

CANON AUSTRALIA

MODERN SLAVERY STATEMENT

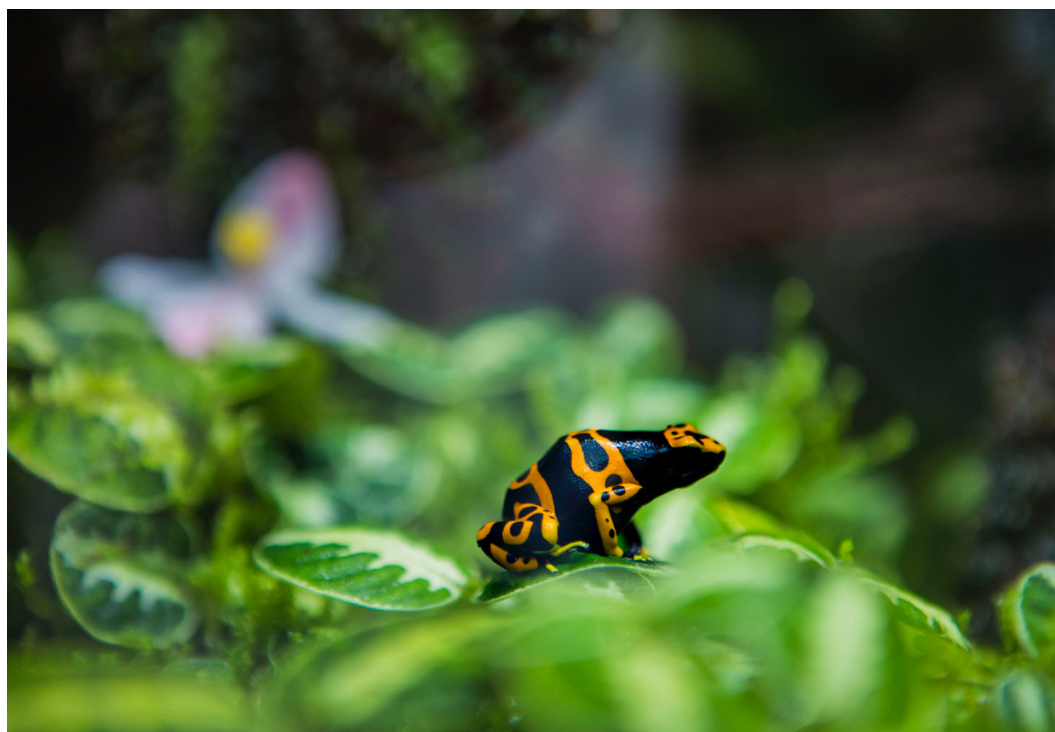
For the Reporting Period 1 January 2024 to 31 December 2024



Cover image by Stephen Lane,
Canon Oceania Employee.
Taken on Canon EOS 6D.

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01

REPORTING ENTITY

This is the Modern Slavery Statement of Canon Australia Pty Ltd (ABN 66 005 002 951) and its subsidiaries (refer to operating structure Figure 1). Canon Australia is a wholly owned subsidiary of Canon Inc. Its registered office is at Building A, 5 Talavera Road, Macquarie Park, NSW 2113.



Image by Julia Guk,
Canon Oceania Employee.
Taken on a Canon 5D Mark IV.

STRUCTURE

2.1 Canon Global Structure

Canon Inc. is a Japanese corporation established in 1937 and headquartered in Tokyo, Japan. Canon Inc. is the parent company of Canon Group. The Group includes 334 consolidated subsidiaries and is structured around four industry-oriented business groups: Printing, Imaging, Medical and Industrial. Canon Group develops, manufactures, and sells office multifunction printers (MFPs), photocopiers, laser printers, cameras, inkjet printers, medical equipment, lithography equipment, and many other products.

As of 31 December 2024, Canon Inc.'s global consolidated net sales were JPY 4,509.8 billion and Canon Group had approximately 170,340 employees. Further details about Canon Inc. corporate activities can be found on the official Canon global website (<https://global.canon/en/>).

2.2 Canon Oceania Structure

Canon Australia controls several subsidiary companies, (refer to operating structure – Figure 1). All the business units shown under the Canon Oceania Group in Figure 1 are included within the scope of this report. In 2024, the Canon Oceania Group reported consolidated revenue of AUD \$662.3 million and at the end of the year had 2,053 permanent employees.

Some other Canon Group companies located in Australia and New Zealand (Canon Medical Systems ANZ Pty Ltd, Canon Production Printing Australia Pty Ltd and Canon Production Printing New Zealand Ltd) are not covered in the scope of this report as they operate independently and are not subsidiaries of Canon Australia.

