

Canadian Forced Labour and Child Labour Supply Chain Act

Covers activities undertaken from January 1, 2024 to December 31, 2024

Vanderlande Industries Inc.

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1. INTRODUCTION

This Report is produced by Vanderlande Industries B.V. for its entity Vanderlande Industries Canada Inc. and Vanderlande APC Inc. (“**Vanderlande**” or the “**Corporation**” or “**our**” or “**we**”) for the financial year starting from January 1st, 2024 and ending December 31, 2024 (the “**Reporting Period**”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour (also referred to as “**modern slavery**”) is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation. This Report constitutes the first report prepared by the Corporation pursuant to Canada’s new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). Vanderlande Industries is a reporting entity under the UK Modern Slavery Act 2015.

2. REPORTING CONTEXT

This Report provides an overview of our robust governance processes, existing risk mitigation measures, and the progress achieved during the 2024 fiscal year in addressing the risks associated with modern slavery across our supply chain. We are a federally incorporated entity subject to the legal requirements in section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This Report is made pursuant to the Act and was approved by the Vanderlande Board of Directors (the Board) on May 1 2025.

This report is a joint submission by Vanderlande and its two licensed subsidiaries, Vanderlande APC Inc. & Vanderlande Industries Canada Inc., authorized to import goods into Canada. Vanderlande Industries B.V. and its subsidiaries are part of Vanderlande Industries Holding B.V. (“**Vanderlande Industries Holding B.V.**”), which is ultimately controlled by Toyota Industries Corporation.

3. STEPS TO PREVENT AND REDUCE RISK OF FORCED- AND CHILD LABOUR

We hold the unwavering belief that the respect for human rights is not only a fundamental corporate responsibility but also a guiding principle that permeates every facet of our operations. As we conduct business globally, we place paramount importance on upholding human rights. This commitment extends to our valued business partners, whom we expect to share in this ethical imperative.

In 2024, we have implemented the following measures during the reporting period to proactively address and mitigate the risks associated with forced labour and child labour within our business operations and supply chains. These actions were taken to uphold ethical standards and ensure compliance with human rights principles, thereby safeguarding our reputation and fostering responsible business practices:

- Supplier Code of Conduct signed by preferred and strategic suppliers;
- Supplier Third-Party due diligence process;
- Checked our suppliers via LexisNexis® Firco™ Compliance Link on sanctions and adverse media through Enhanced Due Diligence;
- Suppliers evaluated on country Human Right risk;
- Execution of Supplier Audits.

In this comprehensive report, we will delve into the intricacies of the subject matter previously referenced. Our analysis will provide an overview of the process applied, relevant details, data, and contextual information.

4. STRUCTURE, ACTIVITIES & SUPPLY CHAINS

Vanderlande is headquarter based in Veghel, The Netherlands, and is a market-leading, global partner for future-proof logistic process automation in the warehousing, airports and parcel sectors. Its extensive portfolio of integrated solutions – innovative systems, intelligent software and life-cycle services – results in the realization of fast, reliable and efficient automation technology.

We specialize in enhancing our clients' business processes and competitive standing. Through close collaboration, we aim to optimize their operational activities and expand their logistical accomplishments. Our warehousing solutions are the preferred choice for numerous leading global e-commerce companies and retailers in the food, fashion, and general merchandise sectors worldwide. We assist them in fulfilling their commitment to same-day delivery for billions of orders, with nine out of the 15 largest global food retailers relying on our efficient and dependable solutions.

As a trusted global partner in delivering future-proof airport solutions, our industry-leading baggage handling systems facilitate the seamless movement of over 4 billion pieces of baggage worldwide annually. These systems are operational in more than 630 airports, including 12 of the world's top 20.

We are also a prominent provider of process automation solutions that specifically target the complexities within the parcel market. Our systems efficiently sort over 52 million parcels daily, and these installations serve some of the world's foremost parcel handling companies.

Established in 1949, Vanderlande boasts a global workforce of over 10,000 employees spanning more than 100 countries. Our unwavering commitment lies in propelling our customers' businesses forward across diverse locations on every continent. With an ever-growing annual turnover of 2.2 billion euros, we have solidified a worldwide reputation over the past seven decades as a trusted partner in future-proof logistic process automation. In 2017, Vanderlande was acquired by Toyota Industries Corporation, resulting in a strategic alignment that fosters synergies such as cross-selling, product innovations, and research and developments.

