



SAVARIA CORPORATION

2024 Report

on Forced Labour and Child Labour
in Supply Chains

1. INTRODUCTION

This report (“**Report**”) is produced by the Savaria Corporation (“**Corporation**” or “**Savaria**”) and is designed to meet the Corporation's reporting obligations under *The Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“**Act**”). The Act requires that Savaria submit an annual report which describes the steps that it took during its previous fiscal year which commenced on January 1, 2024 and ended on December 31, 2024, to prevent and reduce the risk that forced labour or child labor is used at any step of the production of goods in Canada or elsewhere by Savaria or of goods imported into Canada by Savaria. The Report is a joint one, in that it includes the Corporation and its subsidiaries.

2. BACKGROUND AND STRUCTURAL INFORMATION

Savaria's common shares are listed on the TSX under ticker symbol SIS and was incorporated by Certificate of Incorporation issued pursuant to the provisions of the Business Corporations Act (Alberta) on October 25, 1999.

The following table indicates Savaria's principal subsidiaries and their jurisdiction of incorporation or formation as of December 31, 2024, all of which are wholly owned.

Subsidiary	Jurisdiction of Incorporation or Formation
Savaria Concord Lifts Inc.	Ontario, Canada
Savaria USA Inc.	Vermont, USA
Span-America Medical Systems, Inc.	South Carolina, USA
Span Medical Products Canada ULC	British Columbia, Canada
Garaventa USA, Inc.	Illinois, USA
Garaventa (Canada) Ltd.	British Columbia, Canada
Handicare Stairlifts B.V.	The Netherlands
Handicare Accessibility Ltd.	United Kingdom
Handicare Canada Ltd.	Ontario, Canada
Handicare USA LLC	Delaware, USA
Savaria Mexico S.A de C.V	Mexico

Certain subsidiaries whose assets did not represent more than 10% of the Corporation's consolidated assets or whose revenues did not represent more than 10% of the Corporation's consolidated revenues as of December 31, 2024, have been omitted. The subsidiaries that have been omitted represent, as a group, less than 20% of the consolidated assets and revenues of the Corporation as of December 31, 2024.¹

¹¹ This table does not include subsidiaries whose primary role is to hold investments in other Savaria subsidiary entities. Examples of such entities are 15565375 Canada Inc., Savaria Holding USA Inc., Savaria, (Sweden) AB, Savaria Holding (Sweden) AB and Handicare Holding Limited. The other subsidiaries which are not mentioned in the text of the Report but are covered are: Savaria Lifts Ltd., Savaria Sales, Installation and Service Inc., Silver Cross Franchising Inc., Silver Cross

3. OVERVIEW OF THE BUSINESS

Savaria is a global leader in the accessibility industry, which provides solutions for the elderly and physically challenged to improve their comfort, mobility and independence. The Corporation has one of the most comprehensive product lines in the industry. The business is structured into two reportable segments, Accessibility and Patient Care according to their respective addressable markets.

The head office is located at 4350 Highway 13, Laval, Québec, Canada H7R 6E9 and its approximately 2,500 employees are located throughout the global manufacturing network with five plants in Canada² (Laval and Magog (Québec); Brampton and Beamsville (Ontario); and Surrey (British Columbia)), two in the United States (Greenville (South Carolina) and St. Louis (Missouri)), one in Querétaro City (Mexico), five in Europe (Milan (Italy), Newton Abbot, Birmingham and, Kingswinford (UK) and Heerhugowaard (Netherlands)), and two in China (Huizhou and Xiamen). The Corporation has direct sales offices in Canada, the United States, in seven European countries (Switzerland, Netherlands, Germany, Italy, Czech Republic, Poland and United Kingdom) and Australia. It also operates an extensive worldwide dealer network.

3.1 ACCESSIBILITY SEGMENT

Through its Accessibility segment, Savaria designs, manufactures, distributes and installs a wide portfolio of accessibility products including commercial elevators, home elevators, stairlifts, platform lifts and dumbwaiters for personal, residential or commercial applications. It also sells a wide variety of wheelchair accessible motor vehicles adapted for people with special needs. Savaria operates manufacturing facilities in Canada (Brampton and Surrey), Mexico (Querétaro), Italy (Milan), the United Kingdom (Kingswinford and Birmingham), the Netherlands (Heerhugowaard) and China (Huizhou and Xiamen). Through its acquisition of all the dumbwaiter and material lift assets of D.A. Matot Inc., Savaria now manufactures dumbwaiters and material lift assets at its Brampton, Ontario, Canada plant.

Savaria and Handicare products are distributed worldwide through a network of approximately 1,500 dealers as well as 28 direct sales offices, through which the Corporation also provides maintenance services.

