

May 2024

## **Pharmasave Modern Slavery Commitment Statement**

Pharmasave is Canada's leading pharmacy banner groups consisting of Pharmasave Drugs (National) Ltd, Pharmasave Drugs (West) Ltd, and Pharmasave Drugs (East) Ltd, which provide certain services to independently owned and operated pharmacy stores.

Pharmasave believes that there is a shared responsibility amongst all organizations and individuals to aid in the prevention and/or reporting of any instances of human rights violations, including forced and child labour.

The Fighting Against Forced Labour and Child Labour in Supply Chains Act does not require Pharmasave National, West, or East to file and publish a report. However, we acknowledge that this is an important and growing issue within the global economy and supply chains. As such, we feel it is important to make clear to stakeholders our stance against human right violations including forced and child labour in our operations and supply chains.

We are committed to acting with integrity and with a people-first approach related to human rights. We believe that each independently operated store, our employees, and our suppliers uphold these standards to their own operations and supply chains. Pharmasave has proactively taken steps to ensure we appropriately mitigate the risk of forced and child labour in our organization including, but not limited to, the following actions:

- We are progressively educating our employees on the subject of forced and child labour, with the goal of ensuring awareness of this issue and the associated risks.
- An internal risk assessment was completed using a variety of criteria including the country of origin of a product as well as the product or service type, to assign risk ratings related to forced or child labour to material suppliers.

We will continue to increase the awareness of these risks by:

- Engaging with our stakeholders and suppliers to address any areas of identified material risk in order to apply appropriate mitigation measures. We will begin this engagement with the suppliers identified to have an elevated level of risk as determined by the internal risk assessment.
- Expanding our employee training to include education specific to forced and child labour in our onboarding process.

For over 40 years Pharmasave has shown our commitment to supporting our independent owners, as well as the communities in which they operate. This commitment will continue according to our core values with a high level of integrity related to all aspects of human rights.

Sincerely,

**Board of Directors of**

Pharmasave Drugs (National) Ltd.

Pharmasave Drugs (West) Ltd.

Pharmasave Drugs (East) Ltd.