

# **STATEMENT ON THE MODERN SLAVERY ACT 2023**

## **ASSOCIATED MARITIME PHARMACIES LIMITED**

### **CANADA MODERN SLAVERY ACT**

The Canada Modern Slavery Act, officially known as the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211), came into effect on January 1, 2024. This legislation mandates certain entities to report on measures they are taking to prevent and address forced and child labor in their supply chains.

This enactment enacts the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which imposes an obligation on certain government institutions and private-sector entities to report on the measures taken to prevent and reduce the risk that forced labour or child labour is used by them or in their supply chains. The Act provides for an inspection regime applicable to entities and gives the Minister the power to require an entity to provide certain information.

This enactment also amends the Customs Tariff to allow for a prohibition on the importation of goods manufactured or produced, in whole or in part, by forced labour or child labour as those terms are defined in the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

### **OUR MODERN SLAVERY ACT POLICY**

#### **1. INTRODUCTION**

At Associated Maritime Pharmacies Limited (AMPL), we are committed to preventing modern slavery and human trafficking in all our operations and supply chains. This Modern Slavery Act Policy outlines our commitment to combatting these heinous crimes and sets out the steps we will take to ensure transparency and accountability in our business practices.

## 2. COMMITMENT

Associated Maritime Pharmacies Limited acknowledges its responsibility to uphold the principles of the Modern Slavery Act and to take steps to prevent modern slavery and human trafficking in all its forms within our business operations and supply chains. We are committed to ensuring that slavery and human trafficking are not taking place in any part of our business or in any of our supply chains.

## 3. POLICY IMPLEMENTATION

To fulfill our commitment, Associated Maritime Pharmacies Limited will:

- **Conduct Risk Assessments:** We will regularly assess the risks of modern slavery and human trafficking within our operations and supply chains. This includes evaluating the countries and industries where there may be a higher risk of these practices occurring.
- **Implement Due Diligence Procedures:** We will implement due diligence procedures to identify and mitigate the risk of modern slavery and human trafficking. This will include assessing our suppliers, contractors, and business partners to ensure they comply with our standards and values.
- **Supplier Code of Conduct:** We will develop and enforce a Supplier Code of Conduct that prohibits modern slavery and human trafficking. Suppliers will be required to adhere to this code as a condition of doing business with us.
- **Employee Training and Awareness:** We will provide training to our employees to raise awareness of modern slavery and human trafficking issues. This will include educating employees on how to identify and report any suspicions of modern slavery or human trafficking within our business or supply chains.
- **Reporting Mechanisms:** We will establish mechanisms for reporting any concerns or suspicions of modern slavery or human trafficking. Employees, suppliers, and other stakeholders will be encouraged to report any instances they encounter, and we will investigate and take appropriate action.

- **Continuous Improvement:** We are committed to continuously improving our policies and practices to prevent modern slavery and human trafficking. This will include regular review and updating of this policy to ensure it remains effective and relevant.

#### **4. SUPPLY CHAIN AND DUE DILIGENCE**

Our principal suppliers during the year to 30 September 2023 were regulated manufacturers and distributors of medical-surgical products, medical devices and pharmaceutical products.

Some of our suppliers are located in countries that may be more vulnerable to human rights abuses than others. That is why we have several methods to manage our zero-tolerance policy for such abuses, including the following:

- We clearly communicate our expectations to suppliers to ensure adherence to our values and ethical standards.
- We establish appropriate policies and processes within our businesses to make sure that the products we purchase and sell comply with our ethical standards.
- We utilize both internal and external resources to evaluate the factories of our suppliers based in higher risk countries and audit them against recognized industry standards.
- Our supplier agreements include language that requires our supplier to obey national and regional statutory requirements in the country in which they operate, including where appropriate, any applicable laws regarding human trafficking, forced labour and other forms of modern slavery.
- We have strengthened our supplier due diligence and onboarding processes during the year with the introduction of an online platform to collect data about our suppliers and improve our understanding and management of risk around our supplier base.

#### **5. COMPLIANCE AND ACCOUNTABILITY**

Associated Maritime Pharmacies Limited expects all employees, suppliers, contractors, and business partners to comply with this Modern Slavery Act Policy. Non-compliance may result in termination of contracts or business relationships.

## **6. COMMUNICATION AND TRANSPARENCY**

We will communicate our commitment to preventing modern slavery and human trafficking both internally and externally. This includes making our policy publicly available and providing updates on our progress in combating these issues.

## **7. CONCLUSION**

Associated Maritime Pharmacies Limited is committed to taking a zero-tolerance approach to modern slavery and human trafficking. We recognize the importance of working collaboratively with our employees, suppliers, and other stakeholders to eradicate these practices from our business and supply chains.

## **8. RESPONSIBILITY FOR THIS STATEMENT**

The Directors have overall responsibility for ensuring compliance with this statement and our related policies. Management at all levels are responsible for ensuring those reporting to them understand this statement and comply with our Anti-Slavery and Human Trafficking policy, which is available to all colleagues.

This statement is made pursuant to Section 11 of the Canada Modern Slavery Act 2023 and has been approved by the Directors and will be reviewed and updated annually.

Signed:

A handwritten signature in black ink, appearing to read 'Kirk Ramsay', written in a cursive style.

Kirk Ramsay

Director

May 31, 2024