The Huizhou and Xiamen, China plants as well as the Querétaro, Mexico plant are the main suppliers of parts and components for the North American and European plants; also, they assemble product components and finished products mainly for the benefit of the Corporation and for the sale of products on the North American, Asian, European, and Australian markets.

Through its Silver Cross division, the Corporation operates a network of franchises and corporate stores in which new and refurbished accessibility equipment is sold.

Silver Cross Automotive Inc. is a retailer of wheelchair accessible vehicles for personal and commercial customers. with locations in Ontario, Alberta and British Columbia.

3.1.1. RESEARCH, DEVELOPMENT AND SUPPLIERS

Savaria designs, manufactures, and tests its accessibility products and elevators at its plants located in Brampton, Ontario, Canada, Surrey, British Columbia, Canada, Heerhugowaard,

(Oakville) Inc., Silver Cross (Ottawa) Inc., Silver Cross (St-Catharines) Inc., Silver Cross (Toronto East) Inc., Florida Lifts LLC, Garaventa Lift Florida LLC, Ultron Technologies Ltd., Savaria (Australia) PTY LTD, Savaria (Queensland) PTY LTD, Silvalea Ltd., Garaventa Accessibility AG, Garaventa Lift Colombia S.A.S., Garaventa Lift GmbH, Garaventa Lift Polska Sp. ZO.O., Garaventa Lift s.r.o., Garaventa Liftech AG, Garaventa Lift s.r.l., Crystal Amethyst B.V., Magsum B.V., Handicare Group AB, Handicare Accessibility GmbH, Minivator Group Limited, Companion Stairlifts Limited, Handicare Accessibility Canada Ltd., Handicare Accessibility BV and Handicare Accessibility LLC.

² As of February 1, 2024, the plant in Laval was sold, hence as of this date there were 4 plants in Canada.

Netherlands, Kingswinford, UK, in Milan, Italy and in Querétaro, Mexico. In Canada, Savaria distributes lowered-floor minivans to accommodate people in wheelchairs.

The Corporation operates three research and development centers which are located in Brampton, Ontario, Canada, Surrey, British Columbia, Canada and in Huizhou, China. Through the acquisition of Handicare, the Corporation also has two additional research and development centres in Heerhugowaard, Netherlands and in Kingswinford, UK for all stairlift developments.

Savaria acquires a majority of the standard parts from external suppliers as well as from its wholly owned subsidiaries Savaria (Huizhou) Mechanical Equipment Manufacturing Co. Ltd. and Handicare Accessibility (Xiamen) Co. Ltd, both located in China as well as from its wholly owned subsidiary Savaria Mexico S.A. de C.V located in Mexico. As for customized parts, those are manufactured at Savaria's facilities located in Canada in Brampton, Ontario and in Surrey, British Columbia as well as in Kingswinford, UK and in Heerhugowaard, Netherlands.

3.2 PATIENT CARE SEGMENT

From its facility in Magog, Québec, Canada, Savaria designs and manufactures an innovative ceiling lift product line designed to meet the needs of patients and caregivers by safely repositioning patients in bed or proceeding with a transfer of a patient from wheelchair to bed or bath areas using the overhead ceiling lift.

Savaria, through its Patient Care divisions, makes medical beds, therapeutic support surfaces and pressure management products used in healthcare facilities such as long-term care and nursing homes. It operates manufacturing facilities in Greenville, South Carolina, USA (surfaces), and Beamsville, Ontario, Canada (bed frames). It also sells the Savaria patient care product line to home care and institutional sales channels through approximately 35 sales representatives in North America. Through its UK based division based in Newton Abbot, Savaria manufactures patient transfer slings and accessories which are branded Silvalea. It specialises in the design and development of challenging and complex patient transfer solutions, with an extensive catalogue of over 800 sling designs.

At the Beamsville, Ontario, Canada facility, the Corporation designs and manufactures bed frames for the medical market. The major production processes include metal cutting and fabrication, welding, assembly, painting, testing and packaging. All component parts for the beds are either manufactured directly by the Corporation or purchased from suppliers based on the Corporation's product specifications.

At the Greenville (South Carolina, USA) facility, Savaria designs and manufactures therapeutic support surfaces, patient positioners, mattress overlays and wheelchair cushions for the medical market. At the St. Louis (Missouri, USA) and Magog (Québec, Canada) facilities, Savaria manufactures ceiling lifts and slings for patient transfer in the institutional and home care markets, which are also manufactured at the Newton Abbot (UK) facility and distributes through its St. Louis (Missouri, USA) facility complementary third-party products including a variety of patient floor lift models.

