

## **Identifying information**

Questions marked with an asterisk (\*) are mandatory.

### **PART ONE**

#### **1. \*This report is for which of the following? (Required)**

- Entity
- Government institution

#### **2. \*Legal name of reporting entity or government institution (Required)** Emergent BioSolutions Canada Inc. (EBCI)

#### **3. Reporting year** May 1, 2025

#### **4. \*Financial year covered by report** 2024

#### **5. \*Is this a revised version of a report already submitted this reporting year? (Required)**

- Yes
- No

#### **5.1 \*If yes, identify the date the original report was submitted. (Required)** N/A

#### **5.2 \*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

#### **6. For entities only: Business number(s) (if applicable):** 885463950

#### **7. For entities only: \*Is this a joint report? (Required)**

- Yes
- No

**7.1 \*If yes, identify the legal name of each entity covered by this report. (Required)**

N/A

**7.2 Identify the business number(s) of each entity covered by this report (if applicable).**

**8. For entities only: \*Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)**

- ✓ Yes
- No

**8.1 \*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*
- Germany's *Act on Corporate Due Diligence Obligations in Supply Chains*
- France's *Duty of Vigilance Act*
- Norway's *Transparency Act*
- Other, please specify:

**9. For entities only: \*Which of the following categorizations applies to the entity?**

**Select all that apply. (Required)**

- Listed on a stock exchange in Canada - No
- Canadian business presence (select all that apply):
  - ✓ Has a place of business in Canada
  - ✓ Does business in Canada
  - ✓ Has assets in Canada
- Meets size-related thresholds (select all that apply):
  - ✓ Has at least \$20 million in assets for at least one of its two most recent financial years
  - ✓ Has generated at least \$40 million in revenue for at least one of its two most recent financial years
  - ✓ Employs an average of at least 250 employees for at least one of its two most recent financial years

**10. For entities only: \*Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)**

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- Other, please specify: Pharmaceutical Manufacturing

**11. For entities only: \*In which country is the entity headquartered or principally located? (Required)** The United States

**11.1 If in Canada: \*In which province or territory is the entity headquartered or principally located? (Required)** N/A

**ANNUAL REPORT REPORTING FOR ENTITIES**

**1. \*Which of the following accurately describes the entity's structure?**

- Corporation
- Trust
- Partnership
- Other unincorporated organization

**2. Which of the following accurately describes the entity's activities? Select all that apply.**

Note: If an organization is not involved in any of the following activities, then it may not be required to report, even if it meets the definition of entity.

- Producing goods (includes manufacturing, extracting, growing and processing), in Canada
- Producing goods (includes manufacturing, extracting, growing and processing), outside Canada
- Importing into Canada goods produced outside Canada
- Controlling an entity engaged in producing goods, in Canada
- Controlling an entity engaged in producing goods, outside Canada
- Controlling an entity engaged in importing into Canada goods produced outside Canada

**3. \*What steps has the entity taken in the previous financial year (2024) to prevent and reduce the risk that forced labour 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 labour and/or child labour in the organization's activities and supply chains
- Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing an action plan for addressing forced labour and/or child labour
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour

✓ Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour 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 labour
- Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Developing and implementing child protection policies and processes

- Developing and implementing anti-forced labour and/or -child labour contractual clauses
- ✓ Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Auditing suppliers
- ✓ Monitoring suppliers
- Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour
- Developing and implementing grievance mechanisms
- Developing and implementing training and awareness materials on forced labour and/or child labour
- Developing and implementing procedures to track performance in addressing forced labour and/or child labour
- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour
- Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour
- Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks
- Information not available for this reporting period
- Other, please specify:

**4. Please provide additional information describing the steps taken (if applicable) (3,000 character limit).**

Since 2020, Emergent has maintained a *Combatting Trafficking in Persons (CTIP) Plan* that applies to all company directors, officers, employees and agents of the company. It was updated in 2024 to reflect our most recent efforts and approach. It includes:

- Conducting reasonable, risk-based due diligence of third parties prior to contracting with them.
- Not knowingly doing business with subcontractors or agents who participate in human trafficking.
- Requiring contractors under covered contracts to certify compliance with U.S. Federal Acquisition Regulations (FAR) or agree to comply with our CTIP Plan.
- Requiring employees to promptly report trafficking allegations.
- Implementation of contract specific CTIP compliance plans for certain government contracts.
- Required reporting of human trafficking concerns for employees and agents of the company
- All employee training on our Code of Conduct and Business Ethics.

