

Fighting Against Forced and Child Labour Report

INTRODUCTION

This report, published pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (**Act**), describes the steps that NCR Canada Corp. (**NCR Voyix Canada**) has taken to address modern slavery (including forced labour and child labour) in our organization and in our supply chain.

This statement covers the fiscal year ending December 31, 2023 (the **Reporting Period**). This statement is prepared by NCR Canada Corp. for the Reporting Period.

OUR BUSINESS

Our Company

NCR Voyix Corporation was originally incorporated in 1884 and has developed to become a leading software- and services-led enterprise provider in the financial, retail, hospitality and telecommunications and technology industries. The solutions we provide help our customers, businesses of all sizes, run self-directed banking, stores and restaurants end-to-end and wall-to-wall, by making simple possible through our NCR Voyix -as-a-Service solutions that bring together all of the capabilities and competencies of NCR Voyix Corporation. These solutions enable us to be the technology-based service provider of choice to our customers. Our portfolio includes digital first offerings for banking, retailers and restaurants, as well as payments processing, multi-vendor connected device services, point of sale (POS) terminals and self-service technologies. We also resell third-party networking products and provide related service offerings in the telecommunications and technology sectors. Our business has evolved from providing hardware and services, to providing software and services within solutions that allow us to increasingly become strategic partners to our customers, helping them build their business strategies and deliver targeted business outcomes.

NCR Voyix Corporation is the ultimate parent company with global headquarters located in Atlanta, Georgia in the United States. NCR Corporation is committed to improving practices to combat slavery and human trafficking, and will not tolerate any such practices in its supply chain. NCR Voyix Corporation takes steps to minimise the risk of NCR Corporation working with any organisation that engages in such practices. As policy is set globally, NCR Voyix Corporation and NCR Voyix Canada use the same policies and procurement processes concerning forced labour and child labour. This statement covers the measures adopted by NCR Voyix Corporation as a whole, with specific emphasis on the process in Canada.

NCR Voyix Canada is headquartered in Mississauga, Ontario, Canada.

Our Supply Chain

NCR Voyix Corporation manufactures hardware in facilities in Brazil, Hungary, India and Mexico. These facilities require manufacturing and non-manufacturing suppliers. NCR Voyix Corporation has a global supply chain, with over 10,000 suppliers providing raw materials, service parts, internally and externally used goods and services, software, labour, and transportation & logistics.

COMPANY POLICIES AND GOVERNANCE

Policies

NCR Voyix Corporation supports and respects the protection of internationally proclaimed human rights as proclaimed in the United Nation's Universal Declaration of Human Rights and the Ten Principles of the United Nations Global Compact. We are committed to developing, maintaining, and improving systems and processes to avoid complicity in modern slavery both within our operations and throughout our supply chain.

This commitment is embodied in our Code of Conduct and our Human Rights Policy, which are reviewed regularly and updated as required. Our Code of Conduct specifically requires ethical business conduct, including maximum work days and work weeks, minimum wage levels and overtime compensation. Our Human Rights Policy formally documents our position that modern slavery (including forced labour and child labour) is not tolerated, that we support internationally proclaimed human rights, are committed to developing, implementing and maintaining systems and practices that promote fair labour and environmental sustainability, and to creating a working environment that prevents and detects corruption and appropriately addresses instances of non-compliance.

Governance and Training

Each fiscal year, NCR Voyix Corporation requires all employees to complete a training and certification module on NCR Voyix's Code of Conduct (the **Training**). This Training reviews, among other topics, NCR Voyix Corporation's Human Rights Policy which emphasizes recognising and reporting suspected instances of compliance failures both inside NCR Voyix Canada and within NCR Voyix Corporation's supply chains. At the end of the Training, each employee is required to certify that he or she will comply with the NCR Voyix Corporation's Code of Conduct, and to identify any concerns and exceptions so that they may be addressed.

NCR Voyix Corporation and NCR Voyix Canada provide Training to all staff to ensure all staff are familiar with the relevant policies annually. The Training was updated in 2023 and all staff were required to again complete this Training.

Reporting

NCR Voyix Corporation employees are encouraged to speak up and report any concerns of wrongdoing on any of the multiple avenues that NCR Voyix Corporation provides to report their concerns. Employees can report concerns to their management teams, local human resources or legal departments, and a company-wide Ethics and Compliance Office. We also make available an alert line whereby employees can report concerns anonymously. NCR Voyix Corporation does not tolerate retaliation against individuals who make good faith reports of misconduct, including reports of potential violations of NCR Voyix Corporation policies or our commitment to fight modern slavery.

In accordance with its whistleblowing policy, NCR Voyix Corporation has long operated a safe and confidential whistle-blowing process and actively encourages employees to use it if they become aware of any breach of any law or any NCR Voyix Corporation policy. NCR Voyix Corporation also has a robust internal audit process and works extensively with auditors both inside and outside the organisation to ensure that its businesses are operated in accordance with applicable laws and NCR Voyix Canada's own policies and procedures. NCR Voyix Corporation's internal audit procedures include reviews of NCR Voyix Corporation's compliance with our Human Rights Policy, including compliance with this statement.

