



ZOLL Medical Corporation

BILL S-211 REPORT

An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff

Fiscal Year April 1, 2023 – March 31, 2024

Introduction

ZOLL Medical Corporation (ZOLL) is a U.S. medical device manufacturing and distribution company. ZOLL and the entities listed in this report, are committed to conducting business in adherence with the highest standards of integrity and responsibility. ZOLL adheres to ethical and legal laws and regulations, including those against forced and child labour, in all its markets. It expects suppliers to uphold these standards throughout their operations and ensure the same commitment extends through their supply chains.

Purpose

The purpose of this report is to address the issues of forced labour and child labour within our supply chains in compliance with the legal requirements stipulated under subsections 11(1) and 11(3) of the Forced Labour and Child Labour in Supply Chains Act. The report outlines ZOLL's due diligence to identify, prevent, mitigate, and account for how we address forced and child labour in our supply chains.

Steps to Prevent and Reduce Risks of Forced Labour and Child Labour

Suppliers, subcontractors, distributors and consultants must comply with the provisions of all applicable federal, state and local laws, regulations, rules and orders. ZOLL has taken the following steps during the fiscal year of 2023 to reduce the risk of forced labour and child labour occurring in its supply chains:

- Mapping Supply Chains

- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Auditing Suppliers
- Monitoring Suppliers
- Screening Suppliers
- Updated Code of Conduct

Due Diligence

Developing and implementing due diligence policies and processes is essential for identifying, addressing, and prohibiting the use of forced labour and child labour. ZOLL has created and continues to develop policies to be embedded into the company's operational procedures and communicated effectively to all employees, suppliers, and business partners to prevent forced labour and child labour.

A critical component of ZOLL's due diligence was the mapping of our supply chains to understand the flow of goods and services, identify potential risk areas, and ensure transparency. By thoroughly mapping out supply chains, ZOLL can pinpoint where vulnerabilities may exist and develop targeted strategies to mitigate these risks. In addition to supply chain mapping, ZOLL has implemented supplier screening, auditing, and monitoring procedures. ZOLL uses a third-party screening to evaluate potential suppliers based on their labor practices and compliance with the company's standards before any business relationship is established. Sourcing and Supplier Quality Engineering conduct audits to ensure suppliers are complying with our established standards.

Remediation

ZOLL did not identify any evidence of forced labour or child labour within its supply chains. Therefore, no measures were needed to remediate forced labour or child labour within our supply chains. If forced labour or child labour were to be suspected, ZOLL is dedicated to collaborating with its suppliers to resolve any issues encountered, including terminating the relationship if necessary.

Training Efforts

ZOLL is committed to raising the awareness of forced labour and child labour with its suppliers and throughout the company. ZOLL is considering training options for key stakeholders in 2024 to enhance upon our ability to identify and eliminate any risks of forced labour and child labour.

Summary

ZOLL is committed to preventing forced labour and child labour within its operations and among its suppliers. It actively engages with employees, suppliers, and stakeholders on these issues and continuously strengthens its strategies to mitigate risks related to forced and child labor, ensuring compliance with applicable labor laws. In accordance with the Supply Chain Act, ZOLL will continue to expand on due diligence efforts to prevent forced labour and child labour in our supply chains.

Reporting entity's legal name: ZOLL Medical Corporation

Joint report for the following entities: ZOLL Medical Corporation - U.S. Manufacturing and Distribution
ZOLL Medical Canada Inc. – Canada Importer and Distributor

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 fiscal reporting year of 2023.

Full Name: Meagan Jump

Title: Director, Global Trade Compliance

Date: May 31, 2024

Signature:

A handwritten signature in cursive script that reads "Meagan Jump".