Vanderlande's Total Import Value for 2024 by origin country (mainly services and transport costs):

Country of Origin	Import Value Percentage (%)
France	88%
Netherlands	12%

5. POLICIES, GOVERNANCE & DUE DILIGENCE PROCESSES

5.1 Vanderlande's Commitment to Sustainability and Corporate Responsibility

At Vanderlande Industries, we prioritize embedding human rights considerations into every facet of our operations. Our policies, governance framework, and decision-making processes reflect this commitment. We recognize that effectively managing Environmental, Social, and Governance (ESG) risks and opportunities is not only a responsibility but also a strategic imperative for our long-term success.

To achieve our sustainability goals, we actively track and assess potential risks that shape our operating environment. Our strategies focus on enhancing performance across various sustainability dimensions. Key oversight lies with our Executive Board and our Risk Committee, which diligently monitors our ESG plan, practices, related policies, and disclosures. Additionally, our Supervisory Board and the Audit Committee play an essential role in overseeing specific ESG-related matters and disclosures.

Annually, we publish our Sustainability Report (ESG Report), which provides transparency into our corporate social responsibility performance. This report outlines our sustainability achievements and in our Sustainability and ESG goals for 2025. You can access the ESG Report on our website: [Vanderlande ESG Report](#).

5.2 Vanderlande's Commitment to Ethical Procurement Practices

At Vanderlande Industries, our procurement professionals adhere to rigorous standards that uphold human rights and ethical principles. Specifically:

- Forced Labour Rejection: we categorically reject any form of forced labour within our supply chain.
- United Nations Endorsement: our professionals actively endorse the United Nations' principles. This includes supporting the Convention concerning the minimum age for admission to employment (ILO Convention No. 138) and the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour (ILO Convention No. 182).
- Anti-Discrimination Stance: within the legal boundaries defined by current legislation and regulations, we stand against discrimination in all its forms. Our professionals champion equal treatment regardless of sex, race, disability, ethnic or cultural background, religion or worldview, age, or sexuality.

In alignment with our dedication to upholding human rights, Vanderlande Industries reaffirms our unwavering stance against child or forced labour. We hold ourselves accountable to the highest standards. We expect all employees, regardless of their level, as well as our valued business partners to uphold these principles in their actions and decisions.

This information is also mentioned in for instance the UK Modern Slavery and Human Trafficking Statement as stated on our website: [Modern Slavery and Human Trafficking \(United Kingdom\)](#).

5.3 Vanderlande's Global Code of Ethics: Upholding Integrity and Standards

The Policy on Good Business at Vanderlande (employee Code of Conduct) establishes global standards for our business operations. It applies to all members of the Vanderlande community, including the Board of Directors, management, and employees at every level, across all countries and from every Vanderlande legal entity (including joint ventures where Vanderlande holds a majority or controlling interest). This policy specifically addresses ethical conduct within our work environment, business practices, and relationships with external stakeholders.

The principles outlined in the Policy reflect Vanderlande's unwavering commitment to honesty and integrity, which contribute to a positive work environment and enhance the confidence of all stakeholders. It provides clear guidance on the expected standards of behaviour for everyone covered by the Policy in their daily activities and interactions with others. Additionally, the Policy outlines the key responsibilities of Vanderlande leaders, emphasizing their role in setting high standards of ethical conduct and creating a work environment that aligns with both the content and spirit of the Policy.

At Vanderlande, we are committed to upholding our core values, adhering to our standards of behaviour across all our global endeavours. Importantly, this Policy applies universally, without exception, to all members of the Board of Directors, management, and employees." The policy can be found on our website: [Policy on Good Business](#).

Next to that Vanderlande has other policies such as a Human Rights Policy, a Business Partner Review Policy, and a Fair Competition Policy. All policies are available in at least 11 languages including English and French.

5.4 Vanderlande's Supplier Code of Conduct: Upholding Ethical Standards

In alignment with Vanderlande's vision for its suppliers, Vanderlande actively collaborates with its supply chain partners through adherence to the Supplier Code of Conduct. This Code has been meticulously developed. The Supplier Code, most recently updated in January 2022, provides clear guidelines and expectations for our suppliers across various critical areas, including human rights, labour practices, legal compliance, health and safety, environmental stewardship, anti-corruption measures, ethics, and governance.