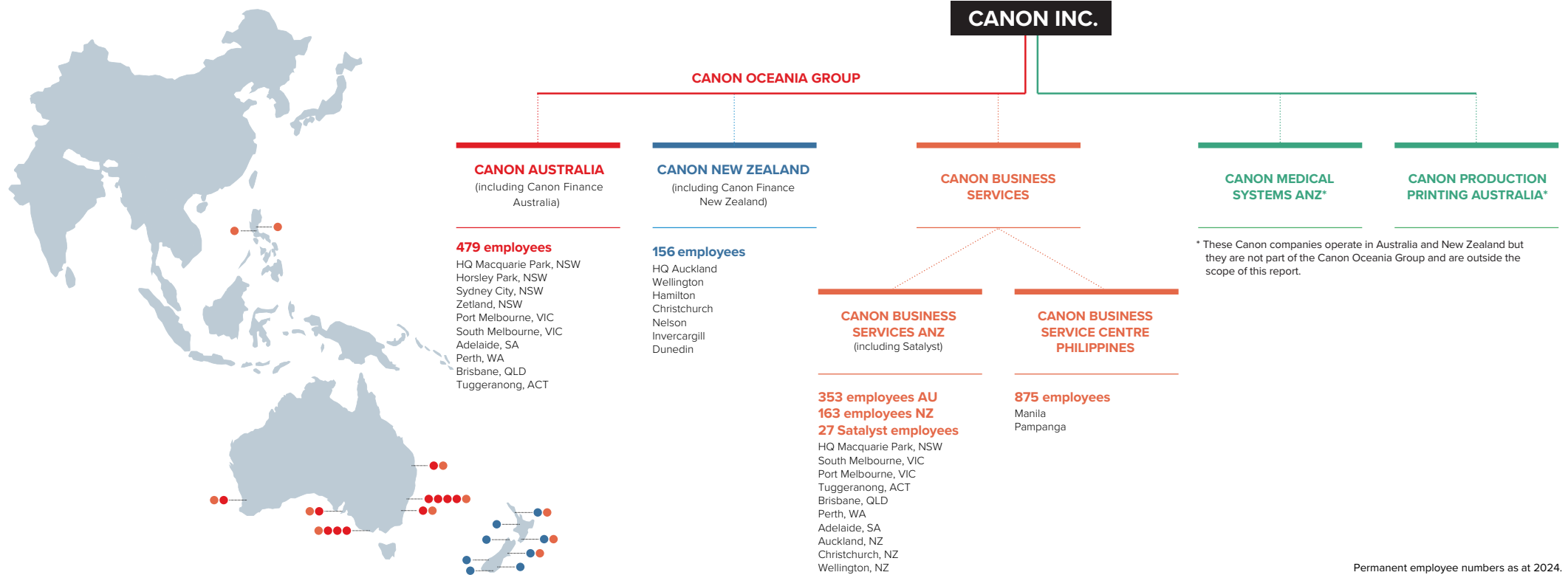
02 STRUCTURE

2.2 Canon Oceania Structure continued.

Canon's Operations in Oceania

Within Australia and New Zealand about 76% of Canon Oceania revenue in the reporting period came from the sale and servicing of Canon products and services. For this reason, we have included throughout this statement information about Canon Inc. operations and activities to address modern slavery risks.

Figure 1: Canon Oceania Group Operating Structure – Canon Oceania companies include Canon Australia, Canon New Zealand and Canon Business Services.



Permanent employee numbers as at 2024.

OPERATIONS

3.1 Canon Inc. Operations

Canon Inc.'s global operations are described in detail on its corporate website and in its [Sustainability Report](#). In 2019, Canon Group joined the Responsible Business Alliance (RBA), a coalition of companies that promotes socially responsible global supply chains.

3.2 Canon Oceania Group Operations

Canon Oceania is the local sales and marketing arm of Canon Inc. During the 1970s, Canon products were distributed in Australia and New Zealand through other local businesses. Canon Australia was incorporated in 1978, Canon Finance Australia in 1988, and Canon New Zealand in 1991. Canon Australia acquired Harbour IT in 2017, Convergica in 2019, and Satalyst in 2022. Together, those three companies operate as Canon Business Services ANZ.

The Canon Oceania Group has continued to evolve to meet market needs. The Group is now a diverse imaging and technology solutions organisation with operations in 20 sites across Australia, New Zealand, and the Philippines. Our products and services are distributed through direct and indirect channels, including a large network of authorised business partners and resellers, authorised sales agents, and retailers.

We also deliver business process outsourcing (BPO) and managed services on our sites, customers' sites, as well as offshore in the Philippines. We do not manufacture any products in Australia or New Zealand apart from software.

