

Modern Slavery Act Statement 2023

Christie Digital Systems Canada Inc. (“Christie”, “we”, “us”, “our”) is committed to respecting human rights and stands against all forms of modern slavery and human trafficking. This statement is issued pursuant to section 54 of the United Kingdom *Modern Slavery Act 2015* for the financial year ending March 31, 2023.

We do not tolerate slavery or human trafficking within Christie or in those of our suppliers and subcontractors. We hold ourselves to the highest standards to act with integrity and comply at all times with the letter and spirit of the laws, regulations and rules that apply to us in all the jurisdictions in which we operate.

Organisation structure and supply chains

Christie and its global affiliates are a visual and audio technologies organization and are wholly-owned subsidiaries of Ushio Inc. Christie revolutionized the movie industry with the launch of digital cinema projection, and since 1929 has embraced innovation and broken many technology barriers. Our technology, paired with the support of professional services to design, deploy and maintain installations, inspires exceptional experiences. Christie solutions are used around the world, from the largest mega-events and movie cinemas to the smallest boardrooms, and include advanced RGB pure laser projectors, content management, image processing and LED displays.

Christie is a corporation incorporated in Ontario, Canada and has branch offices in other countries, including a branch registered in the United Kingdom. Christie also has many wholly-owned affiliates in other countries.

Christie’s finished products are designed and manufactured both in Canada and overseas. Overseas manufacture of finished products is through Christie’s affiliates in China and Germany and through other manufacturers who supply finished products to Christie under the Christie brand name. Components and raw materials for Christie’s finished products are sourced from suppliers located in Canada and outside Canada.



Policies in relation to slavery, human trafficking and child labour

Christie is committed to the highest standards of corporate social responsibility and ethical business codes. Commitment to ethical business codes is a key part of operating with integrity, honesty and respect. All employment at Christie is voluntary. There is no activity of slavery or human trafficking within any Christie company.

Every employee must abide by Christie's code of conduct that stipulates that we are committed to respecting and protecting human rights wherever we operate and to uphold this commitment, we follow all applicable employment laws in each country where we operate. Christie's code of conduct states that we do not use child or forced labour in any of our operations or facilities or condone in human trafficking or slavery of any kind.

In addition, Christie has adopted a supplier code of conduct that stipulates that Christie suppliers have measures in place ensuring their own organizations and supply chains are free from slavery and human trafficking and will not use forced or involuntary labour of any type (e.g., forced, bonded, indentured or involuntary prison labour).

The supplier code of conduct is designed to ensure suppliers have a clear understanding of how Christie expects to conduct business with suppliers. This code applies to all Christie suppliers and sub-suppliers with obligations as follows:

No forced or involuntary labour

Christie suppliers must have measures to ensure that their own organizations and supply chains are free from slavery and human trafficking and will not use forced or involuntary labour of any type (e.g., forced, bonded, indentured or involuntary prison labour); employment is voluntary.

No child labour

Christie suppliers must not use child labour. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Christie supports the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

Respect and dignity

Christie suppliers must treat all employees with respect and will not use corporal punishment, threats of violence or other forms of mental/physical force or harassment.

Ethical dealings

Christie expects our suppliers to conduct their business in accordance with the highest ethical standards. Suppliers must strictly comply with all laws and regulations on bribery, anti-corruption and prohibited business practices.



Non-discrimination

Christie suppliers must not discriminate in hiring and employment practices on grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability or any other ground that is protected pursuant to applicable laws or regulations.

Wages and benefits

Christie suppliers must, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits. Deductions from wages shall not be allowed as a disciplinary measure. The basis on which workers are paid is to be specified in a timely manner via pay stub or similar documentation.

Working hours

Christie suppliers must not surpass worker work hours and must properly compensate overtime as may be stipulated by applicable laws and regulations.

Health and safety

Suppliers must provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Christie suppliers must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees. Suppliers should strive to implement management systems to meet these requirements.

Risk assessment and management

The nature of our business means that the majority of our workforce consists of skilled and experienced individuals. We consider that the overall risk that our business has caused or contributed to modern slavery to be low, having regard to our skilled workforce and our robust global policies and procedures.

We risk assess suppliers at the inception of the business relationship and track changes in their risk profiles on an ongoing basis.

When companies become suppliers with Christie, they agree to operate in accordance with the principles and expectations set out in our supplier code of conduct described above.

Training on modern slavery

Understanding and complying with the Christie code of conduct is a condition of working at Christie or at any of its affiliates, and employees must complete a related training course and acknowledgment.

All employees are expected to complete Christie code of conduct training at least once in every two calendar years. New employees must complete Christie code of conduct training within 120 days of hire.



Ongoing commitment

Christie remains committed to preventing slavery and human trafficking from taking place in our businesses and in our supply chains. We will continue to review our policies, procedures and practices on an ongoing basis to determine any enhancements we can make to help prevent modern slavery and human trafficking.

Approval

This statement was approved by the Board of Directors of Christie Digital Systems Canada Inc. on April 1, 2023.



Hideaki Onishi
President & Director