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Introduction

This report was completed as per the requirements of the “Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9)” Act by Hussmann Canada Inc. The report covers fiscal year 2024 from April 1, 2024 to March 30, 2025, and builds on the report completed for the fiscal year 2023. It details further policies and actions taken to detect, mitigate and eliminate the presence of any kind of forced labour and child labour in Hussmann Canada Supply Chains.

Hussmann Canada Inc. structure, activities and supply chains

Hussmann Canada Inc. is the Canadian business division of Hussmann Corporation located in Bridgeton, Missouri, United States. Hussmann Canada registered office is 100 King Street West, 1 First Canadian Place, Unit 1600, Toronto, Ontario. Books and records are located at 5 Cherry Blossom Road, Unit 3 in Cambridge, Ontario. The company is identified as a corporation under the Canada Business Ontario Business Act and is related to Hussmann Corporation and its parent company, Panasonic North America.

Hussmann Canada is the Canadian leader in comprehensive solutions in the food retail business sector. As part of the **Hussmann Promise**, Hussmann Canada Inc. mandate is: “Continuously providing the most customer-focused solutions in the Food Retailing Industry”.

Hussmann Canada focuses in the Promise essence by following these principles:

“Continuously: We must **continuously get better and continuously move forward as an organization.** We must **continuously be customer focused** and **provide great customer focused solutions** to our retailers and our customers.

Customer Focused: Customer focus is at the core of what Hussmann does.

Solutions Provider: We **do more** than provide a refrigeration system or install and maintain equipment. **We provide our customers with solutions** to make their businesses better. That can be how we provide a total store package or how we reduce energy consumption of the store. It's **about the solutions and providing them** to our customers.”

Hussmann Canada sole focus is helping customers stay on top their food retail game. From product design and retail optimization to installation, service and aftermarket support, count on Hussmann to solve your needs – today, tomorrow and beyond.

Canadian business operations expand across multiple provinces in the East, Prairies and West of Canadian geography. The product offering is composed by supermarkets, convenience stores, dollar store, drug store services, scientific solutions, online grocery, mass merchandising and foodservice.

Our product offering is fulfilled from both imported and domestic sources. The main sources for our refrigeration, freezing, hot food display cases, refrigeration systems, retail performance parts and components are our locations in

- Bridgeton, Missouri
- Suwanee, Georgia,
- San Diego, California
- Monterrey, Mexico

Certain sourced imported items can also be procured from outside suppliers located in Brazil and Portugal.

Steps taken to prevent and eliminate the risk that forced labour or child labour

Hussmann Canada implements and abides to **Panasonic's Human Rights and Labour Policy** and **Panasonic Code of Ethics & Compliance Conduct**.

The Panasonic Human Rights and Labour Policy highlights:

” The Panasonic Group ("Panasonic") recognizes that its mission is to contribute to the realization of “an ideal society with both material and spiritual affluence” through its business activities. We tackle global environmental issues and help people gain comfort, peace of mind, well-being and happiness in various aspects of their "lifestyle" and "workstyle".

Based on the belief that a company with such a mission belongs not only to itself but also to society, Panasonic considers that “a company is a public entity of society”. As Panasonic is entrusted by society with assets such as human resources, capital, and materials for its business activities, we must contribute to society by making the most of these resources and creating value from our activities.

Panasonic 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. ”

As per **Panasonic Code of Ethics & Compliance Conduct, Chapter 5. Our Social responsibilities:**

“We have established internal rules for the protection of human rights, incorporating prohibitions of forced labor and child labor, protection of young workers, promotion of equal employment opportunity and treatment, prevention of discrimination, respect for freedom of association, protection for communication between labor and management, and recognition of group representation.

- We comply with all applicable laws and regulations relating to wages, including minimum wages, overtime payments and legally required employee benefits.
- We comply with applicable labor laws, including forced labor, and regulations regarding working hours, rest time, overtime hours, holidays and vacations. We use risk assessment to identify and address such risks. In addition, we endeavor to adopt reasonable total work hours to protect mental and physical health and allow Panasonic members to lead a healthy lifestyle.
- We endeavor to prevent any adverse impact on human rights when developing and providing products and services.
- We encourage our suppliers, customers and business partners to understand Panasonic’s position and our policies regarding human rights and labor compliance. We work in collaboration with our suppliers, customers and business partners to monitor supply chain risks and take measures to prevent, reduce and remedy such risks.

For the 2024 fiscal year, Hussmann Canada Inc. has been working jointly with the Global Trade Compliance, Finance and Global Sourcing Compliance team in initial steps of our Canadian Supply Chain vendor mapping.

The steps included an initial review of current Canadian vendors and working on parameters to properly assess risk in our supply Chains. In addition, detailed training on elimination of forced and child labour was also conducted as part of the 2024 fiscal year.

At the same time, as we conduct our international trade transactions, we have increased our commitment to comply with all import and export-related laws and regulations, including export controls, customs regulations and sanctions that apply to business transactions involving our products, services, software,

technology and technical data and work closely with our suppliers. This increases our opportunities to detect and manage, if required, possible forced labor situations detected via international shipments and data particularly related to possible country and sector risks. The expectation is to further continue these detailed in the next fiscal year.

Hussmann Canada Inc. policies and due diligence to combat forced and child labour in supply chains

Below are highlighted remarks from our Code of Ethics and Compliance in regard to eradication of forced labor in our Canadian Supply Chains

(https://www.hussmann.com/ns/Documents/Panasonic_Group_Code_of_Ethics_&_Compliance_EN.pdf):

Chapter 4

Our business relationships

3. Building fair and transparent supply chains:

“Our suppliers are essential business partners supporting us to provide products that deliver the value sought by our customers. We work with our suppliers in a relationship of mutual trust and confidence to pursue increased performance. We build sustainable supply chains with our suppliers, sourcing materials and services in compliance with corporate social responsibility and local laws and regulations to provide our customers with high quality, competitive products and services that can be used in a safe and secure manner.

Our Commitment

- 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.

- We have established Supply Chain CSR Promotion Guidelines and request our suppliers to comply with these Guidelines.”

Remediation measures

For fiscal year 2024, Hussmann Canada has not identified any forced labour or child labour in our activities and extended supply chains. The company is currently researching and working on this matter.

Remediation of loss of income

For fiscal year 2024, Hussmann 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.

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 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.

- Full name *Eileen Petito*
- Title *SRVP and General Counsel*
- Date *May 22, 2025*
- Electronic Signature, accompanied by the statement "I have the authority to bind 'Name of Entity.'"