03 OPERATIONS

3.2 Canon Oceania Group Operations continued.

Canon Oceania Group companies include the following operations:

COMPANY, BUSINESS UNIT OR TRADING NAME	BRANDS
Canon Australia Sales and marketing of imaging technology including printers and cameras, support services and solutions for business and consumer markets. Canon Australia also operates SUNSTUDIOS in Australia.	 
Canon New Zealand Sales and marketing of imaging technology including printers and cameras, support services and solutions for business and consumer markets.	
Canon Finance Provides finance for businesses in Australia and New Zealand buying primarily Canon products and services.	 CANON FINANCE
Canon Business Services Australia New Zealand (CBSANZ) Provides digital transformation, business process optimisation, cloud technologies, and secure IT-managed services.	  
Canon Business Service Centre (CBSC) Based in the Philippines, CBSC provides managed services, business process automation and outsourcing, and managed IT services and cloud-based IT solutions to customers primarily in Australia and New Zealand. CBSC also services a small number of customers in Europe, primarily other Canon Group companies.	 CANON BUSINESS SERVICE CENTRE (PHL)

SUPPLY CHAIN

4.1 Canon Inc. Supply Chain

Canon Inc. places great importance on manufacturing, engaging in product assembly as well as the production of certain components, parts and materials at its own plants, factories and Canon Group manufacturing companies that bear the Canon name and are owned by Canon Inc. directly or indirectly. Manufacturing companies in Canon Group are located in countries and regions such as Japan, China, Taiwan, Malaysia, Thailand, the Philippines, Vietnam, the United States and Europe. They supply Canon products to Canon Inc. and companies, including Canon Group marketing subsidiaries and affiliates.

These manufacturing companies directly employ considerable numbers of employees and are administered by Canon Inc., which acts as the head of Canon Group. Canon Group offices, plants and manufacturing companies are engaged in partnerships with multinational suppliers unaffiliated with Canon Group, from whom they purchase considerable quantities of components such as electronic parts, mechanical parts, and materials.

Further information on Canon's subsidiaries and affiliates, their locations, employee numbers and activities, is available in the Canon Group Directory on the [Canon Inc. global website](#).

04 SUPPLY CHAIN

4.2 Canon Oceania Supply Chain

To support our business, Canon Oceania engages with suppliers across various industries in these broad categories:

Hardware

By far our largest supplier of products and services is Canon Inc., from whom we purchase imaging products, components, and consumables such as toner and ink for resale. We also buy non-Canon products for our internal business use and resale as part of our business process outsourcing and managed services operations. Information about Canon Inc.'s operations and modern slavery policies and processes is included in this document and on the [Canon Inc. website](#). Non-Canon IT products are purchased mainly from global suppliers, many of whom have strong public positions on modern slavery. However, we are presently still compiling information on this category and its suppliers including where the products are manufactured.

Logistics, warehouse and transport services

Our logistics functions, including warehousing and distribution, are outsourced to global and local companies. Some repacking and bundling of Canon ink and other products for the Australian and New Zealand markets is performed by a local social enterprise.

IT software, networking and support services

Software for our use and resale is purchased from Canon Inc., and other major global brands, mainly through Australian distributors. Networking and support services are generally specialist skills purchased from Australia, New Zealand and the Philippines.

Real estate, property and facilities management services

Property services include commercial management of our leased property portfolio and facilities management such as cleaning, security, facilities management, maintenance, repair and operations, utilities and waste management. These services are outsourced and purchased from Australia, New Zealand and, to a small degree, the Philippines.

Professional services

These include all advisory services provided to Canon and by Canon to its customers. They are purchased mostly from Australia and New Zealand.

Corporate services

These include services to support the running of the business including recruitment, accounting, office supplies, travel, telecoms, catering and hospitality. They are purchased mostly from Australia and New Zealand.

Business process outsourcing

These include back-office services and call centre functions that are outsourced by Canon Australia to Canon Business Services Centre (Philippines).

04 SUPPLY CHAIN

4.2 Canon Oceania Supply Chain continued.

Advertising, marketing and promotions

These include advertising and marketing services as well as promotional items and marketing material. These products and services are mostly purchased from Australia and New Zealand but, at present, we do not have reliable information about the source of promotional products across the whole business/supply chain.

Business Partners and Agents

Canon has 80 authorised business partners and value-added resellers who sell and/or service Canon products throughout 74 different regions. These are small and medium enterprises that provide sales, marketing and technical services. We also appoint local sales agents to sell our business products and services. Our business partners and agents are classified as follows:

Canon Business Partners – we wholesale hardware, software, parts and toner to our Business Partners, and they on-sell and manage all services themselves. These include:

- Regional Partners – 42 Partners covering 53 regions in Australia (AU) and New Zealand (NZ)
- Metro Partners – 18 partners covering all major metro centres across Brisbane, Melbourne, Sydney, Adelaide and Perth except Canberra in AU. In NZ, 5 across Auckland/Wellington/Christchurch.
- Pacific Island Partners – 4 Pacific Island partners covering 4 countries across PNG, Fiji, Vanuatu and Samoa

Alliance Partners – These partners are focused on providing managed services and can sell across all regions. Canon wholesales the hardware and service charges to the Alliance partners but hardware support is provided directly by Canon or by a business partner.