Employment Practices and Procedures

NCR Voyix Corporation maintains comprehensive employment practices and procedures designed to prevent modern slavery. These practices and procedures include the following:

- We adhere to the "Employer Pays" principle - No employee should pay for a job - the costs of recruitment should be borne not by the employee but by the employer;

- We pay employee wages that meet or exceed legal wage requirements;
- We hire only individuals who are lawfully permitted to work in the jurisdiction where they are employed;
- We explain key terms of employment to prospective employees during the hiring process, including wages and benefits; work location; living conditions and associated costs (if applicable); and whether the nature of the work is hazardous;
- We enter into employment contracts that contain, or we otherwise document, the salient terms of employment, including the pay rate and pay frequency in accordance with local law;
- We do not prohibit employees from terminating their employment with NCR Voyix Corporation and NCR Voyix Canada;
- We do not destroy, conceal, confiscate or otherwise deny access by any employee to his or her identity or immigration documents; and
- We have established programs for international work assignments that include provisions such as home visits, paid transportation to and from the home country, and reasonable living accommodations that meet or exceed host country housing and safety standards. Employees on international work assignments may choose to accept or decline the provisions offered by the company.

SUPPLY CHAIN POLICIES AND GOVERNANCE

Policies

NCR Voyix Corporation and NCR Voyix Canada expect that its suppliers will conduct business ethically and will comply with the law. NCR Voyix Corporation has adopted a Supplier Code of Conduct, which includes, among other things, a requirement to adhere to NCR Voyix Corporation's Human Rights Policy, which prohibits modern slavery. It also represents NCR Voyix Corporation and NCR Voyix Canada's desire to engage with suppliers that have a shared commitment to its ethical, legal and social business standards and values.

NCR Voyix Corporation and NCR Voyix Canada require suppliers to certify at the time they submit e-sourcing proposals to NCR Voyix Corporation and NCR Voyix Canada that they conduct business ethically and that they either will comply with NCR Voyix Corporation's Supplier Code of Conduct, or that they maintain a code of conduct that is consistent with best-in-class business ethics codes and that contains provisions at least as restrictive as those in NCR Voyix Corporation's Supplier Code of Conduct, including the prohibition on modern slavery.

We use several different factors to assess the potential risk of modern slavery in our supply chains. NCR Voyix Corporation invested in making its third-party risk management tools and processes robust, including the management of modern slavery risk (the **Tools**). Additionally, NCR Voyix Corporation has recently introduced a new Third Party Risk Management policy.

Due Diligence and Risks in our Supply Chain

As part of this supplier approval process, NCR Voyix Corporation has introduced an enhanced vendor vetting checklist to question suppliers who are providing manufacturing materials and are in countries with a high risk of modern slavery engagement as these are the vulnerable areas of our supply chain (**Questionnaires**). In addition, these Questionnaires are sent to all these high-risk suppliers annually to continually check for compliance.

NCR Voyix Corporation has also improved its third-party risk management program, and reviewed over 50% of our supply base for modern slavery risk as part of that program. NCR Voyix Corporation conducts periodic business reviews with our highest spend and/or strategic suppliers. As part of these reviews, which may be conducted at a supplier's facility, we require suppliers to review our Supplier Code of Conduct, including its human rights provisions, and to confirm they are in full compliance.

NCR Voyix Corporation uses modern slavery risk review onboarding questionnaire for new suppliers to complete during the onboarding process and prior to being loaded as a supplier to NCR Voyix Corporation (**Onboarding**

Questionnaire). New suppliers onboarded are required to complete the Onboarding Questionnaire before being onboarded.

RISKS AND ASSESSING EFFECTIVENESS

If NCR Voyix Corporation identifies items of significant non-compliance within its supply chain, irrespective of the nature of the supplier, we are committed to addressing concerns and seeking corrective action. If any responses to the Questionnaire or Onboarding Questionnaire raises any concerns, these are escalated to procurement senior management for review before the supplier is permitted to work with NCR Voyix Corporation. The review of such responses did not reveal any instances of modern slavery in our supply chain for the Reporting Period.

We have identified that the areas in our supply chain with the lowest risk are areas where operations are handled by staff directly employed by us. Where our suppliers use subcontractors with whom we do not engage or contract with ourselves, these are identified as a higher risk which we review further prior to engaging with the supplier.

Among other permitted methods of reporting, instances of modern slavery may be reported in accordance with NCR Voyix Corporation's whistle-blower policy and procedure, which allows for anonymous reporting.

The Training, which NCR Voyix Corporation conducts annually, also increases the awareness of the business in identifying issues and risks relating to modern slavery.

NCR Voyix Canada has not identified any instances of the use of forced labour or child labour in its operation or supply chains during the Reporting Period. As a result, it has not taken any steps during the Reporting Period to remediate the use of forced labour or child labour, or the loss of income arising from such measures.

Next Steps

NCR Voyix Corporation is continuing to improve its third-party risk management program through use of automated process tools for identifying and mitigating risk. We intend to continue to review the tools and identify areas for improvement.

In 2023, NCR Voyix Corporation has provided Training to all staff on its Code of Conduct to ensure all staff are familiar with the relevant policies.

BOARD APPROVAL

This statement was again reviewed, approved, and attested as required under subparagraphs 11(4) and 11(5) of the Act by the Sole Director of NCR Canada Corp. on May 28, 2024, who will review and update this statement on an annual basis.

CONSULTATION PROCESS

This statement was prepared in consultation with the each of the NCR's Legal and Compliance teams, as well as external advisors as needed.

This statement is prepared by NCR Canada Corp. for the Reporting Period.

For more information, visit ncrvoyix.com, or email complianceoffice.ethics@ncrvoyix.com.

Signed: 
Neil Boyd
Director of NCR Canada Corp.

Date: MAY 27, 2024

