



## ***Modern Slavery Statement***

Canon Medical Systems ANZ Pty Limited

**Reporting period 1 January 2022 to 31 December 2022**

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## 01 Reporting Entity

This is the inaugural Modern Slavery Statement of Canon Medical Systems ANZ Pty Limited, ABN 73 612 054 707 ("Canon Medical Systems") that was 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 Medical Systems Corporation of Japan, that in turn, is a wholly owned subsidiary of Canon Inc.

## 02 Structure

### 2.1 Canon Medical Systems Corporation Profile and Global Structure



Canon Medical Systems Corporation, headquartered in Japan, offers 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. Canon Medical Systems Corporation joined the Canon Group in 2016 as a core part of Canon's growing medical equipment business. Further details about Canon Medical Systems Corporation corporate activities can be found on the global corporate website ( <https://global.medical.canon/> ) and its global network is described in further detail under the following link:

<https://global.medical.canon/about/global/>

### 2.2 Canon Medical Systems Profile

Canon Medical Systems' genesis was in Australia in July 1986 when it was the Medical Division of a Japanese multinational. It has operated continuously since that time.

After Canon Medical Systems Corporation 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

#### Canon Medical Systems ANZ Pty Limited

ABN 73 612 054 707

Unit 1, Building 16 Showground Business Park, 12-20 Anella Ave, Castle Hill NSW 2154

PO Box 8319 Norwest NSW 2153

Phone: +61 (2) 9815 6300 Website: anz.medical.canon



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

Canon Medical Systems, as a wholly owned subsidiary of Canon Medical Systems Corporation of Japan, 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 Medical Systems Corporation operation and activities to address modern slavery risk throughout this statement.

### **03 Operations**

As a local sales, marketing and service channel of Canon Medical Systems Corporation, 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 Medical Systems Corporation takes a responsibility of 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 Medical Systems Corporation's group companies or third party suppliers. Canon Medical Systems Corporation procures necessary components for manufacturing its products, such as electronic parts, mechanical parts, and materials from several hundred suppliers. Canon Medical Systems is a distributor for Canon Medical Systems Corporation's medical products in Australia and New Zealand, so procures most of its distribution products from Canon Medical Systems Corporation.

Please use the following link to read the latest published Slavery and Human Trafficking Statement of Canon Medical Systems Corporation:

**[\(Slavery and Human Trafficking Statement | Corporate Information | Canon Medical Systems\)](#)**

## 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.

### *Product*

As a wholly owned subsidiary our major and largest supplier of products and services is our parent company, Canon Medical Systems Corporation of Japan 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 global suppliers and we are currently compiling information from where they source their products.

### *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 Canon Medical Systems Corporation Supply Chain

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

Canon Medical Systems Corporation has taken steps during the financial year to ensure that slavery and human trafficking is not taking place in any of Canon Medical Systems Corporation's supply chains and 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 Canon Medical Systems Corporation's business or supply chains.

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## 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 SOC 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 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 Medical Systems Corporation 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 in the process of finding out more about their supply sources. We also 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.

## 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 2022, our efforts were concentrated in collecting and reviewing our procurement data to undertake an assessment for modern slavery risks in our supply chain. This is an on-going process and will continue whilst ever we are in operation.

On the basis of the data, we undertook a risk assessment of just over 560 active suppliers excluding our parent company and its subsidiaries. Our top thirty local suppliers (by spend) are bound by agreements that include compliance with Modern Slavery obligations. Our assessment is that there is the possibility of risk in our supply chain is moderate. Medium 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 SOC. Our modern slavery strategy continues to evolve, and we will continue to collect responses to questionnaires regarding modern slavery from our logistics and transport and top thirty (by spend) suppliers.

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 is developing 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;
- ✚ understand more about our top thirty suppliers (by spend) in the high to medium risk categories;
- ✚ implement 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 Medical Systems Corporation 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 its supply chain through such due diligence.

In addition, Canon Medical Systems Corporation takes appropriate measures to identify potential human rights risks in its business activities, including internal audit for overseas group companies. Canon Medical Systems Corporation's Human Resources Committee, chaired by the vice president in charge of human resources, leads Canon Medical Systems Corporation and its group companies' (collectively, "Canon Medical Systems Group") efforts to promote human rights awareness under the basic principle of Respect for Human Rights. Moreover, Canon Medical Systems Corporation's Human Resources & Administration Department serves as the point of contact on human rights issues for Canon Medical Systems Group. Canon Medical Systems Corporation formulate basic principles on human rights, enforce the practice of their essence and contents, and provide instructions and support to promote the concept of Respect for Human Rights throughout Canon Medical Systems Group.

Canon Medical Systems Group receives internal reports and consultations concerning the SOC stated above through various points of contact, including whistle-blower systems such as our Risk Hotline and Clean Partner Line.

## 6.4 The Management Philosophy and SOC

The management slogan "**Made for Life**" symbolizes the basic commitment of the Canon Medical Systems Group and SOC serve as behavioural guidelines for directors, officers and employees in their business activities



SOC is the basis to guide Canon Medical Systems 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, and the following applies:

*" 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."*

Canon Medical Systems Corporation continue with their global procurement policy and advocating human rights throughout its group.

Please use the following link to read the full SOC:

[Standards of Conduct | Corporate Information | Canon Medical Systems](#)

## **07 Assessing Effectiveness of Actions**

Canon Medical Systems Corporation and Canon Medical Systems continues 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 on a quarterly basis 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 29 June 2023.



**Monica King**  
Managing Director  
**Canon Medical Systems ANZ Pty Limited**