

## Forced Labour Statement

This statement is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). It provides information for the fiscal year April 30, 2023 – April 27, 2024.

### Reporting Entities

Patterson Companies, Inc. provides this single joint statement on behalf of entities it understands to be covered by a disclosure obligation under the requirements outlined in the Act: Patterson Dental Canada, Inc. ("Dental Canada") and Kane Veterinary Supplies, Ltd. ("Kane").

Dental Canada's and Kane's boards of directors, as the principal governing bodies, approved the statement according to section 11(5) of the Act on May 28, 2024.

### Structure, Operations, and Supply Chain

#### About Dental Canada

Dental Canada provides dental supplies, equipment, time-saving software, practice-changing technology, and remodeling plan support to help customers start, modernize, or grow their practice and keep it running smoothly. Dental Canada has ten locations in Canada, which are supported by fulfillment centers located in Quebec and Alberta.

#### About Kane

Kane is a wholesale distributor and manufacturer agent in Canada. Kane provides excellence in distribution of the highest quality, cutting edge, value-laden products to the veterinary, pet, agricultural and equine markets across Canada. Kane has two full-service branches and fulfillment centers in Alberta and Ontario. Day-to-day inventory consists of over 12,000 items including vet supplies and pharmaceuticals, pet food and toys, animal ID products, and pest control items.

#### What We Do

Our business purpose is to strengthen the people who keep us and our animals healthy. This statement guides us as we work closely with dentists, veterinarians, and animal producers, so they can best support their patients, pet owners and our food supply.

Our commitment to compliance is an important part of who we are, the work we do and our corporate culture. These standards are not merely to meet legal and regulatory requirements, but tools and guidelines we use every day to help direct our behavior and decision making.

We seek to extend this commitment throughout our supply chain by encouraging suppliers to embrace the same level of transparency and values. We strive for continuous improvement and embrace transparency on corporate social responsibility topics, and details of these efforts will be available in the corporate responsibility report we expect to publish in the summer of 2024.

#### Our Supply Chain

Our supply chain network delivers a mix of products to dentists, veterinarians, and animal producers each day, and solidifies relationships with suppliers to ensure the highest quality products for our customers. We strive to have suppliers undergo an evaluation by business and functional teams to identify and mitigate potential commercial, legal,



and regulatory risks, and thus safeguard our products and services, meet customer needs, and address quality compliance standards.

While we source from hundreds of suppliers located in the United States, Canada, Asia, India, the Middle East, and Europe, the vast majority are located within North America.

## How We Work to Strive to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

### Addressing the risk of modern slavery

We are focused on the following, designed to address the risk of forced and child labour:

- We are committed to and expect our suppliers, resellers, sub-distributors, agents, consultants, manufacturers, and other business partners to conduct business in an ethical manner, comply with applicable laws and regulations, and not conduct or engage in commercial or operational activities with any individuals or companies that engage in improper labour practices.
- Our contract practices are designed to utilize templates that contain expectations related to compliance with laws, ethical business practices, audit rights, and termination.
- Our Partner Compliance Standards require our business partners to uphold the human rights of workers, fully comply with applicable laws and regulations, and adhere to internationally recognized environmental, social, and product quality expectations. Our business partners are expected to operate by these principles and communicate these expectations throughout their organization.
- We encourage our employees and suppliers to report concerns related to direct activities or our supply chain through Speak Up Patterson, our confidential compliance helpline.
- We strive for continuous improvement by including additional initiatives in our strategic planning to combat forced and child labour, such as planning for adding other targeted training and implementing additional policies.

### Our Policies

We have zero tolerance for forced and child labour and are committed to acting ethically and with integrity in all our business dealings and relationships, and we are working to enhance systems and controls to identify, mitigate and remediate any social and compliance risks to our supply chain. These principles are outlined in our Code of Conduct (“Code”) and Partner Compliance Standards:

- Our Code is designed to deter wrongdoing, promote honest and ethical conduct, and promote compliance with applicable laws, rules, and regulations. It reinforces our *Purpose*, *Vision*, and *Values*, what we stand for, and how we deliver on the promise to our business partners, our customers, and ourselves to conduct business ethically. The Code outlines the expectations of our business partners, specifically and in part, related to knowingly engaging in any activities that facilitate improper labour practices, including child and forced labour.
- Similarly, our Partner Compliance Standards provide clear expectations for any prospective, new, or existing suppliers, and demonstrates the high priority that we place on integrity in operations and business relationships.