- Targeted CTIP training for employees working on government contracts.
- Annual awareness communication to all employees.

In 2024 we implemented a Supplier Code of Conduct, that requires suppliers:

- To ensure that all work is on a voluntary basis and not use or tolerate the use of any illegal form of forced labor, including trafficked, bonded, slave, indentured, or prison labor.
- Do not use child labor and they must comply with all applicable child labor laws.
- Provide their employees with an environment respectful of human dignity and fundamental rights.

Lastly, we screen potential and existing suppliers against global government “do not use” lists through third-party tools to systematically verify suppliers are in good standing. Many lists are specific to human rights violations, human trafficking, slavery/forced labour, and child labour. The tool screens every 24-hours and we currently have 7,142 active partner records.

**5.\* Does the entity currently have policies and/or due diligence processes in place related to forced labour and/or child labour?**

- ✓ Yes
- No

**5.1 If yes, which elements of the policies and/or due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Mandatory)**

- ✓ Embedding responsible business conduct into policies and management systems
- Identifying and assessing potential and actual adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing or mitigating potential and actual adverse impacts
- Tracking implementation and results
- Communicating how impacts are addressed
- Providing for or cooperating in remediation when appropriate

**6. \*Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Mandatory)**

Note: Entities are being asked to indicate if they have considered the ways in which their activities and supply chains could potentially cause, contribute to, or be linked (directly or indirectly) to actual or potential forced labour or child labour. Identifying parts of an entity's activities and supply chains that carry a risk does not indicate that forced labour or child labour was or is actually being used.

- Yes, we have identified parts of our activities and/or supply chains that carry risks to the best of our knowledge and will continue to identify emerging risks.
- Yes, we have started the process of identifying parts of our activities and/or supply chains that carry risks, but there are still gaps in our assessments.
- ✓ No, we have not started the process of identifying parts of our activities and/or supply chains that carry risks of forced labour or child labour being used.

**6.1 If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Mandatory) N/A**

**7. 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. (Mandatory) None of the above**

**8. 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).**

According to the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor (2020) and the United Nations Global Compact "Business and Human Rights Navigator," the risk of forced or child labor within the pharmaceutical industry is generally low due to the higher standards and pay compared to other industries like agriculture or manufacturing. However, we recognize that instances of forced or child labour can still occur, particularly in regions with weak labour regulations and enforcement mechanisms. Emergent's supply chain organization strives to source from well-known, reputable suppliers that operate in an ethical and responsible fashion.

**9. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Mandatory)**

- Yes, we have taken measures
- No, we have not taken measures
- ✓ Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

**9.1 If yes, which remediation measures has the entity taken? Select all that apply. (Mandatory) N/A**

**10. Has the entity taken any measures to remediate the loss of income to the most vulnerable individuals and families that results from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Mandatory)**

- Yes, we have taken measures
- No, we have not taken measures
- ✓ 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.

**11. Does the entity currently provide training to employees on forced labour and/or child labour? (Mandatory)**

- ✓ Yes
- No

**11.1 If yes, is the training mandatory? (Mandatory)**

- ✓ Yes, the training is mandatory for all employees.
- Yes, the training is mandatory for employees making contracting or purchasing decisions.
- Yes, the training is mandatory for some employees.
- No, the training is voluntary

**12. 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? (Mandatory)**

- Yes
- ✓ No

**12.1 If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Mandatory) N/A**

Source:

<https://www.publicsafety.gc.ca/cnt/cntrng-crm/frcd-lbr-cndn-spply-chns/sbmt-rprt-en.aspx#s2>