Our Supplier Code explicitly incorporates provisions that prohibit child labor and forced labour:

- **Prevention of underage labor**
"Prevention of underage labor, the supplier shall not employ workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, employ no workers under the age of 14 and not employ workers under the age of 18 for hazardous work according to ILO Convention 182."
- **Prevention of involuntary labor and human trafficking**
"Prevention of involuntary labor and human trafficking The supplier shall not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. The supplier shall ensure that third- party agencies providing workers are compliant with the provisions of the Code and the laws of the sending and receiving countries,

whichever is more stringent in its protection of workers. The supplier shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.”

For further details, you can find the complete Supplier Code of Conduct on our website: [Supplier Code of Conduct](#).

5.5 Vanderlande’s Third Party Due Diligence Process: Ensuring Ethical Partnerships

While enhancing operational efficiency, we remain committed to fortifying our processes to mitigate risks related to forced and child labor. In alignment with our Third-Party Due Diligence Process, our supply chain organization employs a rigorous risk assessment procedure before engaging with new suppliers.

Vanderlande is committed to maintaining ethical practices and responsible business conduct throughout its supply chain. In the context of risk assessment for child labor and forced labour, Vanderlande takes a comprehensive approach. First, it meticulously examines the composition of its supply chain, considering factors such as geographical locations, supplier profiles, and operational practices. Suspected hotspots—such as unauthorized sub-contracting or regions with heightened risks—are closely monitored. Second, Vanderlande evaluates supplier awareness regarding child labor and forced labour prevention and remediation. This includes assessing the systems and capacities that suppliers have in place to address these risks effectively. Additionally, Vanderlande scrutinizes recruitment practices, age verification processes, and the use of labor intermediaries. The organization’s commitment extends beyond compliance; it actively strives to create a responsible and sustainable supply chain, emphasizing the reduction of child labor and forced labour risks while strengthening child rights.

5.6 Vanderlande’s Robust Misconduct Reporting Framework: Fostering Ethical Accountability

As an organization deeply committed to responsibility and integrity, we uphold the highest standards of ethics in all our business endeavors. Our Policy on Good Business (Employee Code of Conduct) embodies Vanderlande’s ONE company philosophy, guiding our actions and decisions. Through our ONE way of working, we empower our people to make informed choices based on our established policies, procedures, and guidelines. To facilitate this process, we offer multiple channels for reporting potential breaches:

- Employees can reach out to colleagues, including supervisors, human resources representatives, legal services, internal audit personnel, or next-level management. At Vanderlande, we foster an environment where open and honest communication is not merely encouraged—it is the expectation. We want every employee to feel comfortable approaching their supervisor or management whenever they suspect violations of policies or standards.
- Our dedicated Ethics and Compliance Officer (based at the Legal and Risk Department) is accessible via email or phone, serving both employees and suppliers across all major sites.
- Additionally, our Ethics Line—a free and confidential hotline—operates 24/7, globally, allowing employees and third parties to report concerns by phone or online (called EthicsPoint). People

are encouraged to submit reports related to violations outlined in our Policy on Good Business (Employee Code of Conduct).

6. Assessing and managing the risks

In its commitment to ethical business practices, Vanderlande adopts a risk-based approach to assess and manage the potential risks associated with forced labor and child labour within its supply chain. This strategic methodology allows Vanderlande to prioritize its efforts effectively and make informed decisions.

Vanderlande conducts thorough due diligence on its suppliers. This process involves evaluating several factors, including country-specific risk indicators, supplier categories, and the nature of products or services provided by each supplier. By meticulously assessing suppliers, Vanderlande identifies potential risks related to forced labor and child labour. Based on the data collected, Vanderlande assigns a risk score to each supplier, which determines the level of additional due diligence required. Suppliers with higher risk scores undergo closer scrutiny, particularly concerning forced and child labor practices. Vanderlande maintains continuous monitoring of its suppliers, conducting regular reviews to ensure compliance with ethical standards. The frequency of these reviews varies based on risk scores and other relevant factors.

7. Remediation Measures

Our Policy on Good Business and the Supplier Code of Conduct provide a reporting mechanism for both employees and suppliers to report ethical or legal violations, as well as other concerns. The Supplier Code also outlines details about the Ethics Line, which suppliers can utilize to raise any issues.

