

FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT

August 2024



As per its reporting obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act), which came into force on January 1, 2024, **SATO AMERICA LLC** has prepared its first annual report on forced labor in Canadian Supply Chains. This document was submitted in parallel with the mandatory Questionnaire and, once finalized, will be available on [Leader in Thermal Printers and RFID Labeling Systems | SATO \(satoamerica.com\)](#).

PART 1: IDENTIFYING INFORMATION

Name of government institution: SATO AMERICA LLC

Financial reporting year: April 1, 2023 to March 31, 2024

Indicate if this is a revised report: No, this is the original report.

Indicate if this is a report produced by a federal Crown corporation or a subsidiary of a federal Crown corporation: Not applicable.

PART 2: REPORT CONTENTS

2.1 Information on the government institution's structure, activities, and supply chains

SATO AMERICA is a premier manufacturer of Industrial Thermal Printers, Print Engines, Laser Printers, Hand Labelers, and Tags and Labels. SATO has its headquarters in Japan and multiple branches around the world. It also conducts business in more than 90 countries. **SATO AMERICA (SAL)** is based in the United States from where we service North America. As part of SATO Holdings, we honor and share solid values which include actions we pursue in-house in the areas of talent development and diversity/inclusion, as well as outside the company in supply chain management and stakeholder engagement.

As part of this, our HR Global department has taken relevant initiatives for Respect for human rights. We respect the human rights of all individuals involved in our business operations, adhering to the International Bill of Human Rights (consisting of the Universal Declaration and two covenants), UN Guiding Principles on Business and Human Rights, and other globally recognized standards. We also support the Ten Principles of the UN Global Compact. This policy can be accessed through this link <https://www.sato-global.com/sustainability/foundation/human-rights.html>. We comply with the laws in our operating countries and regions and will do our best to uphold global standards regarding human rights when local legal frameworks are not adequate or when there are conflicts between the two.

We are not currently in compliance with **Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and to amend the Customs Tariff (the Act)** that came into force on January 1st of this current year. Our headquarters in Japan and SATO America are aware of the importance of developing the structure to investigate and establish the path to fulfill this act's requirements for next year.

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.”

Langley Borneman

Langley Borneman, I have the authority to bind SATO AMERICA LLC

VP, Finance, Accounting & IT

August 23, 2024