

McKesson Canada Corporation - Forced Labour and Child Labour Report

McKesson Canada Corporation, a subsidiary of McKesson Corporation, publishes this Forced Labour and Child Labour Report (this “**Report**”), pursuant to the Canada *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, on its corporate website for itself and on behalf of the McKesson group of companies operating in Canada (collectively “**McKesson**”) for the fiscal year ended March 31, 2026 (“**FY26**”).

McKesson is committed to good corporate citizenship, the highest ethical standards, and does not tolerate any form of forced labour or child labour in its supply chains.

BUSINESS AND ORGANIZATION

McKesson is dedicated to advancing health outcomes for patients and consumers everywhere. In Canada, McKesson provides pharmaceutical product distribution and automation, retail pharmacy services, pharmacy technology solutions, biopharma and provider solutions, and health and wellness products. McKesson sources its products from North America, Europe, and Asia. McKesson relies on its global and local procurement organization to source the products it sells and distributes.

CULTURE, VALUES, AND TRAINING

McKesson takes social responsibility seriously and is strongly committed to respecting applicable international human rights and fair labour practices and explicitly condemns all kinds of modern slavery, including forced or child labour, and human trafficking.

[McKesson I²CARE Values](#). McKesson and its employees are fundamentally guided by McKesson’s global I²CARE Values, namely: Integrity, Inclusion, Customer-first, Accountability, Respect and Excellence. The I²CARE Values are foundational to all that we do, and who we are as a company. Consistent with these values, McKesson is committed to acting ethically and with integrity in all its business relationships, aiming to ensure that modern slavery and human trafficking is not taking place anywhere in its business.

In 2020, McKesson joined the [United Nations \(UN\) Global Compact Initiative](#), a voluntary leadership platform focused on the development, implementation, and disclosure of responsible business practices. In taking this step, McKesson is explicit in its support of the UN Global Compact’s 10 principles which focus on the areas of human rights and labour, but also on environment and anti-corruption.

Our global [Code of Conduct](#) provides guidelines for interactions with its employees and contractors, and other business partners. The Code highlights McKesson’s position on *Respecting Human Rights* and *Responsible Sourcing*. Code of Conduct training is mandatory for all employees and contractors, including senior management and executive-level staff, on an annual basis.

McKesson’s employees are encouraged through its *Open Door Policy* and *Speak Up Policy* to raise concerns including potential violations of the Code, I²CARE values, company policies and applicable laws. McKesson provides a confidential EthicsPoint platform, and a hotline available 24 hours a day for internal and external stakeholders to facilitate confidential reporting of any ethical concerns. The ethical principles that form the basis of the Code are at the heart of all decisions made by McKesson.

McKesson employees receive periodic online and/or face-to-face training to emphasize the importance of acting with integrity and in line with the Code of Conduct and relevant applicable laws and internal policies. In FY26, McKesson advanced its training approach under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* by implementing standardized mandatory training and guidance for personnel involved in supplier onboarding, sourcing, procurement, and supply chain risk management. This training is designed to strengthen awareness of the Act's requirements and to enable consistent identification, assessment, and escalation of potential forced and child labour risks across the supply chain.

SUPPLY CHAIN DUE DILIGENCE

McKesson's principal suppliers are heavily regulated pharmaceutical manufacturers and medical and health product suppliers located in North America, Europe, and Asia.

McKesson's global procurement organization has established a **Responsible Sourcing Program** to address operations and suppliers for ethical and social issues. It provides a framework that holds our international private label suppliers to an auditable set of expectations about protecting workers. McKesson's procurement organizations audit select prospective and current suppliers for a range of issues, which may include labour issues where applicable.

The **McKesson Supplier Sustainability Principles ("MSSP")** are a set of principles to which our private label suppliers outside the UK, US, Canada, and Europe must agree. Our MSSP cover compliance with appropriate laws along with adherence to our principles on protecting workers, preparing for emergencies, identifying and managing environmental risk, and protecting the environment. These principles also reflect our stance against forced labour and child labor.

McKesson takes a risk-based approach in its **contracting processes** and assesses whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties and specific confirmation with our Code of Conduct. Where such prohibitions are included, we obligate our suppliers to hold their own contractors and suppliers to the same standards. McKesson has continued to strengthen its supplier engagement practices for new direct suppliers onboarding by advancing a standardized, risk-based approach to supplier due diligence. This includes the collection of supplier information, assessment of responses for indicators of forced and child labour risk, documentation of due diligence activities, and reinforces a consistent risk-informed approach to decision-making across the supply chain.

STEPS TAKEN

In FY26, McKesson advanced the progress made in prior years by further strengthening its approach to identifying, assessing, and addressing forced and child labour risks in its supply chain. Building on earlier work to assess relevant roles, engage internal stakeholders, and develop a consistent framework for supplier-related compliance activities, McKesson implemented its Forced and Child Labour Prevention Policy and advanced measures to support a standardized and risk-based approach across relevant supplier-facing functions.

During FY26, McKesson enhanced its supplier engagement practices for new supplier onboarding by implementing a structured, risk-based due diligence approach. This includes consistent collection and assessment of supplier information for indicators of forced labour and child labour risk, documentation of due

diligence activities, and identification of issues that may pose risks. These measures support consistency in due diligence practices and reinforce compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

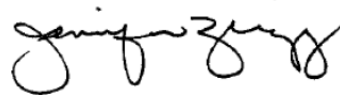
McKesson also advanced its training approach by developing mandatory, role-specific training and guidance for personnel involved in supplier onboarding, sourcing, procurement, and supply chain risk management. These efforts reinforce awareness of the Act's requirements and support a consistent risk-informed approach to identifying and assessing forced labour and child labour risks across the supply chain.

REMIEDIATIONS AND ASSESSING EFFECTIVENESS

As no instances of forced labour or child labour have been identified within our operations or supply chain, no actions have been taken to address such practices or to remediate any potential loss of income to vulnerable families arising from efforts to eliminate forced or child labour in our businesses or supply chain. As described in this Report, McKesson has introduced several measures to prevent and reduce these risks. These measures support a consistent, risk-based, and documented approach to supplier due diligence. McKesson will continue to build on this foundation as part of its ongoing efforts to prevent and mitigate the risk of forced labour and child labour. As these measures mature, McKesson remains committed to continuous improvement, including assessing the effectiveness of its approach over time.

This Report has been approved by McKesson Canada's Executive Leadership Team ("ELT"), and the ELT has authorized Jennifer Zerczy to sign the Report on behalf of the McKesson group of companies operating in Canada. McKesson Canada has the legal authority to bind the McKesson group of companies operating in Canada.

Signed on behalf of McKesson Canada
Corporation and its affiliates:



Jennifer Zerczy
Senior Vice-President
Legal and Regulatory Affairs
McKesson Canada Corporation

May 29, 2026