



Modern Slavery Statement

Canon Medical Systems ANZ Pty Limited

Reporting period 1 January 2025 to 31 December 2025

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01 Reporting Entity

This is the 2025 Modern Slavery Statement of Canon Medical Systems ANZ Pty Limited, ABN 73 612 054 707 ("Canon Medical Systems"), incorporated in Victoria in 2016. Canon Medical Systems' registered office is at Unit 1, Building 16 Showground Business Park, 12-20 Anella Avenue, Castle Hill NSW 2154. Canon Medical Systems is a wholly owned subsidiary of Canon Inc. (Canon).

02 Structure

2.1 Canon Corporate Profile and Global Structure



Canon, headquartered in Japan, offers, amongst other things, a full range of diagnostic medical imaging equipment and other medical solutions to more than 150 countries worldwide, including Australia, through its subsidiaries, overseas group companies and distributors. Further details about Canon's corporate activities can be found on the global corporate website (<https://global.canon/>) and its global network is described in further detail under the following link:

<https://global.canon/en/corporate/profile/>

2.2 Canon Medical Systems Profile

Canon Medical Systems' genesis was in Australia in July 1986, and has operated continuously since that time.

After we joined the Canon Group in 2016, Canon Medical Systems name changed to its current name, Canon Medical Systems ANZ Pty Limited, on January 4, 2018.

Further details about Canon Medical Systems corporate activities can be found on our official website (<https://anz.medical.canon/about/corporate>).

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Canon Medical Systems, as a wholly owned subsidiary of Canon saw over 90% of revenue in the reporting period come from the sale and servicing of Canon branded Medical Diagnostic Imaging Equipment. For this reason, we have included information about Canon's operation and activities to address modern slavery risk throughout this statement.

03 Operations

As a local sales, marketing and service channel of Canon, Canon Medical Systems does not manufacture any products in Australia or New Zealand. Our business is a direct sales model, and we do not have channel partners such as authorised business partners, resellers, sales agents or retailers. We provide after sales installation, technical support and service/maintenance in Australia and New Zealand.

We have branch offices in Queensland, New South Wales, Australian Capital Territory, Victoria, South Australia and Western Australia and in Auckland New Zealand. Tasmania and the Northern Territory are respectively managed by Victoria and South Australia Branches.

04 Supply Chain

4.1 Canon Medical Systems Corporation's Supply Chain

Canon takes 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 procured from Canon's group companies or third-party suppliers. Canon procures necessary components for manufacturing its products, such as electronic parts, mechanical parts, and materials from various suppliers. Canon Medical Systems is a distributor for Canon medical products in Australia and New Zealand, procuring most of its distribution products from its parent, Canon.

Please use the following link to read the latest published Canon "Initiatives for Society" ([Respecting Human Rights Report](#))

4.2 Canon Medical Systems' Supply Chain

Premises and facilities management

All premises are leased and facilities management such as cleaning, office supplies, security, and utilities, waste management and some corporate services such as travel, communication, general office supplies, and recruitment are outsourced and purchased from Australian and New Zealand suppliers. Professional, networking and support services are acquired from specialist services providers located Australia and New Zealand. Our suppliers of these facilities have been surveyed by us, and their responses indicate that there are no instances of Modern Slavery in their current operations.

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Product

As a wholly owned subsidiary our major and largest supplier of products and services is our parent company, Canon from whom we purchase Canon branded medical diagnostic imaging equipment, components, spare parts and consumables. Other non-Canon branded products are purchased in the main from other global suppliers, and we compile information from where they source their products.

Our global suppliers, while limited in number, also report via our survey, that they have taken steps to identify possible instances of modern slavery within their supply chains and to eliminate it by incorporated contractual obligations for compliance with modern slavery legislation within their areas of operation.

Logistics, warehouse, and transport services

Logistics requirements are outsourced to international logistics suppliers and local companies supply distribution and delivery services within Australia and New Zealand. Our products are usually received into our warehouse that is located at our principal place of business in Castle Hill NSW. On other occasions equipment may be directly delivered to customers' premises for subsequent installation by our engineers.

Advertising and marketing services are generated in-house.

