

Important information about this report as requested by Public Safety Canada: This report is made public on the website for Coloplast Canada Corporation (“CCC”) as of October 2024 in response to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act – Canada*. As requested by Public Safety Canada, other relevant information requested for submissions includes that the financial reporting year for Coloplast A/S and CCC is October 1 – September 30 annually. This is the original version of this report, not a revised version, and related reports have been made public in Australia and the United Kingdom. CCC does business in and has a place of business in Ontario, Canada, and assets in Canada. CCC is a wholly owned subsidiary of Coloplast A/S, which, in turn, is a publicly traded company traded on the Nasdaq Copenhagen. CCC imports into Canada goods produced outside of Canada, and then distributes and sells these goods in Canada.

Overall, CCC and its affiliates develop and market products and services that make life easier for people with private and personal medical conditions within business divisions including Ostomy Care, Continence Care, Wound & Skin Care, Voice and Respiratory Care and Interventional Urology. CCC’s affiliates produce, market, and sell products and services globally, including in Canada. Often, the products are eligible for reimbursement from healthcare authorities and private insurers. CCC and its affiliates supply products to hospitals, other medical institutions, wholesalers, etc.

Although CCC has less than 100 employees in Canada, CCC and its affiliates have subsidiaries in more than 40 countries. Affiliate production sites are in Denmark, Hungary, the United States, China, France, Sweden, Germany and Costa Rica. CCC operates with a structure that enables senior management to be close to all aspects of the Canadian business including sales, distribution, finance, IT and customer/consumer services. CCC, through its parent company, Coloplast A/S, is supported by a shared services finance/accounting function in Poland. CCC has understandings, operations and agreements with Coloplast A/S for the operation of an Ontario, Canada warehousing and distribution facility for CCC customers in Canada. CCC engages companies who supply goods and services including packaging, office supplies, uniforms, cleaning, rubbish removal, waste management and professional services.

CCC has taken many steps, in previous financial years including the most recently completed financial year, to prevent and reduce the risk that forced labour or child labour is used during any step of the production of goods that are sold or imported by CCC in Canada. Specifically, by way of example, CCC has conducted an internal assessment of the risks of forced labour and child labour in the organization’s activities and its supply chains and addressed practices in CCC’s activities and its supply chains to mitigate these risks. As described more fully below, CCC has developed and is implementing due diligence policies and procedures for identifying, addressing and prohibiting the use of forced labour or child labour in the organization’s activities and its supply chains. CCC audits its suppliers on these matters and has developed, and is implementing, anti-forced labour and anti-child labour standards, codes of conduct or compliance checklists. Further, CCC encourages its suppliers to have their own codes of conduct in place.

CCC currently has policies and due diligence processes in place related to forced labour and child labour. CCC has implemented elements of the due diligence process in relation to forced labour and child labour, including embedding responsible business conduct into policies and management systems, identifying and assessing adverse impacts in operations, its supply chains and business relationships, and taking various steps to cease, prevent or mitigate adverse impacts.

The CCC Code of Conduct (“Coloplast BEST”), identifies that CCC supports, respects and protects internationally recognised human rights including labour rights as made operational with the United Nations Guiding Principles on Business & Human Rights and as framed in the United Nations Global Compact, to which Coloplast A/S has been a member of since 2002. CCC’s commitment to human rights, which covers areas such as forced labour, slavery, child labour, sex trafficking, workplace abuse and human trafficking, is outlined in its Human Rights Policy. CCC expects employees to avoid and mitigate all negative human rights impacts and to inform, through our management system or ethics hotline mechanisms, any breach of this expectation or any doubts that our expectations are being met. CCC expects its business partners and all other strategic partners to understand and address our expectations related to human rights and to inform employees of CCC or through Coloplast’s ethics hotline mechanism if expectations are not being met.

CCC has identified parts of its activities and its supply chains that carry a risk of forced labour or child labour being used through various assessments, but there are still some gaps in our assessments. Specifically, CCC has identified forced labour or child labour risks related to the following aspects of its activities and its supply chains including: (a) the locations of activities, operations or factories, (b) its tier one (direct) suppliers, and (c) its tier two suppliers. CCC’s current focus, as of the posting of this document, is on direct raw materials suppliers in high-risk countries, with priority focus on tier one suppliers, and secondary focus on tier two suppliers.

CCC has identified forced labour or child labour risks in its activities and its supply chains by using this high-risk country approach to identify and work to mitigate risks in its supply chains.

Due to the nature of the company’s own production and the skills needed to manufacture its products, the risk of forced labour or child labour are not considered material within direct manufacturing operations. When it comes to the company’s suppliers, the company works systematically to only approve suppliers in compliance with Coloplast BEST. In cases of non-compliance by a supplier, the company seeks dialogue to improve conditions.

The company conducts due diligence and audits of existing raw materials suppliers and third-party service providers and screens new suppliers for compliance with human and labour rights. The company has begun implementing a human rights and compliance due diligence process for selected, existing, and new suppliers in some countries and is working to extend the process. The company follows up on findings from any due diligence process or audit to ensure necessary improvements. Depending on the nature of the findings, the company cooperates with suppliers

to improve conditions providing that suppliers show a genuine interest and willingness to comply with standards and expectations. The company will terminate cooperation if these efforts reveal any; (i) zero tolerance issues, (ii) issues that cause a negative effect on a permanent and/or temporary company employee, contractor, supplier and/or service provider, supply chain worker, customer or affected community, or (iii) suppliers that are not willing to make needed changes for improvement.

Even though CCC has identified *potential* risks of forced labour or child labour, CCC has not identified any *actual* risks of forced labour or child labour in its activities and its supply chains.

To remediate any forced labour or child labour, the company audits all new raw material suppliers in high-risk countries and selects a number of existing suppliers throughout the year for audits to review their compliance. CCC has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

CCC does not currently provide training to employees on forced labour and/or child labour.

The Coloplast BEST is mandatory reading for all white collar employees and highlights the CCC position and our work with human rights on the International Bill of Human Rights and the ILO declaration on the Fundamental Principles and Rights at Work in all our relationships including with our employees, in our supply chain, in the communities where we do business, and with the users of our products and services.

CCC currently maintains policies and procedures to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities or its supply chains. Assessment efforts include setting up a regular review or audit of the company's policies and procedures related to forced labour and child labour. Also, CCC partners with an external organization to conduct an independent review or audit of the company's actions. Results demonstrate that, through CCC's supply chain responsibility programme, the supplier base is subject to due diligence and auditing which ensures its suppliers continuous focus on human and labour rights.

The CCC Board of Directors has reviewed a complete set of information on these topics as required by Canadian law and regulations. A CCC Director, with authority to bind CCC, has attested, in his capacity of Director of CCC, that he and the CCC Board have reviewed the information contained in the complete set of information from which this report was prepared. That Director has attested that the information in the report is true, accurate and complete in all material respects.

Date: 11 October 2024