concerns about potential violations of our Worldwide Business Standards, the Supplier Code, policies, laws, or regulations. Our toll-free confidential Compliance Helpline is available 24 hours a day, 7 days a week, in multiple languages and is accessible via phone (Click here for [List of Phone Numbers by Country](#)) or web portal (HenrySchein.MyComplianceReport.com). Reports may be made anonymously but we request that anonymous reports provide sufficient detail and documents so that the matter can be investigated. Additionally, Henry Schein has a policy against retaliation for speaking up in good faith.

Training Provided to Employees on Forced Labour and Child Labour

We regularly engage with TSMs through learning and communications and provide them with an array of reference tools. Our Global Compliance Learning program educates our TSMs on significant potential risk areas and requires knowledge checks; the curricula are based on location and role.

Henry Schein Inc. provides a learning course on Human Rights in the Supply Chain to all Global Executives, and Global Directors in Supply Chain related roles, such as procurement and sourcing. All our corporate associates receive training in our Worldwide Business Standards, which require that they act in an ethical manner and in compliance with the law when doing business both domestically and internationally.

Assessing Effectiveness

As indicated earlier in this report, Henry Schein has measures in place aimed at reducing the risk that forced or child labour is used in its supply chain and assesses the effectiveness of those measures on a regular basis.


Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Henry Schein Canada for the financial year ending December 31, 2023

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.

Prashant Ohri

President, Henry Schein Canada

_____  Date May 23, 2024

I have the authority to bind Henry Schein Canada