05 Risks of Modern Slavery

5.1 Risks of Modern Slavery in the Canon Supply Chain

Canon produces Canon branded medical diagnostic imaging equipment manufactured and assembled in Canon group manufacturing companies that are bound by the Canon Group "Code of Conduct" ("COC"). Training is conducted in the areas of recruitment and employment to comply with local laws and the COC.

Canon has taken steps during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and business.

These steps include the adoption of various policies, conducting due diligence surveys 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 Canon's business or supply chains.

5.2 Risks of Modern Slavery in Canon Medical Systems Operations and Supply Chain

Canon Medical Systems' staff, a large number of whom are qualified professionals, are directly employed and as such comply with applicable Australian and New Zealand laws and the aforementioned COC and policies.

The services/products sourced from our business partners are delivered by skilled people working pursuant to Australian and New Zealand labour laws. We have long associations with these business

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partners and are familiar through day-to-day commercial activity. Our top 30 local business partners (by spend) have agreements with us and there are provisions within these agreements to ensure compliance with the Modern Slavery Act.

Accordingly, we believe that the risk of modern slavery occurring in our operations is low. As previously stated, our parent company Canon is our major supplier of Canon branded equipment, and we rely upon its processes to manage these risks.

For non-Canon products supplied by us as part of business offerings to our customers, we are continually finding out more about their supply sources. We recognise that there is some risk through locally acquired services that include domestic logistics, cleaning and catering, but we rate this as low due to the long-term contacts with these suppliers and our knowledge of their day-to-day operations.

In the past 24 months our top 30 local businesses have responded to our modern slavery survey and their responses indicate to us that they have training and other programs in place to ensure compliance with the Modern Slavery Act.

06 Actions taken to assess and address risks

6.1 Canon Medical Systems Risk Assessment

The process for understanding Canon Medical Systems' modern slavery risk and developing mitigation strategies is managed by representatives of Logistics, including Supply Chain, Compliance, Legal and Risk Management and reports to the Executive Governance Group.

In 2025, our continued efforts were concentrated in collecting and reviewing our procurement data and undertaking an assessment for modern slavery risks in our supply chain using our survey questionnaire. This is an on-going process and will continue whilst ever we are in operation.

Based on the data, we undertook a risk assessment of new suppliers and a random sample of current active suppliers excluding our parent company and its subsidiaries. Our assessment is that the possibility of risk in our supply chain is "moderate to low". Moderate risks could occur in logistics and local transport services and property management services.

6.2 Actions and Plan

All staff were subject to mandatory compliance training covering Modern Slavery and COC. Our modern slavery strategy continues to evolve, and we continue to collect responses to questionnaires regarding modern slavery from our logistics and transport and top 30 suppliers (by spend) as well as any new suppliers. All suppliers (excluding our parent company) are subject to survey questionnaires on a 24 monthly cycle.

We have an in-house reporting system (including whistle-blower) policy that allows for anonymous reporting by staff as well as stakeholders. To date, we have not had any complaints or whistle-blower notifications recorded. No modern slavery or other human rights risks have been reported.

Our company continues to develop its understanding and processes to identify modern slavery and other human rights risks and our plan for the next twelve months is to:

- ✚ refine the data and systems that is used to capture data for all suppliers;
- ✚ carry out the continual revision of our top 30 suppliers (by spent) and offer our assistance to move to moderate risk categories if any high-risk category is found;
- ✚ maintain a risk-based supplier selection and management framework for human rights;
- ✚ continue and improve our internal training programmes;
- ✚ work closely within our Group companies sharing data and ideas to achieve best practice.

6.3 Canon Medical Systems Corporation Assessment and Actions

In order to ensure and assess the compliance of the suppliers, Canon 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 labour conditions. As of today, no issues relating to human trafficking, forced labour or other forms of modern slavery have been found in Canon's supply chain through its due diligence program.

Canon takes appropriate measures to identify potential human rights risks in its business activities, formulates basic principles on human rights, enforces the practice of their essence and contents, and provides instructions and support to promote the concept of Respect for Human Rights throughout the Canon Group.

Canon receives internal reports and consultations concerning the COC stated above through various points of contact, including whistle-blower systems, such as its "Responsible Business Conduct Hotline" (<https://global.canon/en/contact/csr-form-e.html>).