8. Training

In 2024, Vanderlande aims to offer a training program specifically designed to address child labor and forced labour. This training will be provided to a targeted audience.

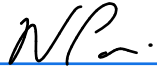
It's commendable that Vanderlande is taking steps to address these critical issues. Ensuring that slavery and human trafficking is not part of our business or supply chain.

9. Evaluating the Effectiveness of Implemented Measures

Vanderlande has implemented several measures to mitigate the risk of forced labor or child labour in our operations and supply chains. Although we have not yet evaluated the effectiveness of these measures, we plan to assess their impact on preventing and reducing such risks at a later point.

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.



Nicholas Porter (May 1, 2025 14:35 GMT+2)

Full name: Nick Porter

Title: Executive Managing Director APS North America

Date: 1 May 2025

ONLINE QUESTIONNAIRE QUESTIONS

Identifying information (questions marked with an asterisk (*) are mandatory)		
Number	Question	Answer
1	*This report is for which of the following? (Required)	• Entity
2	*Legal name of reporting entity or government institution (Required)	Vanderlande Industries Canada Inc. & Vanderlande APC Inc.
3	*Financial reporting year (Required)	2024
4	*Is this a revised version of a report already submitted this reporting year? (Required)	•No
4.1	*If yes, identify the date the original report was submitted. (Required)	N.A.
4.2	*Describe the changes made to the original report, including by listing the questions or sections that were revised (1,500 character limit). (Required)	N.A.
5	For entities only: Business number(s) (if applicable):	Vanderlande Industries Canada Inc. Registration number: BC0818711 and Vanderlande APC Inc. Registration number: 671493139
6	For entities only: *Is this a joint report? (Required)	Yes
6.1	*If yes, identify the legal name of each entity covered by this report. (Required)	Vanderlande Industries APC Inc. Vanderlande Industries Canada Inc.
6.2	Identify the business number(s) of each entity covered by this report (if applicable).	Vanderlande Industries Canada Inc. Registration number: BC0818711 and Vanderlande APC Inc. Registration number: 671493139
7	For entities only: *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)	•Yes ~~•No~~
7.1	*If yes, indicate the applicable law(s). Select all that apply. (Required)	•The United Kingdom's Modern Slavery Act 2015 •Australia's Modern Slavery Act 2018 •California's Transparency in Supply Chains Act •Other, please specify: SCDDA, CSRD •Norwegian Transparency Act
8	For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)	•Listed on a stock exchange in Canada •Canadian business presence (select all that apply): o Has a place of business in Canada o Does business in Canada o Has assets in Canada •Meets size-related thresholds (select all that apply): o Has at least \$20 million in assets for at least one of its two most recent financial years o Has generated at least \$40 million in revenue for at least one of its two most recent financial years
9	For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)	•Construction •Transportation and warehousing
10.	For entities only: *In which country is the entity headquartered or principally located? (Required)	Vanderlande Industries B.V. Vanderlandelaan 2, Veghel, North Brabant 5466 RB Postbus 18, 5460 AA Veghel
10.1	If in Canada: *In which province or territory is the entity headquartered or principally located? (Required)	Vanderlande Industries APC Inc. 1560, rue du Chinook, suite 200 G2K 0M7 Quebec Canada

