



Fighting Against Forced Labour and Child Labour in Supply Chains.
Annual Report on For the year ended September 20, 2024

Introduction

This report dated September 30, 2024 is made pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) specifically the steps taken by Ambicare Pharmaceuticals Inc. (“Ambicare”) to identify, reduce & eradicate forced labour and child labour in the supply chain activities.

Ambicare’s Corporate Structure, Business Activities and Supply Chains

Ambicare is a company incorporated under the laws of Canada. Ambicare brings in High Quality, Niche pharmaceutical products in various therapeutic segments to the Canadian market and provides personalized customer support to serve the Canadian population. Ambicare imports, markets and sells pharmaceutical products to wholesalers, hospitals and pharmacies within Canada. Ambicare sources goods and services from international suppliers.

Ambicare’s Policies and Due Diligence process

Ambicare is committed to the health and safety of its employees. More specifically, Ambicare adheres to corporate polices including those that outline responsible practices related to:

- Human Rights & Responsibilities
- Workplace Violence and Harassment
- Equity and Non-Discrimination
- Employment Standards Protected Leave
- WSIB and Workplace Injuries

Such polices govern working conditions, values and appropriate conduct of Ambicare and its employees.

Supply Chain Risk Assessment of Forced labour and Child Labour

The risk of forced labour or child labour is highest for the manufacturing of goods that take place outside of Canada. Suppliers are assessed for manufacturing and supply integrity, including the risk that their employment practices are used that contravene the Act. Suppliers undertake to



prevent the use of modern slavery and manufacturing sites are audited in the ordinary course as required for compliance with good manufacturing practices. Suppliers and third-party service providers are evaluated and may be required to complete an undertaking that they do not use child labour or forced labour in their respective business operations or supply chains. Wherever the third party suppliers and/or service providers become aware of the use of child labour or forced labour being used in their business operations or supply chains they are advised to contact their Ambicare representative. Ambicare employees or third parties who become aware of, or suspect that, modern slavery is being used in the manufacture of goods or provision of services to Ambicare may confidentially report such matters to : info@ambicare.ca . Ambicare will not retaliate against a person making a good faith report.

The assessment is measured on the basis of following indicators :

1. Abuse of vulnerability
2. Deception
3. Restriction of movement
4. Isolation
5. Physical and sexual violence
6. Intimidation and threats
7. Retention of identity documents
8. Withholding of wages
9. Debt bondage
10. Abusive working and living conditions
11. Excessive overtime

Measures Taken to Remediate Forced or Child Labour

Ambicare has not identified any actual instances of forced labour or child labour in its direct supply chain during the reporting year. As such, no remediation measures were taken.

Employee Training

All Ambicare employees, including those that manage the supply chain, are given annual training on modern slavery and the Act. Ambicare is also developing and deploying a Modern Slavery Policy that will govern corporate practices such as supplier assessment and risk evaluation, reporting, and training.



Measuring Effectiveness

As part of its commitment to excellence, Ambicare continues to monitor, develop and refine practices in respect of preventing modern slavery within the supply chain. Ambicare conducts an annual review of its business practices, service providers and suppliers for compliance with the Act. Employees responsible for managing procurement, including executive management, are engaged in such review. Findings of non-compliance require immediate escalation and remediation.

Board Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I make this attestation that I have reviewed the information contained in the report for Ambicare Pharmaceuticals Inc.. 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.
I have the authority to bind Ambicare Pharmaceuticals Inc.

V. Venkat

Full name : MADHU VENKAT

Title : PRESIDENT & CEO

Date : 30 September 2024