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Introduction

The following report has been completed by Hussmann Canada Inc. and as per requirements of the “**Fighting Against Forced Labour and Child Labour in Supply Chains Act**”. The report covers fiscal year 2023, starting on April 1, 2023, and ending in March 31, 2024 and highlights the activities and measures taken to eliminate and reduce possible risks of forced labour in any of its commercial import business activities in Canada.

As part of Hussmann Corporation and Panasonic North America group, Hussmann Canada Inc. “complies with all applicable laws and regulations in its business activities and supports internationally recognized human rights, such as those expressed in the “International Bill of Human Rights” and the International Labour Organization’s (ILO’s) “Declaration on Fundamental Principles and Rights at Work”, and promotes initiatives for the prohibition of all forms of forced labour, the effective abolition of child labour, the elimination of discrimination in respect of employment and occupation, freedom of association and the effective recognition of the right to collective bargaining, as well as safe and healthy working environment” (Hussmann Corporation, Panasonic North America Human Rights and Labour Policy n.d.)

Hussmann Canada Inc. structure, activities and supply chains

Hussmann Canada Inc. is a corporation under the Canada Business Corporations Act headquartered in Cambridge, Ontario. Hussmann Canada Inc is a related party to Hussmann Corporation (Bridgeton, Missouri) and parent company, Panasonic Corporation of North America (New Jersey).

As the Canadian market representation of Hussmann Corporation, our business operations are based on providing the most customer-focused solutions for the Canadian food retail market.

Founded in 1906, Hussmann proudly serves the food retailing industry with the most customer-focused solutions and innovations, including:

- Expertise in merchandising
- Energy efficiency and sustainability
- Food quality and integrity

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- Refrigeration
- Design and engineering
- Service and installation
- Retail performance

We are passionate about helping our customers work better and smarter. With our years of experience, proven track record and an eye towards the future, we bring a unique perspective to food retail, recognizing opportunities and capitalizing on industry trends.

As the food retail arm of Panasonic, we share the global technology leader's mission of moving lives forward. We believe that technology should inspire and amaze us, and we are always working to find new solutions that bring about a better world.

To fulfill the extended Canadian market requirements, Hussmann Canada Inc.'s refrigeration product and service offering proposition are sourced both from Canadian domestic vendors and imported from vendors located in the U.S. and Mexico.

This includes Hussmann manufacturing locations in Bridgeton, Missouri; Suwanee, Georgia; Chino, California; and Monterrey, Mexico. The majority of refrigeration related products and solutions are imported from Hussmann U.S and Mexico manufacturing and distribution locations. These products and solutions include:

- Refrigeration, freezing, hot food display cases and merchandisers
- Refrigeration systems and solutions
- Electronic Shelf Labels (ESL's) and display technologies
- Retail performance parts and components

Steps to prevent and reduce risks of forced labour and child labour

Hussmann Canada Inc. follows and embraces the resources, procedures, activities, and policies extended by Hussmann Corporation and Panasonic North America to fight, mitigate and eliminate the possible presence of forced labor in its supply chains.

Hussmann Global Sourcing and Trade Compliance teams worked during the fiscal year of this report (and ongoing) on these subjects covering the following activities:

- Basic mapping of supply chain risks
- Collecting data and developing a risk matrix and decision process to determine possible forced and child labour instances at internal Hussmann manufacturing locations and external vendors
- Review and promotion of training for Hussmann Canada stakeholders on forced labour presence in supply chains
- Review of internal policies on forced labour as stated in Hussmann's Code of Conduct and Ethics Policy, and Hussmann's Human Rights and Labor Policy
- Working with Hussmann's Global Sourcing Team on best practices of supplier management and assessment

A set of additional activities and procedures related to forced and child labour are also being developed for the future.

Hussmann Canada Policies and Due diligence

It is Hussmann's policy to comply fully with the Customs laws, regulations, and policies of all countries where it does business. Hussmann recognizes that countries have laws, regulations, and policies, which control the international movement (import and export) of articles, technology, and data. Hussmann further recognizes the importance of compliance with these laws, regulations, and policies.

