

# Annual Report re: Fighting Against Forced Labour and Child Labour in Supply Chains / Modern Slavery Act Statement

## 2024


Christie Digital Systems Canada Inc. (“Christie”, “we”, “us”, “our”) is committed to respecting human rights and stands against all forms of forced labour, child labour, modern slavery and human trafficking. This report and statement is issued pursuant to section 11(1) of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Supply Chains Act”) and section 54 of the United Kingdom *Modern Slavery Act 2015* (the “Modern Slavery Act”) for the financial year ending March 31, 2024.

Christie is located in Kitchener, Ontario, Canada and is a corporation incorporated pursuant to the laws of Ontario, Canada. It is an ‘entity’ within the ‘manufacturing’ industry sector for the purposes of the Supply Chains Act that has assets in Canada and, based on our financial statements, we meet all of the conditions under the Supply Chains Act that obligate us to prepare this annual report. Christie also has branch offices in other countries, including a branch registered in the United Kingdom where we also meet the conditions under the Modern Slavery Act to prepare this statement.

We do not tolerate slavery or human trafficking within Christie or in those of our suppliers and subcontractors. We hold ourselves to the highest standards to act with integrity and comply at all times with the letter and spirit of the laws, regulations and rules that apply to us in all the jurisdictions in which we operate.

### Steps to prevent and reduce risks of forced labour and child labour

During the financial year ending March 31, 2024, Christie continued to require that our suppliers abide by Christie’s supplier code of conduct that stipulates that our suppliers have measures in place ensuring their own organizations and supply chains are free from slavery and human trafficking and do not use child or forced labour. We updated the Christie supplier code of conduct to align it with the definitions of ‘child labour’ and ‘forced labour’ set forth in the Supply Chains Act.



All new suppliers that we engaged in financial year ending March 31, 2024 were audited prior to engaging them for supply and certain existing suppliers were re-audited as part of our periodic re-audit policy. We also conducted an internal risk assessment with the objective of identifying risks of forced labour and/or child labour in Christie's supply chains.

## Organisation structure, business activities and supply chains

Christie has one subsidiary incorporated in Germany and is a member of a group of wholly-owned affiliates in other countries. Christie and its global affiliates are a visual and audio technologies organization and are wholly-owned subsidiaries of Ushio Inc. Christie and its global affiliates revolutionized the movie industry with the launch of digital cinema projection, and since 1929 has embraced innovation and broken many technology barriers. Our technology, paired with the support of professional services to design, deploy and maintain installations, inspires exceptional experiences. Christie solutions are used around the world, from the largest mega-events and movie cinemas to the smallest boardrooms, and include advanced RGB pure laser projectors, content management, image processing and LED displays.

Christie's industry sector is 'manufacturing'. Our finished products are designed and manufactured in Canada by Christie and by other entities overseas. Overseas manufacture of finished products is through Christie's affiliates in China and Germany and through other manufacturers who supply finished products to Christie under the Christie brand name. Components and raw materials for finished products manufactured by Christie are sourced from suppliers located in Canada and outside Canada.

The supply chain at Christie and its affiliates is managed by a dedicated and integrated global supply chain management team that reports to the Vice President, Global Operations.

## Policies and due diligence in relation to forced labour, child labour, slavery and human trafficking

Christie is committed to the highest standards of corporate social responsibility and ethical business codes. Commitment to ethical business codes is a key part of operating with integrity, honesty and respect. All employment at Christie is voluntary.

Every employee must abide by Christie's code of conduct that stipulates that we are committed to respecting and protecting human rights wherever we operate and to uphold this commitment, we follow all applicable employment laws in each country where we operate. Christie's code of conduct states that we do not use child or forced labour in any of our operations or facilities or condone in human trafficking or slavery of any kind.

In addition, Christie has a supplier code of conduct that stipulates that Christie suppliers have measures in place ensuring their own organizations and supply chains are free from slavery and human trafficking and will not use child or forced labour.