## Our Due Diligence Processes

We strive to engage suppliers that are compliant with relevant laws, conduct business in a compliant manner, and adhere to the highest ethical standards.

We maintain and continue to enhance and build upon a third-party compliance due diligence process for selected third parties identified as higher risk, to allow for informed decision-making and evaluation of potential risks prior to engagement. Higher risk designation is based on the type of third party and geographical location. This process is designed to drive an ethical business culture and detect and deter potential misconduct, and consists of a risk assessment, third party questionnaire, and for those with whom we engage, continuous monitoring through an independent third-party resource. The risk assessment and questionnaire are designed to determine whether the third party has been involved in, or is at risk of, engaging in business practices that could constitute a violation of law and/or compromise the company's compliance expectations.

## Employee Training on Forced Labour and Child Labour

Our employees receive Code training, which addresses forced and child labour. This training is required for company employees, and completion is monitored and reported to our executive leadership. Training on the third-party due diligence process is also provided to key stakeholders within the business, supply chain and sourcing teams.

## How We Monitor Ourselves and Our Suppliers

We rely upon our third-party compliance due diligence program to identify potential risks of forced and child labour. Information gathered through that process, including ongoing monitoring of approved third parties, is leveraged to evaluate effectiveness at preventing, detecting, and remediating potential risks in our supply chain. We are currently enhancing our utilization of data and analytics to deliver additional monitoring capabilities and insights that may assist with this goal.

## Speak Up Culture and Investigations

At Patterson, it is an expectation that employees and business partners, including suppliers, have a role in speaking up to help maintain compliance and an ethical culture. Violations and concerns may be reported directly to Patterson's helpline, Speak Up Patterson, at [www.speakuppatterson.com](http://www.speakuppatterson.com). Speak Up Patterson is a third-party monitored, independent service available 24/7 in multiple languages via phone and internet to employees, business partners, and others. Patterson does not tolerate any form of retaliation for reporting a concern in good faith.

Patterson also expects suppliers and business partners to provide grievance mechanisms that are transparent, responsive, and confidential to workers and other parties throughout the supply chain. Concerns reported to these mechanisms shall be addressed in a timely manner, and workers who speak up in good faith should be protected from retribution and retaliation. Suppliers are requested to promptly notify Patterson of any concerns or violations reported through a grievance mechanism.

Patterson's internal investigations program strives to ensure that all reported concerns are promptly investigated, and remediation steps taken, as needed. Suppliers and business partners are expected to cooperate in investigations of allegations involving their engagement with Patterson. Any violations to expectations or failure to cooperate with any inquiry or investigation may result in disciplinary action, including suspension or termination of engagement with Patterson.



## We Are Unaware of Risks of Forced Labour or Child Labour Use in Our Global Supply Chains

Identifying and managing modern slavery risks in our operations and supply chain is ongoing, and we continue to enhance, update, and refine our practices.

We acknowledge that the company could be indirectly exposed to forced labour and child labour risks existing in our supply chain. We recognize that the risks of forced labour or child labour within our supply chain are through the reliance upon third parties with operations in countries that are known to contain a higher risk of forced labour and child labour, such as those listed in the Global Estimates of Modern Slavery: Forced Labour and Forced Marriage report by the International Labour Organization (ILO), Walk Free and the International Organization for Migration.

## We Have Not Identified Forced or Child Labour Risks in our Supply Chain

We have not identified any situation involving forced or child labour within our supply chain and will continue efforts to enhance our existing ability to proactively identify, mitigate, and prevent forced and child labour.

### Attestation

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.


**Full Name:** Daniel Begin  
**Title:** Regional President  
**Date:** May 28, 2024

DocuSigned by:  
*Daniel Begin*  
Signer Name: Daniel Begin  
Signing Reason: I approve this document  
Signing Time: 05/28/2024 | 4:10:10 PM CDT  
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Signature: \_\_\_\_\_

I have the authority to bind Patterson Dental Canada, Inc.

**Full Name:** Stephen David Olsson  
**Title:** Director of Canadian Operations  
**Date:** May 28, 2024

DocuSigned by:  
  
Signer Name: Steve Olsson  
Signing Reason: I approve this document  
Signing Time: 05/28/2024 | 5:11:22 PM CDT  
1EEEF497D39846F4A9149CFD41B9B597

Signature: \_\_\_\_\_

I have the authority to bind Kane Veterinary Supplies, Ltd.