



BRINK'S CANADA LIMITED

Annual Report under the Fighting Against Forced Labour and Child
Labour in Supply Chains Act

Reporting Year: January 1, 2024 – December 31, 2024



1. Structure, Governance, Activities and Supply Chains

a. Structure

Founded in 1859, The Brink's Company ("Brink's" or the "Company") is a leading global provider of secure logistics and security solutions, serving a diverse range of clients including financial institutions, retailers, government agencies (such as central banks), mints, jewellers, and commercial enterprises. With operations spanning more than 100 countries, Brink's maintains an extensive global footprint, comprising approximately 1,300 facilities and a fleet of 16,400 vehicles.

Brink's Canada Limited ("Brink's Canada") is a federally incorporated company under the Canada Business Corporations Act and operates as a wholly owned subsidiary of The Brink's Company, which is publicly traded on the New York Stock Exchange. With a presence in Canada for over 98 years, Brink's Canada manages a nationwide network of 39 branches and is headquartered in Etobicoke, Ontario and has 1572 employees.

b. Governance

Brink's business is governed by its Board of Directors (the "Board"). The Board is responsible for the Company's policies, programs and strategies regarding environmental, social and governance ("ESG") matters. To allow for appropriate Board review and input, management prepares and provides to the Board a report, no less than annually, regarding the Company's ESG policies, programs and strategies. The Board has developed Corporate Governance Guidelines to assist directors in fully understanding and effectively implementing their functions while assuring the Company's ongoing commitment to high standards of corporate conduct and compliance. New and continuing members of the Board are expected to be familiar with these guidelines and to continuously foster a corporate culture focused on efficient and ethical governance. Corporate Governance Guidelines have been adopted by the Board in accordance with the requirements of the New York Stock Exchange (the "NYSE"), on which the Company's stock is listed for trading. These Corporate Governance Guidelines are publicly available at:

<https://investors.brinks.com/static-files/9f3185f2-6b26-4fc1-aeda-68f77e547701>

b. Activities

Brink's Canada offers secure transportation services of cash, money orders, traveller's cheques, and other negotiable instruments. Brink's also transports precious metals like gold, silver, and occasionally palladium, along with other valuable assets, including stocks, bonds, and fine artwork.



c. Supply Chains

Brink's Canada imports and procures vehicles (armoured cars fleet, uniforms and security accessories (body armor, security seal bags) from the United States. Certain safes and cash-handling equipment for its Pay Complete solution originate from China and Malaysia.

2. Policies and Due Diligence Processes

a. Commitment

The Company is committed to ensuring that there is no modern slavery in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships. We are taking reasonable steps and endeavour to ensure any form of modern slavery does not take place in any business or organization that has any sort of a business relationship with our Company.

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanized, treated as a commodity or being bought or sold as property
- being physically constrained or having restrictions placed on freedom of movement.

b. Policies

Brink's Code of Ethics

Brink's Code of Ethics (the "Code") applies to all directors, officers and employees around the world. It sets out the standards of ethical behavior expected from every individual and serves as a guide for daily conduct, decision-making, and interactions with internal and external stakeholders.

As stated in the Code: *"We respect universal human rights. This benefits both our employees and the communities in which we operate. We condemn human rights abuses and we comply with applicable local, state, national and international laws regarding the employment of minors."*



Brink's leadership is expected to lead by example, fostering a culture that reflects both the letter and the spirit of the Code. The Code reinforces Brink's core values and principles, which include a zero-tolerance approach to forced labour, child labour, human trafficking, and other forms of exploitation. It underpins our broader commitment to conducting business responsibly and in alignment with international human rights frameworks. The Code explicitly condemns human rights violations and affirms compliance with all applicable labour laws, including those relating to the employment of minors.

The Brink's Company's Code of Ethics is publicly available at:

http://s21.q4cdn.com/938716807/files/doc_downloads/Corporate-Governance/Code-of-Ethics.pdf

Supplier Code of Conduct

Brink's has adopted a global Supplier Code of Conduct that sets out clear expectations for ethical business practices, legal compliance, and respect for human rights across its supply chain. This Code applies to all suppliers, vendors, contractors, licensees, and agents ("Suppliers") providing goods or services to Brink's and its affiliated entities. It reflects Brink's commitment to conducting business with integrity and in accordance with all applicable laws, rules, and regulations.

Our Supplier Code of Conduct specifically includes provisions prohibiting child labour and forced labour, as follows:

Child Labor and Forced Labor. *Brink's does not tolerate the use of underage or forced labor and will not knowingly work with any supplier that uses either of these groups as workers. Suppliers must only employ workers who meet the applicable minimum legal age requirement as well as complying with all other applicable child labor laws. Brink's supports the guiding principles of the UN Global Compact including the effective abolition of child and forced labor and expects its suppliers to adhere to those principles as well. Suppliers must ensure that employees work in compliance with applicable laws pertaining to regular working hours and overtime hours; this includes breaks, holiday, and maternity and paternity leaves.*

Human Rights Compliance. *As a member of the UN Global Compact, Brink's is committed to supporting the UN's principles regarding Human Rights. We expect our commitment to these principles to be reflected in the operations of all our supplier partners. Suppliers must comply (and ensure that each of their subcontractors also complies) with all applicable human rights laws, statutes, regulations and codes including but not limited to the UK Modern Slavery Acts 2015. Suppliers will*



implement due diligence procedures with their own suppliers, subcontractors and other participants in their supply chains to ensure there are no human rights violations including, but not limited to slavery, child labor or human trafficking in their supply chain. If a vendor becomes aware of any violations within their supply chain, they must notify Brink's immediately.