3.2.1. RESEARCH, DEVELOPMENT AND SUPPLIERS

The Magog (Québec, Canada) location is the centre for research and development in the Patient Care segment. Savaria also maintains engineering departments in its Greenville (South Carolina, USA), Beamsville (Ontario, Canada) and Newton Abbot (UK) locations for new-product development and in St. Louis (Missouri, USA) for product engineering, maintenance and management.

The raw materials for the mattresses and the beds consist of polyurethane foam, nylon/vinyl fabric mattress covers and tubes, motors, pneumatic pumps, blowers, bed actuators, steel and metal

stamping. In addition, corrugated shipping containers, polyethylene plastic packaging material and hook-and-loop fasteners are used. The raw materials for the slings mainly consist of polyester/nylon fabrics and polyester webbing, alongside some plastic components and biodegradable. Ceiling lift components consist of nuts, bolts, screws, circuit boards, motors, plastic molded parts, formed metal parts, and electronic handsets. The basic raw materials are sourced from various suppliers.

The components used for the manufacturing of ceiling lifts and slings are purchased from suppliers located all over the world. As for the other manufactured products that contain electrical components and pumps, those component parts are generally purchased from various suppliers.

4 CODE OF CONDUCT FOR SUPPLIERS, COMPLEMENTARY POLICIES, GOVERNANCE AND ESG

During 2024, Savaria further developed its infrastructure of conduct that is based on its [Code of Conduct and Ethics](#) (“**Code**”), Clawback Policy, and ESG Report, all of which are subject to continuous evaluation by its Corporate Governance and Human Capital Committee (“**Committee**”). The Committee's role is to advise the Corporation's board (“**Board**”) regarding matters related to corporate governance, ethics, compensation and human resources matters and making recommendations to the Board as appropriate.

Throughout 2024, the Corporation focussed on executing its commitments to address the issues of forced and child labour supply chain management that were published in [last year's report](#), and how to communicate its expectations to suppliers by building on this core concept from the Code: *“Suppliers and partners are expected to act in accordance with ethical standards which are consistent with Savaria’s ethical values.”*

The result of the foci was the creation of a supplier space on the [main website](#) and the publication of the Supplier Code of Conduct (“**Supplier Code**”) published therein. Additionally, the Supplier Code was also published on the [Handicare website](#). Given that several of the Corporation's subsidiaries have their own websites, it was established that in 2025 that the Supplier Code would be either published directly onto subsidiary site or a link would be added to the subsidiary site which connected to the main website.

In 2024, as a policy, the Supplier Code was made mandatory for all suppliers. New suppliers were referred to the Supplier Code via their onboarding package and in 2025, the team will develop a strategy to inform existing suppliers of same.

As part of its communication strategy, the Corporation through its [2024 ESG report](#), confirmed that for 2024 that the Corporation expected, *“... all suppliers to operate in a manner that is environmentally and socially responsible, ensures safe working conditions, and respects human rights and applicable laws. In 2024, we took significant steps to formalize and strengthen our approach to responsible sourcing,”* and confirmed that child and forced labour were priorities for the Corporation in 2024.

5. ADDITIONAL STEPS THAT THE CORPORATION HAS TAKEN IN 2024 AND MOVING FOWARD

In the 2023 report, the Corporation stated that it was, *“... still working on its mapping exercise begun in 2023...”* In 2024, the Corporation completed the mapping of its tier 1 suppliers which was based on geographical location and concluded that the risk of forced and child labour child was low. To continue its vigilance, the Corporation started to map the suppliers by the categories of goods purchased.

In the 2023 report, the Corporation stated, *“In 2023, the Corporation committed to aligning its business with the Sustainable Development Goals (“SDG”)... one of its foci is SDG 8 promote sustained, inclusive and sustainable economic growth, full and productive employment and decent*

work for all.” In 2024, the Corporation accomplished the following for SDG 8:

- Supported 2,500 employees globally, providing stable, quality employment across multiple regions and manufacturing sites.
- Invested in employee development through engagement surveys, regular town halls to strengthen communication, targeted safety initiatives, and training programs that support professional growth and well-being.

The above accomplishments regarding the SDG 8 ensure that Savaria is continuing to develop a culture in which its employees can communicate easily with the leadership and report any issues in the offices and/or the shop floor.