- 3 Alliance Partners in AU

Value added Resellers (VAR) – Similar to Alliance Partners, Canon wholesales hardware to these businesses and also wholesales support service for the hardware, but VARs do not sell any of their own services only Canon services. This enables small businesses an opportunity to set up and not have to incur costs for staff but still build their business on both hardware and service to develop into a full Business Partner.

- 5 VARs located in Metro regions of AU

Retailers

Canon consumer products and services are sold largely through Australian and New Zealand retail outlets including large chains and specialty photography outlets.

RISKS OF MODERN SLAVERY

5.1 Risks of Modern Slavery in Canon Global Supply Chain

5.1.1 Canon Group Manufacturing Companies

Most Canon branded products are assembled by Canon Group manufacturing companies, including Canon Inc., instead of outsourcing their production. Canon Group manufacturing companies manage their affairs and conduct training in the areas of recruitment and employment in compliance with local laws and regulations and the Canon Group Code of Conduct.

Regarding suppliers of production materials to Canon Group manufacturing companies, Canon Group manufacturing companies ascertain the conditions at suppliers through supplier inspections and operational exchanges. It is recognised that attention should be paid to suppliers located in areas of high country-risk and this is covered in Clause 5.1.3.

Canon Group utilised the Responsible Business Alliance's (RBA's) Self-Assessment Questionnaire (SAQ) to assess the risk of human rights violations at 64 Canon Group production sites worldwide and confirm that the sites are not making use of child labour or forced labour and are respecting workers' freedom of association and right to collective bargaining. In addition, Canon Group manufacturing companies conducts internal audits, including on-site inspections, and undergoes regular external audits. In 2024, 22 sites worldwide underwent Voluntary Action Plan (VAP) audits by the RBA. Some items were pointed out at sites that were audited in 2024, and we are taking corrective actions as follows:

- Management of working hours and wages of workers, including on-site service providers and employee cost burden
- Maintenance of emergency exits, evacuation routes and disaster prevention equipment
- Evacuation route maps, guidance signs
- First aid kit management, signs directing use of protective equipment
- Expansion of languages needed for safety and health information

Refer to page 50 of the [Sustainability Report](#) for further information.

Based on the survey responses of the RBA SAQ, Canon Group confirmed there is no evidence of child or forced labour or any unreasonable restrictions on workers' movements on the sites or while at work among Canon Group production sites. In addition, Canon Group has confirmed that the Group companies do not retain original documents of employee personal ID documents or other personal documentation, and that they put regulations in place that clearly stipulate this through the SAQ.

In order to prevent child labour, Canon Group check the age of employees when they enter the company and have developed a response flow in case an employee who is under the minimum

05 RISKS OF MODERN SLAVERY

5.1 Risks of Modern Slavery in Canon Global Supply Chain continued.

5.1.1 Canon Group Manufacturing Companies continued.

working age is found. In addition, young workers under the age of 18 are prohibited from working any overtime or nighttime, or engaging in dangerous work, thereby considering their health and wellbeing.

5.1.2 Human Rights Due Diligence

Based on the UN Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct, Canon Inc. has implemented human rights due diligence across the entire Group, as one of the activities under the Risk Management Committee.

Each Canon Inc. division and Group company identifies and evaluates the potential adverse human rights impacts in their respective business activities, including the supply chain, and identifies the salient human rights risks. In assessing human rights risk, Canon Group also refers to the human rights risk country/region index provided by the Responsible Business Alliance (RBA). Additional measures have been initiated to prevent or mitigate salient human rights risks identified by Canon Inc. divisions or Group companies where it is believed current actions are deemed insufficient.

The salient risks related to modern slavery that were identified through this process related to Canon suppliers and contractors and included risks of the occurrence of child labour, forced labour and unpaid wages/low wages. The full list of human rights risks identified across the supply chain and the controls in place are shown in [Sustainability Report](#) on page 48.

5.1.3 Suppliers of Canon Group manufacturing companies

5.1.3.1 Due Diligence on Human Rights

Canon Inc. formulated the Canon Supplier Code of Conduct, based on the RBA Code of Conduct, to promote procurement activities that take proper account of labour, health and safety, environmental concerns, and management systems. Canon Group also collect letters of agreement concerning adherence to the Code of Conduct from major suppliers. In addition, by conducting annual questionnaire-based self-assessments, we are working to identify, assess, and prevent human rights risks among our suppliers, including the use of child or forced labour, unreasonable movement restrictions, or excessive working hours.

For some major suppliers, Canon Group verifies the results of the self-assessments and conducts on-site audits, providing advice on preventing and mitigating human rights risks as needed. In line with our support for the Keidanren-led Declaration of Partnership Building initiative, Canon Inc. is committed to cooperation and co-existence with business partners and strives to avoid unreasonable requests for cost reductions, orders with short turnarounds that do not reflect appropriate cost bearing, and requests for sudden changes in specifications. We also make efforts to set prices that take into account the impact of higher labour costs.

