

## **Sentrex Health Solutions Inc.**

### **Report pursuant to an the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the year ending December 31, 2023.**

#### **1. INTRODUCTION**

This report is made by Sentrex Health Solutions Inc. (“**Sentrex**”), on behalf of itself and its subsidiaries, Sentrex Distribution Inc. (“**SDI**”) and Sentrex Pharmacy Group Inc. (“**SPG**”), each as reporting entities under the Act referenced above. This Report applies to Sentrex, SDI and SPG as whole.

#### **2. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

##### (a) Structure

Sentrex is a private company incorporated under the *Business Corporations Act* (Ontario). SDI and SPG are wholly owned subsidiaries of Sentrex, each also incorporated under the *Business Corporations Act* (Ontario).

##### (b) Activities

Sentrex is a fully integrated specialty pharmaceutical distributor and patient support provider for pharmaceutical manufacturers, physicians and their patients. SPG focuses on the provision of specialty pharmacy services, including cold chain biologics, sterile compounding, temperature sensitive logistics and novel drug delivery systems in the areas of ophthalmology, oncology, neurology, respirology and rare diseases. SDI provides storage and distribution services for specialty pharmaceuticals from a state-of-the-art GMP-compliant facilities located in Markham (ON). In addition, Sentrex provides specialty pharmacy services in Vancouver (BC), Calgary (AB), Moncton (NB), Halifax (NS), and Corner Brook (NL).

##### (c) Supply Chains

Sentrex sources specialty pharmaceuticals from Canadian pharmaceutical companies or the Canadian subsidiary of international pharmaceutical companies, as well as from certain non-Canadian companies, located in Switzerland, Israel, and USA.

#### **3. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR**

Sentrex has a robust Code of Conduct in place to which all employees must strictly adhere. Included in the Code of Conduct are sections on Business Ethics and Conduct, Anti-Bribery and AntiCorruption, and a Whistleblower policy. In addition, Sentrex has implemented a Vendor Assessment Questionnaire which includes specific questions about whether the organization in question has documented policies and procedures in place relating to human rights, including policies and procedures to assess, report and respond to risks of forced labour or child labour, and

requiring suppliers to describe the nature of the goods and the source countries and/or suppliers of materials used in the production of the goods. Finally, Sentrex includes contractual provisions in its agreements requiring compliance with Canadian laws, including the Act.

#### **4. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK**

Sentrex assesses its business and supply chain for any risk of forced and child labour as an on-going procedure. In particular, Sentrex has taken the following steps to assess and manage such risk: 1) update and implementation of a vendor assessment questionnaire which includes specific questions regarding the source of goods supplied to Sentrex, and the requirement to have documented policies and procedures in place relating to human rights, including policies and procedures to assess, report and respond to risks of forced labour or child labour; 2) changes to its contract review process expressly requiring suppliers to comply with the Act.

#### **5. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR**

Sentrex has not identified instances of forced labour and child abuse in respect of its Tier 1 suppliers. Should Sentrex identify such issues in the future, Sentrex will investigate the allegations and will take whatever steps necessary to eliminate the issue, up to and including finding an alternate supplier.

#### **6. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR**

As Sentrex is has not identified instances of forced labour and child abuse in respect of its suppliers, no measures to eliminate such use or remediate any loss of income to most vulnerable families have been taken during the year ended December 31, 2024.

#### **7. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR**

Any new employees of Sentrex are required to undertake training on Business Ethics and Conduct, Anti-Bribery and Anti-Corruption, and human rights legislation across Canada. On an annual basis, all employees of Sentrex are required to retake this training. Sentrex is currently in the process of revising its existing policies and training to include the requirements of the Act.

#### **8. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS**

While Sentrex has not yet conducted any assessment of its effectiveness in ensuring that forced labour and child labour is not being used in its business and supply chains, Sentrex intends to carry out such assessments using a variety of methods, including the ongoing development and review of policies and procedures related to forced and child labour, internal/external audits and supplier reviews and/or adverse media monitoring of suppliers.

## ATTESTATION

This report has been approved by the Board of Directors of Sentrex Health Solutions Inc., on its own behalf and on behalf of the other reporting entities.

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.

For clarity, I am providing this attestation in my capacity as a director and officer of Sentrex Health Solutions Inc., and not in my personal capacity.

**Signature:**  DocuSigned by:  
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**Name:** Joe Connolly

**Title:** Founder & President

*I have authority to bind Sentrex Health Solutions Inc. Sentrex Distribution Inc and Sentrex Pharmacy Group Inc.*

**Date:** May 29, 2024