The supplier code of conduct is designed to ensure suppliers have a clear understanding of how Christie expects to conduct business with suppliers. This code applies to all Christie suppliers and sub-suppliers with obligations as follows:



### *No forced labour*

Christie suppliers must have measures to ensure that their own organizations and supply chains are free from slavery and human trafficking and must not use forced labour<sup>1</sup>; employment is voluntary.

### *No child labour*

Christie suppliers must not use child labour<sup>2</sup>.

### *Respect and dignity*

Christie suppliers must treat all employees with respect and will not use corporal punishment, threats of violence or other forms of mental/physical force or harassment.

### *Ethical dealings*

Christie expects our suppliers to conduct their business in accordance with the highest ethical standards. Suppliers must strictly comply with all laws and regulations on bribery, anti-corruption and prohibited business practices.

### *Non-discrimination*

Christie suppliers must not discriminate in hiring and employment practices on grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or any other ground that is protected pursuant to applicable laws or regulations.

### *Wages and benefits*

Christie suppliers must, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits. Deductions from wages shall not be allowed as a disciplinary measure. The basis on which workers are paid is to be specified in a timely manner via pay stub or similar documentation.

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<sup>1</sup> “forced labour” means labour or service provided or offered to be provided by a person under circumstances that:

- (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or
- (b) constitute forced or compulsory labour as defined in article 2 of the *Forced Labour Convention, 1930* of the International Labour Organization, adopted in Geneva on June 28, 1930.

<sup>2</sup> “child labour” means labour or services provided or offered to be provided by persons under the age of 18 years and that

- (a) are provided or offered to be provided under circumstances that are contrary to applicable laws;
- (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them;
- (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or
- (d) constitute the worst forms of child labour as defined in article 3 of the *Worst Forms of Child Labour Convention, 1999* of the International Labour Organization, adopted in Geneva on June 17, 1999.



### *Working hours*

Christie suppliers must not surpass worker work hours and must properly compensate overtime as may be stipulated by applicable laws and regulations.

### *Health and safety*

Suppliers must provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Christie suppliers must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees. Suppliers should strive to implement management systems to meet these requirements.

## Risk assessment, management and assessment of policies

The nature of our business means that the majority of our workforce consists of skilled and experienced individuals. We consider that the overall risk that our business has caused or contributed to modern slavery to be low, having regard to our skilled workforce and our robust global policies and procedures.

We risk assess suppliers at the inception of the business relationship and track changes in their risk profiles on an ongoing basis. The suppliers are required to advise, by way of responding to a Christie supplier questionnaire, as to whether they have any forced labour or child labour in their operations.

When companies become suppliers with Christie, they agree to operate in accordance with the principles and expectations set out in our supplier code of conduct described above.

## Measures taken to remediate any forced labour or child labour


Christie's code of conduct precludes the use child or forced labour in any of our operations or facilities. Christie is not aware of any forced labour or child labour in its supply chain. Accordingly, no remediation measures were necessary during the financial year ending March 31, 2024.

## Measures 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

Christie's code of conduct precludes the use child or forced labour in any of our operations or facilities. Christie is not aware of any forced labour or child labour in its supply chain. Accordingly, no remediation measures for loss of income to vulnerable families were necessary during the financial year ending March 31, 2024.

## Training about forced labour, child labour and modern slavery

Understanding and complying with the Christie code of conduct is a condition of working at Christie or at any of its affiliates, and employees must complete a related training course and acknowledgment.



All employees are expected to complete Christie code of conduct training at least once in every two calendar years. New employees must complete Christie code of conduct training within 120 days of hire.

## Ongoing commitment

Christie remains committed to preventing child labour, forced labour, slavery and human trafficking from taking place in our businesses and in our supply chains. We will continue to review our policies, procedures and practices on an ongoing basis to determine any enhancements we can make to help prevent child labour, forced labour, modern slavery and human trafficking.

## Approval

This statement was approved by the Board of Directors of Christie Digital Systems Canada Inc. on April 1, 2024.

## Attestation

In accordance with the requirements of the Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity 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 Supply Chains Act, for the reporting year listed above.

I have the authority to bind Christie Digital Systems Canada Inc.



Hideaki Onishi  
President & Director  
April 1, 2024