6.4 The Management Philosophy and COC

The management slogan "**Made for Life**" symbolizes the basic commitment of Canon, and its Medical Group Companies and COC serves as behavioural guidelines for directors, officers and employees in their business activities.



COC is the basis to guide Canon 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. Canon has published its "Canon Group Human Rights Policy" which applies to all employees:

"Canon Group Human Rights Policy.

Since Canon's founding in 1937, all employees have been treated the same on a fair and equal basis, without any discrimination due to gender, age or occupation. This stance was based on a complete respect for humanity.

Following half a century of operations, we adopted our corporate philosophy of kyosei in 1988. Kyosei is the aspiration to create a society in which all people, regardless of race, religion or culture, live and work together for the common good. It sets the goal of human happiness and prosperity above the profits earned by any single company or nation. Kyosei expresses our commitment to and global aspiration for a respect for humanity and makes clear the company's firm stance to working together with stakeholders around the world to achieve this.

This policy expresses the Canon Group's commitment to respect human rights and to take measures to protect human rights under the corporate philosophy stated above, which we embed into our operational policies and procedures. We promote human rights initiatives based on this policy under the responsibility of the executive in charge of human rights.

1. Respect for Human Rights Canon commits to respect internationally recognized human rights across its business activities, as set out in the International Bill of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, and Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct. Specifically, Canon commits to respect fundamental human rights, prohibit discrimination, harassment or violence based on such factors as race, nationality, gender, religion and creed, promote diversity, prohibit child labor and forced labor (including human trafficking), prohibit unreasonable restriction on movement, respect freedom of association and the right to collective bargaining in accordance with the laws and regulations of each country and region, pay employees wages equal to or greater than legally mandated wages, prevent excessive overtime work and grant appropriate holidays, ensure occupational health and safety, prevent occupational injuries, protect privacy, and promote responsible minerals sourcing.

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2. Human Rights Due Diligence In accordance with the UN Guiding Principles on Business and Human Rights, Canon conducts human rights due diligence to identify adverse human rights impacts that are linked to its business activities, and to prevent or mitigate any adverse impacts. In consideration of the findings of human rights due diligence, Canon will review and update this policy, where necessary.

3. Grievance Mechanism Canon establishes and operates an effective internal and external reporting system to understand adverse human rights impacts that are linked to its business activities. When Canon identifies that it has caused or contributed to adverse human rights impacts, Canon will take appropriate steps to remedy the situation.

4. Awareness Training Canon conducts human rights awareness training on a continuous basis to enable its executives and employees to deepen their understanding of international initiatives relating to human rights and this policy, and to respond appropriately to human rights issues.

5. Dialogue with Stakeholders Canon communicates its human rights approach, as stated in this policy, to stakeholders through our website and other communication channels. In a series of initiatives under this policy, Canon learns from the human rights expertise of external experts and has dialogue with stakeholders such as employees and suppliers who are or could potentially be affected by our business activities in relation to human rights.

Canon seeks to contribute to our stakeholders' understanding of the international circumstances surrounding human rights. By cooperating with surveys and audits conducted by Canon, as well as with our responses to the risks uncovered through our initiatives, we encourage our stakeholders to join Canon in addressing human rights issues."

Canon continues with its global procurement policy and advocating human rights throughout its Group.

07 Assessing Effectiveness of Actions

Canon and Canon Medical Systems continue to assess the effectiveness of actions to identify and address risks of modern slavery.

Canon Medical Systems reviews its suppliers on a 24-month cycle or more frequently should the need arise. In addition, Canon Medical Systems' Audit and Risk Committee reports to the Executive Governance Group three times per year and further reports are provided to the Directors.

08 Consultation Process

Canon Medical Systems has representatives from its Logistics, including Supply Chain, Compliance, Legal and Risk Management and the Executive Governance Group who were engage in the preparation of this statement.

09 Authorisation

This statement was reviewed and approved by the Board of Directors of Canon Medical Systems ANZ Pty Limited on 20 May 2026.



Monica King
Managing Director
Canon Medical Systems ANZ Pty Limited