		Vanderlande Industries Canada Inc. 105-5980 Miller Road B.C. V7B 1K2 Richmond – Vancouver Canada
11	For government institutions only: *Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? (Required)	•No
11.1	*If yes, which of the following sectors or industries does the Crown corporation or subsidiary operate in? Select all that apply. (Required)	N.A.
11.2	*If yes, in which province or territory is the Crown corporation or subsidiary headquartered or principally located? (Required)	N.A.
Annual Report (Reporting for entities)		
Number	Question	Answer
1	*What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labor or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Required)	•Mapping activities •Mapping supply chains •Conducting an internal assessment of risks of forced labor and/or child labour in the organization's activities and supply chains •Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labor and/or child labour in the organization's activities and supply chains •Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labor •Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labor and/or child labour in their activities and supply chains •Developing and implementing anti-forced labor and/or -child labour contractual clauses •Developing and implementing anti-forced labor and/or -child labour standards, codes of conduct and/or compliance checklists •Auditing suppliers •Monitoring suppliers
2	Please provide additional information describing the steps taken (if applicable) (1,500 character limit).	In 2024, we implemented the following measures during the reporting period to proactively address and mitigate the risks associated with forced and child labour within our business operations and supply chains. These actions were taken to uphold ethical standards and ensure compliance with human rights principles, thereby safeguarding our reputation and fostering responsible business practices. Supplier Code of Conduct signed by preferred and strategic suppliers. Supplier third-party due diligence process. Checked our suppliers via LexisNexis® Firco™ Compliance Link on sanctions and adverse media through enhanced due diligence. Suppliers are evaluated based on a country's human rights risks. Execution of supplier audits.
3	*Which of the following accurately describes the entity's structure? (Required)	•Corporation
4	*Which of the following accurately describes the entity's activities? Select all that apply. (Required)	•Selling goods - o in Canada - o outside Canada •Importing into Canada goods produced outside Canada
5	Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).	Vanderlande's warehousing solutions are the first choice for many of the largest global e-commerce players and retailers in food, fashion and general merchandise across the globe. The company helps them to fulfil their promise of same-day delivery for billions of orders, with nine of the 15 largest global food retailers relying on its efficient and reliable solutions. As a global partner for future-proof airport automation, Vanderlande's market-leading baggage handling systems and related passenger solutions are capable of moving over 4 billion pieces of baggage

		around the world per year. These are active in more than 600 airports, including 12 of the world's top 20. In addition, over 380 of Vanderlande's security lanes are installed at checkpoints worldwide. Vanderlande is also a leading supplier of process automation solutions that address the challenges in the parcel market. More than 52 million parcels are sorted by its systems every day, which have been installed for the world's leading parcel handling companies. Part of the solutions we construct we manufacture ourselves. Part of it is supplied by third parties. Vanderlande functions as a system integrator.
6	*Does the entity currently have policies and due diligence processes in place related to forced labor and/or child labour? (Required)	•Yes •~~No~~
6.1	*If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labor and/or child labour? Select all that apply. (Required)	•Embedding responsible business conduct into policies and management systems •Identifying and assessing adverse impacts in operations, supply chains and business relationships •Ceasing, preventing or mitigating adverse impacts
7	Please provide additional information on the entity's policies and due diligence processes in relation to forced labor and child labour (if applicable) (1,500 character limit).	Vanderlande has a human rights policy and a supplier code of conduct. In alignment with Vanderlande's vision for its suppliers, we actively collaborate with our supply chain partners through adherence to the Supplier Code of Conduct. This has been meticulously developed, and most recently updated in January 2022. It provides clear guidelines and expectations for our suppliers across various critical areas, including human rights, labour practices, legal compliance, health and safety, environmental stewardship, anti-corruption measures, ethics and governance. Additionally, our global ethics line—a free and confidential hotline—operates 24/7, allowing employees and third parties to report concerns by phone or online (it's called "EthicsPoint"). People are encouraged to submit reports related to violations outlined in our Policy on Good Business (Employee Code of Conduct).
8	*Has the entity identified parts of its activities and supply chains that carry a risk of forced labor or child labour being used? (Required)	•Yes, we have started the process of identifying risks, but there are still gaps in our assessments.
8.1	*If yes, has the entity identified forced labor or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)	•The sector or industry it operates in •The types of products it produces, purchases or distributes •The locations of its activities, operations or factories •The types of products it sources •Tier one (direct) suppliers
9	*Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)	N.A.
10	Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).	In its commitment to ethical business practices, Vanderlande adopts a risk-based approach to assess and manage the potential risks associated with forced and child labour within its supply chain. This strategic methodology allows us to prioritize our efforts effectively and make informed decisions. Vanderlande conducts thorough due diligence of its suppliers. This process involves evaluating several factors, including country-specific risk indicators, supplier categories, and the nature of products or services provided by each supplier.
11	*Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)	•Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.
11.1	*If yes, which remediation measures has the entity taken? Select all that apply. (Required)	N.A.

12	Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).	N.A.
13	*Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Required)	•Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.
14	Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).	N.A.
15	*Does the entity currently provide training to employees on forced labour and/or child labour? (Required)	•No
15.1	*If yes, is the training mandatory? (Required)	~~N.A.~~
16	Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).	N.A.
17	*Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)	•No
17.1	*If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)	N.A.
18	Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).	N.A.

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