Before starting business dealings with a new supplier, Canon Group conducts an assessment based on the Canon Sustainability Supplier Guidelines and other reference standards of whether the company fulfills all requisite standards in terms of corporate ethics, environmental conservation (chemical substance management, prevention of air

05 RISKS OF MODERN SLAVERY

5.1.3 Canon Inc. Suppliers continued.

5.1.3.1 Due Diligence on Human Rights continued.

pollution and water pollution, proper disposal of waste, initiatives aimed at conserving energy and resources, reduction of GHG, and biodiversity conservation), finance, and production structure. Only those suppliers who meet these criteria are accepted as suppliers. We aim to preferentially deal with suppliers evaluated highly in our comprehensive assessment including our annual supplier survey as well as each supplier's trade performance. In addition, we conduct on-site audits of suppliers with low evaluations, providing guidance and instruction for improvement. In particular, Canon Group may choose to terminate business with suppliers if they are not complying with laws and social norms covering areas such as human rights, labour, and the environment.

A full explanation of Canon's supplier evaluation system is included in the Supply Chain Management Section of their Sustainability Report.

5.1.3.2 Results of Risk Assessments

For parts and materials suppliers of its main business products, Canon Group uses an RBA approved SAQ to identify their labour, health and safety, environmental, and ethical risks. Our 2024 survey of 378 companies elicited responses from 372 companies (representing 98.4%). Suppliers that did not reply to the survey were followed up individually. No businesses were identified as high risk among these suppliers, but we provided feedback on the results to our major suppliers and requested that they identify weaknesses and improve on them. We also conduct online meetings and arrange site visits to help verify the SAQ responses of a select number of major suppliers around the world.

Canon Group also request major suppliers to sign an agreement concerning the RBA Code of Conduct. In 2024, agreements were signed with 371 of 378 major suppliers, equating to a consent rate of 98.1%. Since 2022, at our core business production sites, we have also been carrying out risk assessments relating to labour, health and safety, the environment, and ethics, for the major onsite service providers related to security, cleaning, and cafeteria, labour agencies, and facility or dormitory management companies. The assessments conducted in 2024 identified risks mainly in the following areas, and we worked for improvement in collaboration with suppliers.

- Charge for Expenses Incurred for Employment
- Prohibition on Punitive Fines
- Appropriate Pay Slips
- Physically Demanding Work
- Management of Personal Information

Further information is available in the [Sustainability Report](#) p 90-93.

05 RISKS OF MODERN SLAVERY

5.2 Risks of Modern Slavery in Canon Oceania Operations and Supply Chain

Canon Oceania's people are mostly directly employed by each company under conditions complying with applicable Australian, New Zealand and Philippine law and Canon's global human rights policies and codes. A large part of the workforce consists of professional employees and contractors. Canon Business Services Australia and New Zealand may have a business requirement to employ some unskilled or temporary labour. However, these people are either directly employed by Canon under the conditions described above or employed by recruitment agencies who are required to provide the minimum standards in line with local employment legislation and are subject to the same contractual obligations regarding modern slavery and human rights as Canon's other suppliers.

Similarly, the products and services delivered through our business partners and agents are delivered by skilled people working under Australian and New Zealand labour laws. Canon has worked with most of these partners over a long period of time and is very familiar with their operations through day-to-day commercial activities and periodic audits.

For these reasons, we consider that the risk of modern slavery occurring in our operations is low. However, Canon Oceania recognises we may contribute to or be linked with modern slavery practices in our supply

chain. We understand that we are exposed to risk through the fact that we purchase significant quantities of electronic equipment that is rated as high risk by most modern slavery experts. Risks in this industry occur across the supply chain including raw material sourcing, manufacturing and the disposal of the equipment if it is not managed in accordance with global hazardous waste regulations.

As our major supplier of electronic equipment is Canon Inc., we rely on its processes to manage the risk, and these are described throughout this statement. For non-Canon products, we are in the process of finding out more about their source. We also appreciate that we have some product and service risk through services that we purchase including logistics, cleaning, catering, and promotional items. We have some geographic risk in that we do not yet know the origin of many of the non-Canon products that we buy. Finally, we consider that we have low risk in our Philippines operations, but we do not have complete information yet about the products and services we buy locally there. Improving the quality of information that we have about our suppliers and the products and services that they provide is a key point in our action plan described in Clause 6.2.



Image by Dennis Lucem,
Canon Oceania Employee.
Taken on Canon EOS 700D.

06

ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

CANON INC.

6.1 Canon Inc. Policies and Code of Conduct

6.1.1 Basic Approach

Canon's corporate philosophy is Kyosei, which means 'living and working together for the common good'. This philosophy aims to support the development of a society in which all people, regardless of race, religion or culture, live and work together for the common good. Kyosei expresses our commitment to, and global aspiration towards respect for humanity, and makes clear the company's firm stance on working together with stakeholders to achieve this. As such, Canon Group believes that respect for human rights is fundamental to our business and corporate management. Further details are provided on the [Canon Inc. website](#).