In addition to the above steps, Savaria started to examine how it could collect hard data to assess its suppliers and concluded that the first change that needed to be made was to update the Supplier Self-Assessment form (“**Form**”), that is currently available on the Handicare [website](#) and is part of the onboarding package for all suppliers. It is required to be completed and submitted by new suppliers. In 2024, the following six questions that focussed on child labour and forced labour were added to the Form:

1. *Is your company required by your local legislation to produce an annual statement setting out the steps that have been taken to ensure your company and supply chains are slavery free?*
2. *Does your company have a policy on modern slavery and human trafficking? (this may form part of your company’s wider CSR policy).*
3. *Does your company carry out documented risk assessments of its business and supply chain to ensure continuous compliance with relevant statutory requirements?*
4. *Do you agree with Savaria’s Supplier Code of Conduct?*
5. *Does your company organize trainings/communication to ensure that all its employees, agents, subcontractors or any other entity or person working or acting on its behalf in relation to this Agreement comply with the ethical behavior expected?*
6. *Do you comply with all relevant laws and regulations applicable to the performance of your obligations, including but not limited to: forced and child labour, anti-corruption legislation, conflict of interest, international trade, sanction lists, anti-money laundering, data protection, confidentiality & privacy, intellectual property, trade secrets, anti-trust and competition laws?*

The answers were integrated into the overall evaluation of the supplier. The supplier intake teams updated their evaluation procedure to ensure that the new questions were assessed with the same vigour as the existing ones, and if a new supplier yielded a problematic assessment the team would increase on-site audits.

5.1 MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR AND LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES

As outlined in sections 4 and 5 (first section), the Code and its complementary policies, and the Form play an important role in ensuring that the Corporation meets its high standards. In 2024, no complaints about unethical conduct were received and the Corporation, hence no corrective measures were taken.

5.2 TRAINING

The Corporation recognised that the majority of its 2,500 employees were not located in Canada, hence it was not looking at a level playing field in terms legal regimes on the issue of forced labour and child labour for its employees. The diversity of locations meant that models used by Handicare Accessibility Ltd, which has been reporting on the supply chain in virtue of the United Kingdom’s *Modern Slavery Act 2015*, would not be necessarily relevant for other subsidiaries. For example,

in the UK in 2024 documents were drafted and circulated to raise awareness about forced labour for this site only because it was complying with the UK act. The Corporation decided to change its tactic on the issue of training and proceeded based on jurisdictions.

Given that the Corporation is headquartered in Canada, it was decided that the first group of employees to be trained on the concepts of forced labour and child labour would be from the subsidiaries located in Canada who were in the procurement and supply teams, plus leadership personnel.

In December 2024, the selected group was advised that it must engage in the training video that explained the Act, so that the Canadian teams would share a common understanding of the Act, and the issues of forced labour and child labour. The plan of action was that the training would be followed with question-and-answer session, and the HR team would research other types of courses for the other subsidiaries.

Additionally, Savaria researched civic groups, including reviewing the UN materials, to find other sources of training and data that could be used to educate the Savaria personnel, and intends to continue this process in 2025.

5.3 ASSESSING EFFECTIVENESS


Savaria has an infrastructure of conduct and is present mainly in highly regulated jurisdictions such that it is already minimising within its own organisation the risks presented by forced and child labour. Given that in 2024, no complaints about unethical conduct were received, the Corporation believes that its consistent messaging on the importance of ethical conduct is one reason why there are no such complaints.

5.4 MOVING FORWARD

The Corporation intends to complete its 2024 work and execute its 2025 plans of action as described herein. It will also carefully develop in the coming years due diligence processes; identify activities that carry a risk of forced labour or child labour; further develop training programs; confirm if the Corporation has identified forced labour or child labour risks; evaluate if the Corporation can take measures to remediate any forced or child labour and the loss of income to the most vulnerable families; and develop policies and procedures to assess its effectiveness.

6 ATTESTATION

IN ACCORDANCE WITH THE REQUIREMENTS OF THE *FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT* (ACT), AND IN PARTICULAR SECTION 11 THEREOF, I, IN THE CAPACITY AS BOARD MEMBER AND CHAIR OF THE CORPORATE GOVERNANCE AND HUMAN CAPITAL COMMITTEE, ATTEST THAT I HAVE REVIEWED THE INFORMATION CONTAINED IN THE REPORT ON BEHALF OF THE GOVERNING BODY OF THE 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 WITHIN THIS REPORT.

- FULL NAME: ALAIN TREMBLAY
- TITLE: BOARD MEMBER AND CHAIR OF THE CORPORATE GOVERNANCE AND HUMAN CAPITAL COMMITTEE
- DATE: MAY 8, 2025
- SIGNATURE: 

"I HAVE THE AUTHORITY TO BIND SAVARIA CORPORATION."

SAVARIA CORPORATION

4350 Highway 13 Laval QC H7R 6E9 Canada

450.681.5655 800.931.5655 savaria.com

