

## **Fighting Against Forced Labour and Child Labour in Supply Chains**

**Annual Report for the year ended March 31, 2025**

### **Introduction**

This report is made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) to particularize the steps and initiatives taken by Natco Pharma (Canada) Inc. (“Natco Canada”) to identify and reduce forced labour and child labour in the supply chain.

### **Structure, Activities and Supply Chain**

Natco Canada is a company incorporated under the laws of Canada and is the Canadian subsidiary of Natco Pharma Limited, a vertically integrated pharmaceutical company engaged in the development, manufacturing and marketing of finished dosage formulations and active pharmaceutical ingredients. Natco Pharma Limited is a trusted supplier of medicines, evidenced by their work with the world’s largest drug companies.

Natco Canada qualifies as an “entity” that is subject to the reporting requirements under the Act.

Natco Canada is based in Mississauga, Ontario and markets and sells pharmaceutical products to wholesalers, hospitals and pharmacies within Canada. Natco Canada sources goods and services from international suppliers, including Natco Pharma Limited.

### **Supply Chain Risk Assessment**

The risk of forced labour or child labour is highest for the manufacturing of goods that take place outside of Canada. Suppliers are assessed for manufacturing and supply integrity, including the risk that employment practices are used in contravention of the Act. Suppliers undertake to prevent the use of modern slavery and manufacturing sites are audited in the ordinary course as required for compliance with good manufacturing practices. The predominate supplier of goods to Natco Canada is Natco Pharma Limited.

Natco Canada requires its suppliers to undertake that their organization has policies, processes, and governance structure designed to reduce and prevent the risk that forced labour or child labour is used in the production of goods or provision of services in Canada or elsewhere.

Should third-party suppliers or service providers become aware of the use of child labour or forced labour being used in their respective business operations or supply chains, they are advised to contact their Natco Canada representative.

Employees of Natco Canada or third parties who become aware of, or suspect that, modern slavery is being used in the manufacture of goods or provision of services to Natco Canada may confidentially report such matters to: [confidentialHR@natcopharma.ca](mailto:confidentialHR@natcopharma.ca). Natco Canada will not retaliate against a person making a good-faith report.

### **Forced Labour and Child Labour Risks**

Natco Canada has not identified any risks of forced or child labour in its activities or supply chain for the reporting period. Natco Canada continues to monitor its supply chain and activities for risks of child and forced labour.

### **Policies and Due Diligence**

Natco Canada is committed to the health and safety of its employees. More specifically, Natco Canada adheres to corporate policies including those that outline responsible practices related to:

- Human Rights & Responsibilities
- Workplace Violence and Harassment
- Equity and Non-Discrimination
- Employment Standards Protected Leave
- WSIB and Workplace Injuries

Such policies govern working conditions, values and appropriate conduct of Natco Canada and its employees.

### **Measures Taken to Remediate Forced or Child Labour**

Natco Canada has not identified any actual instances of forced labour or child labour in its direct supply chain during the reporting period. As such, Natco Canada has not engaged in remediation measures including that for the loss of income.

### **Training**

All Natco Canada employees, including those that manage the supply chain, received training on modern slavery and the Act. Natco Canada deployed a Modern Slavery Policy during the reporting period that governs corporate practices such as supplier assessment and risk evaluation,

reporting, evaluation, and training. Employee training is conducted on an annual basis. The Modern Slavery Policy is required to be reviewed by all new employees.

**Assessing Effectiveness**

Natco Canada is committed to reviewing the effectiveness of existing measures to mitigate the risks of forced and child labour in its activities and supply chain. Natco Canada continues to monitor, develop and refine practices in respect of minimizing the risk of modern slavery within its supply chain. Natco Canada conducts an annual review of its business practices, service providers and suppliers for compliance with the Act. Employees responsible for managing procurement, including executive management, are engaged in such review. Findings of non-compliance are escalated and evaluated for prompt remediation.

**Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Natco Pharma (Canada) Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind Natco Pharma (Canada) Inc.



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Full name	:	GLENN IKEDA
Title	:	CEO
Date	:	May 16, 2025