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.1 Canon Inc. Policies and Code of Conduct

6.1.2 Canon Group Human Rights Policy

The Canon Group Human Rights Policy, established in 2021 and revised in 2025, expresses Canon's commitment to respect human rights and take measures to protect human rights under the corporate philosophy Kyosei, which we embed in our operational policies and procedures.

This policy specifies that Canon Group commits to respect international initiatives such as the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, United Nations' Guiding Principles on Business and Human Rights, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

It stipulates that Canon Group will conduct human rights due diligence, establish and operate a grievance mechanism, conduct human rights awareness training, and engage in dialogue with stakeholders on human rights in the supply chain. In addition to respecting internationally recognised human rights, including the prevention of child labour, forced labour, unreasonable restrictions on movement and excessive overtime work, and the respect for freedom of association and the right to collective bargaining.

The Human Rights Policy is published via the [Canon Inc.'s global website](#) and is communicated to employees and stakeholders in various countries and regions.

6.1.3 Canon Group Code of Conduct

The Canon Group [Code of Conduct](#), established in 2001, sets the standards to which executives and employees of Canon Group are required to conduct their duties. Based on the Code of Conduct, the Group has formulated a range of policies, covering matters such as human rights, labour, the environment, legal compliance, procurement, and security, to govern its business activities.

The Canon Supplier Code of Conduct, reviewed and updated in 2024, adopts the Code of Conduct of the Responsible Business Alliance (RBA) to promote procurement activities that take proper account of labour, health and safety, environmental concerns, and management systems. This document acts as the basis for fulfilling social responsibilities in the supply chain.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.1 Canon Inc. Policies and Code of Conduct

6.1.4 Canon Group Whistleblower Policy

Canon Inc. has a compliance hotline system to handle reports of compliance issues, including violations of laws, bribery and other forms of corruption, and other breaches of the Canon Group Code of Conduct. We encourage appropriate use of the system by using the intranet, compliance training and other means to build awareness.

Canon Inc. also has a hotline for external stakeholders, which they can use to report specific human rights-related concerns and information in connection with Canon's corporate activity or other specific concerns relating to various risks in the supply chain.

With both the internal and external hotlines, due care is taken to protect the privacy of informants and to ensure they do not suffer disadvantageous treatment as a result, including the option of anonymous reporting.

When a report containing a possible compliance violation is received, an investigation is launched to establish the facts and a final decision is made as to whether there is a compliance violation. If a compliance

violation is found, the necessary corrective action is taken along with measures to prevent recurrence. Nearly all Group companies worldwide have a compliance hotline. [The Responsible Business Conduct Hotline](#)

Canon Inc. also receives biannual reports from Group companies on the operational status of their respective compliance hotline systems. These biannual reports from each company include not only the number of cases filed but also a summary of each case, investigation results and responses, and measures to prevent recurrences.

Reports made to Canon Inc. and Group companies are analysed statistically to record the number of completed investigations by type of case, including those where a compliance violation is found. The analysis results are reported on a yearly basis to the Risk Management Committee and fed back to each Group company.

The table below shows the number of whistleblowing reports, whistleblowing cases and compliance violations recognised after investigation into each case of whistleblowing, over the past three years. There have been no serious compliance violations.

Reports, cases and compliance violations across the Canon Group	2022	2023	2024
Annual reports of cases of whistleblowing during year	284	298	374
Reported cases of whistleblowing during year (at year-end)	311	336	409
Compliance violations recognised after investigation into whistleblowing (at year end)	52	43	66

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.1 Canon Inc. Policies and Code of Conduct

The table below indicates reported human rights-related cases and reported cases where compliance violations were found over the past three years. There were no cases of serious human rights-related compliance violations.

Reports of Human Rights-related Cases and Compliance Violations across the Canon Group	2022	2023	2024
Annual reported cases (as of year-end)	110	94	140
Reported cases where an investigation was completed, and compliance violations were found (as of year-end)	21	17	27
Category: Discrimination, harassment	16	14	23
Labor Management	5	3	4

*Responsible Business Conduct Hotline <https://global.canon/en/contact/csr/csr-form-e.htm>

6.1.5 Canon Group Human Rights Due Diligence and Awareness Training

In conjunction with the establishment of the Canon Group Human Rights Policy, since 2021 Canon Inc. has been carrying out human rights awareness training program for employees to instil basic business knowledge and widely inform about human rights initiatives at Canon. This program was expanded to overseas Group companies in 2023. The training programs delivered overseas reflect national and local characteristics, and each company has optimised the content and translated it into each language.

