

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, 2024 (the **Reporting Period**). This statement is prepared by NCR Canada Corp. for the Reporting Period.

Please be advised that NCR Voyix Canada has continued its processes and policies to combat slavery and human trafficking with zero tolerance of any such practices in its supply chain. To that effect, NCR Voyix Canada is building upon previous financial year's policies and processes by addressing the issues in the previous financial year.

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. Today, NCR Voyix Corporation focuses mainly on POS hardware, software and services solutions in the retail and restaurant industries. 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 Voyix 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 Voyix Corporation working with any organization 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.

- 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 applicable 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 majority 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**

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

Signed: 
Richard McKenzie
Director of NCR Canada Corp.

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