It is expected and demanded of internal and external vendors to uphold the highest compliance and prevent any possible presence of forced and child labour. The organization follows and relies on the Hussmann's Code of Conduct and Ethics and Hussmann's Human Rights and Labor Policy, Ethics Hotline and Contract and Purchase Order Terms and Conditions as due diligence mechanisms. For the fiscal year covered in this report Hussmann Canada

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employees were trained and acknowledged training and understanding of these policies and their impact to eliminate forced and child labour.

Hussmann Code of Conduct (Hussmann Code of Conduct and Ethics n.d.)

Hussmann's Code of Conduct highlights the organization's commitment to build and sustain fair and transparent extended supply chains. The company's employees are trained to act ethically to follow local and international human rights and forced and child labour applicable regulations and foster and protect safe supply chains. The organization follows the following commitment philosophy:

"We fully adhere to our Clean Procurement Declaration and, based on our philosophy that a company is a "public entity of society", we conduct transactions with global suppliers on a fair and transparent basis."

"Together with our suppliers we engage in procurement activities in a responsible manner, taking into due consideration society's expectations regarding human rights, labor practices, health and safety, protection of the environment, export control and information security. We comply with related laws, regulations, and international standards in our procurement activities, and use risk assessment to identify and address risks in our supply chains."

Hussmann's Human Rights and Labor Policy (Panasonic North America)

The Human Rights and Labor Policy highlights its due diligence in the following manner:

"Panasonic will continuously implement and improve its "human rights due diligence" system, in accordance with the "United Nations Guiding Principles on Business and Human Rights.

This system is intended to:

- identify, prevent, and mitigate adverse human rights impacts related to our business activities, products, services, and transactions
- explain how we address these impacts to relevant stakeholders.

Our business operations and business relationship with large numbers of customers and suppliers, direct or indirect, may change over time and human rights risks may change over time as well. Therefore, we will observe Panasonic entities and their value chains on an on-going basis to identify the areas with the most at risk for adverse human rights impacts and areas where we will have leverage to address them. We will prioritize these areas in our human rights due diligence."



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Husmann Canada Inc., supported by its Global Sourcing and Trade Compliance teams, have reviewed these policies during fiscal year 2023 and are continuing to work with different stakeholders across the organization to ensure we continue to reduce the risk of forced and child labour in the company's supply chain.

Elimination of forced labour and child labour risk

Husmann Canada Inc. is aware of how its Canadian imports, sales and supply of food retail market refrigeration equipment and solutions requires multiple supply sources from across North America.

As explained throughout this report, we continuously leverage our internal supply chain policies and procedures by working closely with our Husmann manufacturing and performance parts locations in the U.S., Mexico, and external vendors. Our commitment is to ensure that possible forced labour and child labour situations are pinpointed, eliminated, and addressed swiftly within our extended supply chain. In addition, our supplier assessment methodologies and policies also reinforce our commitment to eliminate forced labour in our supply chains.

Remediation measures

For the 2023 fiscal year period, Husmann Canada Inc. has not identified any forced labour or child labour in our activities and supply chains. The organization is currently working with its internal departments to assess and act on any possible forced labor circumstances as we continuously develop our forced labour and child labour risk management framework.

Remediation of Loss of Income

Husmann Canada has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

Training

As part of the fiscal year 2023 Code of Conduct and Ethics training, Hussmann Canada Inc. employees (including executive management) completed internal learning modules that included forced labour and child labour. This training is mandatory for all Hussmann Canada Inc. employees.

Assessing effectiveness

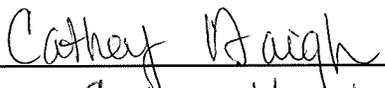
For the fiscal year 2023, Hussmann Canada Inc. does not currently have any procedures established to assess the effectiveness of the forced labour and child labour policies.

Approval and Attestation

"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."

Signature: 
Full name: Eileen Petito
Title: Secretary
Date: May 30, 2024

I have the authority to bind Hussmann Canada, Inc.

Signature: 
Full name: Cathey Haigh
Title: CEO
Date: May 30, 2024