Participation Rates in the Canon Group Human Rights Awareness Training Program

FY	2021	2022	2023-2024
Target	Canon Inc.	Group Companies in Japan	Group Companies outside Japan
Participation Rate	92.5%	98.2%	98.0%

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.1 Canon Inc. Policies and Code of Conduct

6.1.6 Member of the Responsible Business Alliance (RBA)

In December 2019, Canon Group joined the Responsible Business Alliance (RBA), a coalition of companies that promotes socially responsible global supply chains. Canon Group actively promotes initiatives that consider the global environment, people, and society by respecting the RBA's vision and mission and adopting its Code of Conduct.

- **Vision:** A global electronics industry that creates sustainable value for workers, the environment and business.
- **Mission:** Members, suppliers and stakeholders collaborate to improve working and environmental conditions through leading standards and practices.

Canon Group conducts self-inspections using RBA's Self-Assessment Questionnaire at its domestic and overseas production sites to assess the risk of human rights violations.

6.1.7 Responsible Minerals Sourcing

Products manufactured and sold by the Canon Group and numerous other corporations contain materials that originate from a variety of minerals. These materials are sourced through diverse supply chains from their places of origin throughout the world. Mineral mining sites, smelters or other processing sites for some of those materials have been shown to have links to armed groups, serious human rights violations or environmental destruction.

To reassure customers using Canon products, Canon Group is working with suppliers and industry bodies on responsible mineral sourcing initiatives.

We investigate the countries of origin of minerals and exercises due diligence, following the 5-step framework recommended by the Organisation for Economic Co-operation and Development (OECD) in its Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance).

Based on a common Group-wide policy and survey reporting system, we identify products that could contain certain metals or minerals and then conducts investigations of the parts and materials in question, tracing up the supply chain to determine places of origin. We exercise due diligence to identify human rights and environmental risks in conflict-affected and high-risk areas around the world.

Further information about the program is available in the [Sustainability Report](#) pg. 93-94.

6.1.8 Due Diligence and Risk Management

The CFO of Canon Inc. holds the responsibility as the executive of human rights, while the sustainability, legal, and human resources divisions of Canon Inc. serve as the secretariat, pursuing human rights initiatives. The secretariat formulates an overall plan for human rights initiatives, establishes and operates grievance mechanisms, conducts stakeholder engagement, and reports important matters to the executive in charge. Potential human rights violation risks have been identified as a significant risk by the Risk Management Committee established by resolution of the Board of Directors. Each Canon Inc. division and Group company is implementing initiatives to prevent and mitigate human rights risks. The results are evaluated annually by the Risk Management Committee and reported to the CEO and Board of Directors.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.2 Canon Oceania

Within Canon Oceania, the process for understanding our modern slavery risks and developing mitigation strategies is managed by a working group comprising representatives from Sustainability, Legal, Procurement, Risk Management, and Logistics teams for all Canon Oceania companies. For the purposes of managing modern slavery risks, the team reports to the Head of Legal, Risk Management and Sustainability Services, a member of the Senior Leadership Team.

While previous reports have been impacted by COVID-19, the main impact for 2024 was the business catching up post pandemic, the implementation of a new core financial system (ERP) in Canon Australia and preparation for implementation in other Group businesses – and other key projects across the business. This has impacted delivery of the modern slavery due diligence system as resources were dedicated to this ERP project. Although initially planned for 2026, the due diligence system is now scheduled for completion in 2027.

The following table summarises the actions that we have taken since our first report:

REPORT YEAR	SCOPE	OUTCOME
2021	High-level risk assessment of 1200 direct suppliers to Canon Oceania based on spend and industry classification risk. Products and services purchased from Canon Inc. were excluded because they are covered by Canon Inc.'s risk management system. We also reviewed the risk in our own processes across Australia, New Zealand and Philippines.	Moderate potential risk of having modern slavery in our supply chain. Categories identified as: • Higher risk – ICT electronic equipment, components and suppliers, and business process outsourcing. • Medium risk – logistics, warehouse and transport services, software, networking and support services, and real estate and property management services.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.2 Canon Oceania continued

REPORT YEAR	SCOPE	OUTCOME
2022	Internal stakeholder workshops independently facilitated, reviewing the top 100 high or medium-risk suppliers based on the 2021 risk assessment.	The workshops covered suppliers in the following categories: • Logistics (26 suppliers) • Facilities (12 suppliers) • Information and Communication Technology (29 suppliers) • Marketing and Human Resources (12 suppliers) The workshops taught key internal stakeholders about the modern slavery risks related to the suppliers in their category and how to identify areas of concern and identified areas for further investigation.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.2 Canon Oceania continued