Non-compliance, with our Supplier Code of Conduct or any applicable law or regulation, will result in the immediate termination of the business relationship.

Our Supplier Code of Conduct is publicly available at:

<https://us.brinks.com/documents/d/global/brink-s-supplier-code-of-conduct-english-v2>

Brink's Sustainability Report

Finally, as a member of the UN Global Compact, Brink's is committed to supporting the UN's principles regarding Human Rights. We expect our commitment to these principles to be reflected in the operations of all our supplier partners.

In 2024, we established a cross-functional Global Sustainability Steering Committee to further strengthen our sustainability capabilities. Additionally, we created a customer sustainability dialogue program to support proactive engagement, and we completed an internal sustainability process audit to identify opportunities for improvement within our existing program. Lastly, we established a sustainability disclosure program and introduced a new data management system to enhance Brink's sustainability transparency and reporting capabilities. These actions demonstrate Brink's strategic and financial commitment to driving positive change and executing on our sustainability strategy, making us well-positioned for continued progress and impactful sustainability performance moving forward.

Brink's Sustainability Report is publicly available at:

<https://us.brinks.com/corporate/sustainability>

c. Due Diligence Processes

In accordance with legislation, we take specific steps to ensure that modern slavery is not taking place. These include undertaking labour monitoring, right to work documentation, payroll audits and the use of action plans to address risk to modern slavery.

All new customers and contractors are required to go undergo pre-screening to ascertain that there are no sanctions, negative publicity or criminal activity on record. These checks will be undertaken locally and where appropriate, by our global team and may also include health and safety compliance, a check on company performance, including suitable



references from other customers. To date, we have not been made aware of any modern slavery activities within the supply chain, but if any were highlighted to us, we would act immediately in accordance with our legal and moral obligations.

Additionally, Brink's has implemented a Global Due Diligence and Audit Standard for onboarding any precious metals mine worldwide. This standard ensures thorough vetting of suppliers and customers, including those in high-risk regions, evaluation of risks related to conflict, child labour, forced labour, and other human rights concerns, and a consistent and auditable approach that meets international expectations for responsible sourcing.

3. Risk Identification and Management

Assessing the Risk of Forced Labour or Child Labour

Brink's Canada primarily operates as a service-based organization, with the vast majority of its revenue derived from secure transportation, cash logistics, and related financial services. The company does not engage in large-scale manufacturing or the sale of physical goods. While Brink's does procure certain equipment and materials such as safes, uniforms, and technology components for operational purposes, these goods represent a small portion of overall activities.

Given the nature of the business and the limited volume of goods involved, the overall risk of forced labour or child labour within Brink's supply chains is considered to be low. Nonetheless, Brink's Canada remains vigilant and is committed to identifying and addressing any potential risks through compliance with its Supplier Code of Conduct, and alignment with international standards on human rights and ethical sourcing.

4. Remediation Measures

During the reporting period, the company did not identify any instances of forced labour or child labour within its operations or supply chain. As a result, no corrective actions or income remediation efforts were required.

Should such an incident be identified in the future- either within our operations or among our suppliers- Brink's is committed to responding promptly and responsibly. We will implement appropriate remediation measures in line with recognized international human rights frameworks.

6. Training

Brink's Code of Ethics is an integral part of its global compliance framework and is reviewed and updated regularly to reflect evolving legal standards and business practices. In Canada, the Code is incorporated into Brink's annual mandatory compliance training program, which



applies to all employees across all departments and levels of the organization. The training includes a comprehensive overview of Brink's human rights policies, practical examples of prohibited conduct, and clear guidance on how employees should respond if they encounter or suspect potential violations. Employees are made aware of the reporting mechanisms available to them, including confidential channels, to raise concerns without fear of retaliation. The mandatory training outlines the Company's commitment to human rights and sets expectations for lawful, ethical conduct, including the prohibition of forced and child labour. It includes

In 2024, the training was administered internally via e-learning modules developed by Brink's Global Compliance and Human Resources teams.

All ethics and compliance training courses, whether for frontline employees or offered through our online learning platform, equip employees with tools to appropriately contact the right company resources with questions or concerns.

7. Assessing Effectiveness

The global compliance training program includes interactive knowledge checks designed to reinforce key concepts and assess employee comprehension in real time. Successful completion of the training requires certification, which serves both as a record of compliance and a mechanism to promote individual accountability. These evaluations help ensure that employees not only complete the training but also understand their responsibilities. Furthermore, suppliers are required to agree to Brink's Supplier Code of Conduct, which addresses Child Labour and Forced Labour.



8. Approval and Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of officer of the Company, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.

Name: Colin Brennan

Title: Director

Date: November 12, 2025

A handwritten signature in blue ink, appearing to read "Colin Brennan", positioned above a horizontal line.

I have the authority to bind Brink's Canada Limited.