Toshiba Tec Canada Business Solutions Inc.
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Modern Slavery Statement

Pursuant to the requirements of Canada's new modern slavery legislation, the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act), Toshiba Tec Canada Business Solutions Inc. ("TTCS") states that we take steps to ensure slavery and human trafficking is not taking place within any of our supply chains and within our businesses. Accordingly, we have adopted policies and frameworks to ensure continued respect for human rights. Such frameworks are continually adapted to the changing regulatory environment and any change in our supply chains, and include but are not limited to training, utilisation of our whistle blower system, and audits upon suppliers – we emphasise that we will use every means at our disposal to ensure modern slavery is not occurring within our organisation or within any supply chain.

Section A: Legal and Organizational Structure

TTCS is a foreign owned entity, primarily involved with the importation and distribution of office printing and retail solutions equipment within Canada, with its parent company, Toshiba Tec Group, based in Tokyo, Japan.

Entity's Legal Name: Toshiba Tec Canada Business Solutions Inc.
Financial reporting period: April 01 – March 31
Business Number: 899523237
Sector/Industry: Wholesale Trade
Location: Head Office based in Markham, Ontario with offices in British Columbia, Alberta, Saskatchewan and Quebec.

Structure

Our supply chains are characterised by complex supply chains, in which different components are manufactured in different parts of the world.

The products and services that contribute to TTCS' own products and services are sourced from Toshiba Group and third party product/service suppliers throughout the world and our supply chains may extend beyond direct suppliers.

Policies and Due Diligence Processes

TTCS complies with universal principles regarding human rights and labour practices, including the Universal Declaration of Human Rights, and respects human rights through sound business practices. Additionally, TTCS has adopted and implemented the Standards of Conduct for Toshiba Tec Group which stipulates respect for basic rights, and opposes child and forced labour.

https://www.toshibatec.com/company/corporate/philosophy/action.html

We ask that all suppliers, all of whom play a critical part within our business, to appreciate and to put into practice the Toshiba Tec Group Procurement Policy, which contains a clear prohibition on forced labour (including slave labour), and human trafficking.

https://www.toshibatec.com/company/procure/plan.html

We have adopted the Toshiba Tec Group Responsible Minerals Sourcing Policy, which prohibits the use of raw material such as tin, tungsten, and gold mined in the Democratic Republic of Congo and any neighbouring countries that violate human rights.

https://www.toshibatec.com/company/procure/circumstance.html
https://www.toshibatec.com/company/csr/society/human_rights.html

This year we have also newly adopted the Toshiba Tec Group Human Rights policy, which identifies Toshiba Tec Group is a supporter of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes efforts to respect human rights based on the United Nations Guiding Principles on Business and Human Rights. Toshiba Tec Group also complies with human rights laws in every country and region where it operates. Where such local laws and international human rights norms differ, we follow the higher standard; where they are in conflict, we adhere to the laws while we seek to respect the internationally recognized human rights.

https://www.toshibatec.com/company/csr/society/pdf/human-rights-policy_en.pdf
Respect for Human Rights (toshibatec.com)

These policies act at a global level and reflect the commitment of the Toshiba Tec Group, as a global entity, to act ethically and with integrity within all business relationships, and to implement and enforce effective systems and controls to ensure modern day slavery and human trafficking is not occurring in any place along our supply chains.

Risk Concentration and Assessment

We acknowledge that the risks of modern slavery may be increased in some of our group supply chains and operations as a result of the geographical location of some suppliers, our areas of operation, and the source of materials used in products supplied to us.

We also acknowledge that we lack visibility in certain overseas markets and this carries additional risks of modern slavery, especially in secondary levels of our supply chain of suppliers and source materials used in our group's products and services.

To ensure that all stakeholders within our supply chain comply with our internal policies, we are willing to adapt a number of different due diligence actions as required, with such actions, including but not being limited to the development of supplier audit programs, supplier training, and the development of clear supplier communication strategies.

Force Labour and Loss of Income Remediation

TTCS has an internal risk table that addresses labour and Human Rights concerns and outlines the steps to be taken in the unlikely event. In addition, we have implemented certain policies to educate our employees regarding Human Rights concerns. In accordance with the specific principles of the Canadian Business Corporations Act, a Whistle blower System has been established, with a focus on allowing anonymous reporting without fear of reprisal.

Training

Training with respect to our Standards of Conduct is provided to all employees of TTCS, with our Standards of Conduct being the guiding principles of our daily business activities. Additionally, we generate and roll out specific training activities as required.

Monitoring

This Modern Slavery Statement is made in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. It applies to and describes steps taken by Toshiba Tec Canada Business Solutions Inc. during the financial year ending 31st March 2025 to seek and minimise the risk of modern slavery occurring in the company's business or their supply chains.
TTCS recognises the need to continually assess the effectiveness of actions taken, and pledges to act upon any information suggesting improper action within the supply chain or inadequate due diligence.

Approval and 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 the entity or entities listed above. 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.



Robert Assal
President and CEO
Toshiba Tec Canada Business Solutions Inc.
Dated February 1, 2026

"I have the authority to bind Toshiba Tec Canada Business Solutions Inc."

TOGETHER INFORMATION