REPORT YEAR	SCOPE	OUTCOME
2023	Further refinement of the 2021 and 2022 risk assessment work, including analysis of additional information from the top 100 suppliers and implementation of previously identified controls.	• New suppliers as part of their contracts were issued the <u>Canon Oceania Supplier Code of Conduct</u> which is based on the Canon Inc./RBA Code and includes a broad range of human rights, ethical supply requirements as well as requirements for managing and reporting through whistle-blower hotlines for each country. • An assessment of modern slavery and other human rights risks in all new high-value procurement tenders and quote requests. • Continued awareness – raising sessions with leaders and managers. • Revised the Standard Master Service Agreement (MSA) to include modern slavery and other human rights obligations. • Sent out questionnaires to the top 10 suppliers in the higher-risk categories who reported that they have few modern slavery controls in place. The aim was to understand in more detail the potential risks and other controls such as corrective action processes that we can use as part of our ongoing due diligence processes to help manage these risks in our supply chain. • Started the move to the new Microsoft Dynamics 365 ERP replacement system which will help streamline procurement and future data accuracy and management which allows for a more complete assessment. Note – this project will include the whole Canon Oceania business. • Developed a human rights risk matrix for Canon Oceania following the Canon Inc. risk management plan (see section 6.1.7). • Developed training for all relevant Canon Oceania employees, based on Canon Inc human rights training. The training focused on the risks specific to our region and our activities, including how to recognise and report areas of concern.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.2 Canon Oceania continued

REPORT YEAR	SCOPE	OUTCOME
2024		• Further enhanced the supplier engagement process and compliance with the <u>Canon Oceania Supplier Code of Conduct</u> before onboarding any new supplier. • Implemented IBISWorld ESG risk assessments in sourcing projects supporting the mitigation of social issues and Modern Slavery/ESG-related risks and climate as part of the engagement of new suppliers. • In August 2024, the new Microsoft Dynamics 365 ERP replacement system successfully went live in Australia. This implementation is a significant step toward streamlining procurement processes and enhancing data accuracy and management. These improvements will support a more comprehensive assessment of modern slavery risks and supplier vulnerabilities across the entire supply chain. Given the scale of the project, Canon New Zealand is scheduled to go live in early 2026, followed by Canon Business Services operations in Australia, New Zealand, and the Philippines in 2027. Once complete, the entire Canon Oceania region will operate on a unified procurement platform, enabling more efficient and consistent data capture across all markets. • Updated Canon's online Modern Slavery module to integrate the UN Global Impact Training on the Guiding Principles on Business and Human Rights, as directed by Canon Inc. This training is assigned to all relevant Canon employees and must be completed every two years.

06 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

6.2 Canon Oceania continued

6.2.3 Canon Oceania Whistleblowing hotline

Canon Oceania has a hotline where anyone can confidentially report issues related to modern slavery or other ethical concerns about the actions of Canon or its suppliers. Contact details for the hotline are published on the [Canon Australia website](#) and in the Canon Oceania Supplier Code of Conduct. To date, we have not received any reports of modern slavery or other human rights concerns.

6.2.4 Action Plan

Identification of modern slavery risks is an ongoing journey, and our plan for the next twelve months is like last year's:

1. Continue to rationalise and re-evaluate our supplier data across the Canon Oceania Group to ensure that we have a good understanding of the risks in our supply chain and can effectively target our risk management activities.
2. Continue implementation of the Microsoft Dynamics 365 ERP system across the whole Canon Oceania business, standardising procurement practices and data across all group companies by the end of 2027.
3. Refine our controls, including supplier assessments and potential audits, based on the information provided by our suppliers.
4. Integrate our Canon Oceania Group human rights risk assessments into business-unit risk registers.



07 ASSESSING EFFECTIVENESS OF ACTIONS

7.1 Canon Inc. Monitoring and Reporting System

Canon Inc. continuously monitors compliance with the content set out in the Canon Group Human Rights Policy through its risk management and governance structures which are described in its [Sustainability Report](#). The company also pursues ongoing efforts to improve its identification and assessment methods for human rights due diligence and periodically reviews them throughout the Group. It continues to review the Group's human rights initiatives in accordance with social demand, dialogue with stakeholders, and Canon's business operations.

7.2 Canon Oceania Monitoring Process

Within Canon Oceania, the effectiveness of actions to identify and address risks of modern slavery is being monitored through our existing governance structures including the Audit and Risk Committee that reports to the Canon Australia Board and by the Canon Australia Senior Leadership Team which receives regular updates on progress.



Image by David Field,
Canon Oceania Employee.
Taken on Canon EOS 5D Mark III.

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CONSULTATION PROCESS

Representatives from each of the companies in the Canon Oceania Group were included in the team responsible for preparing and reviewing the statement. The team also consulted with other Canon companies and Canon Inc. as well as local industry groups.

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AUTHORISATION

This report has been approved by the Senior Leadership team and the Canon Australia Board.



Kotaro Fukushima

Managing Director
Canon Australia Pty Ltd



Image by Neil Banek,
Canon Oceania Employee.
Taken on a Canon EOS RP.



Image by Colin Lucas,
Canon Oceania Employee.
Taken on Canon EOS R3.

Canon