

## **CMSC Slavery and Human Trafficking Statement (For Financial Year Ended Dec 31, 2023)**

Canon Medical Systems Corporation ("CMSC"), headquartered in Japan, offers a full range of diagnostic medical imaging equipment and other medical solutions around the globe, including the United Kingdom (UK) through its subsidiaries under the organization's structure as indicated below.

Pursuant to the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Section 54 (1), CMSC, as a representative of CMSC group, including its subsidiaries and affiliates ("CMSC Group"), hereby states that we have taken steps during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains and in any part of our business.

These steps include the adoption of various policies, conducting due diligence survey to suppliers, putting in place a framework for respecting human rights, the ongoing identification and monitoring of human rights risks and employee training, to ensure that modern slavery is not taking place in our business or supply chains.

### **Our Organizational Structure and Business in the UK**

CMSC is a parent company controlling two subsidiaries in the UK - Canon Medical Systems Ltd. ("CMSUK") and Canon Medical Research Europe, Ltd. ("CMRE"). CMSC distributes CMSC's products in the UK through CMSUK and assigns a part of its research and development activities to CMRE.

### **Our Supply Chain**

CMSC takes a responsibility for final production of its medical products and most of its products are assembled and manufactured in Japan by itself, while some of its products are locally procured from the CMSC Group or third party suppliers. CMSC procures necessary components for manufacturing its products, such as electronic parts, mechanical parts, and materials from several hundred suppliers. CMSUK is a UK distributor for CMSC's medical products, so procures most of its distribution products from CMSC.

### **Canon Medical Group's Management Philosophy and Standards of Conduct**

We comply with universal principles regarding human rights and labor practices worldwide, including the Universal Declaration of Human Rights, and respect human rights through sound business activities. In addition to complying with laws and regulations, CMSC Group Standards of Conduct ("SOC") stipulates respect for basic human rights and opposes child labor and forced labor.

The SOC serves as behavioural guidelines for CMSC and CMSC Group's directors, officers and employees in their business activities.



The SOC is the basis that guides the CMSC Group's activities in a comprehensive manner so that the group can operate under the principles of fairness, integrity, and transparency, and contribute to the formation of a sustainable society.

Part of the SOC covers human rights, providing:

*" 2. Human Rights*

*1) Basic Policies*

*Canon Medical Systems Group Companies shall:*

*( 1 ) comply with all applicable laws and regulations concerning human rights in each country and region, understand international standards and respect human rights, and shall not condone use of either child labor or forced labor;*

*( 2 ) take appropriate measures in the event that Canon Medical Systems Group becomes aware of violation of human rights and demand that suppliers redress any violations of human rights; and*

*( 3 ) seek to raise awareness among related stakeholders with respect for human rights.*

*2) SOC for Directors and Employees*

*Directors and Employees shall:*

*( 1 ) accept and accommodate different values, and respect the character and personality of each individual, observe the right to privacy and human rights of each individual; and*

*( 2 ) avoid any violation of human rights based on race, religion, sex, national origin, disability, age, or sexual orientation, and avoid physical and emotional abuse, sexual harassment, power harassment (i.e., bullying or harassment by superiors in the office) or violation of the human rights of others."*

### **CMSC Group's Procurement Policy**

We request all suppliers, who play an important role in the CMSC's production and services, to understand and put into practice the CMSC Procurement Policy, which contains a clear prohibition on forced labor (including slave labor) and human trafficking. For more details please visit: [https://global.medical.canon/about/corporate/Procurement\\_Policy](https://global.medical.canon/about/corporate/Procurement_Policy)

**Supply Chain Risks and Due Diligence**

In order to ensure and assess the compliance with the above policies by our suppliers, CMSC headquarters' Procurement Center has conducted annual due diligence survey to all of the new and existing suppliers, and reviewed their approach to human rights and labor conditions, as well as annual due diligence survey concerning conflict minerals. During the financial year, no issues relating to human trafficking, forced labor or other forms of modern slavery have been found in our supply chains through such due diligence.

**Identification and Monitoring of Human Rights Risks**

CMSC takes appropriate measures to identify potential human rights risks in its business activities, including internal audit for overseas group companies.

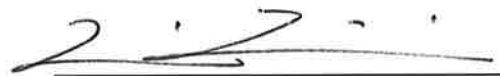
In addition, CMSC Group receives internal reports and consultations concerning the SOC stated above through various points of contact, including whistleblower systems such as our Risk Hotline and Clean Partner Line. During the financial year, no issues relating to human trafficking, forced labor or other forms of modern slavery have been reported.

**Training**

The SOC has been adopted and is available in Japanese and English. Training on the SOC is provided to CMSC Group employees to make the SOC the guiding principles of our daily business activities.

Also, in order to ensure the implementation of CMSC's human rights policies, we perform human rights enlightenment programs for CMSC Group employees from time to time.

This statement is made pursuant to the UK Modern Slavery Act 2015, Chapter 30, Part 6, Section 54 (1), in respect of CMSC's financial year from January 1, 2023 to Dec 31, 2023. It has been reviewed and approved by the Board of Directors on June 20, 2024.



Toshio Takiguchi  
President and Chief Executive Officer  
Canon Medical Systems Corporation