



## Canadian Modern Slavery Act Report

### **For the calendar year ending December 31, 2024**

This Report is being prepared pursuant to the Fighting Against Forced Labor and Child Labor in Supply Chains Act (also known as the “**Modern Slavery Act**” or the “**Act**”).

This Report is being filed on behalf of EnerSys Canada Inc. (“**EnerSys Canada**”), a limited corporation formed in Ontario, for itself and its wholly owned Canadian subsidiaries, Alpha Technologies Ltd., a limited corporation formed in British Columbia (“**Alpha Canada**”), and EnerSys Evolution, Ltd., a limited corporation formed in British Columbia (“**EnerSys Evolution**”) collectively, EnerSys Canada, Alpha Canada, and EnerSys Evolution hereinafter referred to as the “Company”, “we” or “us”.

We understand the importance of responsible global corporate citizenship, and we consider it critical to engage with all stakeholders and use good judgment, to make ethical choices with integrity. We are committed to ensuring that all forms of modern slavery, including forced child labor, compulsory labor and human trafficking, are excluded from our business and supply chain. Our business partners are expected to act in accordance with the highest standards of integrity and in compliance with all applicable laws and regulations.

We recognize that slavery and human trafficking can occur in many forms, including forced labor, forced child labor, domestic and indentured servitude, sex trafficking, bonded labor or debt bondage, and workplace abuse. Therefore, the terms “*slavery and human trafficking*” as used in this Report include these various forms of coerced labor.

### **Structure, Activities and Supply Chain**

EnerSys Canada has offices at 61 Parr Boulevard, Unit 3, Bolton, ON, L7E 4E3 and is registered under the Business Corporations Act (Ontario). EnerSys Canada has two wholly owned Canadian subsidiaries, Alpha Canada with offices at 7700 Riverfront Gate, Burnaby, BC V5J 5M4 and EnerSys Evolution with a registered office at 1055 W Hastings St #1700, Vancouver, BC V6E 2E9. EnerSys Canada is wholly owned by EnerSys Delaware Inc., a Delaware corporation, and part of EnerSys (NYSE: ENS) a global group of companies. A list of EnerSys’ global subsidiaries can be found in Exhibit 21.1 to our Annual Report filed with the Securities and Exchange Commission.

The Company has approximately 445 employees in Canada. The EnerSys group has approximately 10,675 employees worldwide.

Collectively, the Company is a global leader in stored energy solutions for industrial applications. The Company designs, manufactures and distributes energy systems solutions and motive power batteries, specialty batteries, battery chargers, power equipment, battery accessories and outdoor equipment enclosure solutions to customers across Canada. The Company goes to market through four lines of business: Energy Systems, Motive Power, Specialty and New Ventures. Energy Systems, which combine power conversion, power distribution, energy storage, and enclosures, are used in the telecommunication, broadband and utility industries, uninterruptible power supplies, and numerous applications requiring stored energy solutions. Motive power batteries and

chargers are utilized in electric forklift trucks and other industrial electric powered vehicles. Specialty batteries are used in aerospace and defense applications, portable power solutions for soldiers in the field, large over-the-road trucks, premium automotive, medical and security systems applications. New Ventures provides energy storage and management systems for various applications including demand charge reduction, utility back-up power, and dynamic fast charging for electric vehicles. EnerSys also provides aftermarket and customer support services to its customers across Canada.

The EnerSys purchasing organization is comprised of two groups of individuals: strategic sourcing and local purchasing. The strategic sourcing group is responsible for supplier selection, contract negotiations and supplier performance monitoring. Members of this team have global responsibilities and oversight and as such, report into the Vice President of Global Strategic Sourcing. The local purchasing groups are responsible for the day-to-day buying activities for their respective locations and report into their local plant management team. While these two groups do not share a common reporting structure, they work together as a cohesive team to ensure successful, streamlined operations.

As the world's leader in manufacturing energy storage and energy systems, we work with a large number of suppliers to procure the necessary materials and services required to build our products. Our relationships with our suppliers are crucial to the long-term success of our organization. During the initial evaluation phase and on an ongoing basis, we consider suppliers' records and goals when evaluating supplier relationships.

Our supply chain is complex, and there are limits to visibility beyond the first tier of suppliers. However, we strive for more complete traceability and transparency throughout our global supply chain. EnerSys has therefore established a comprehensive supply chain due diligence process.

EnerSys verifies product supply chains through multiple methods, including site evaluations, questionnaires, discussions, verification of government debarments and denied parties lists, among others. We participate and encourage active involvement in external organizations that assist with supply chain diligence, management and verification processes. We require as a condition of contract that all suppliers agree to comply with all applicable laws and regulations.

### **Policies and Due Diligence Processes**

EnerSys has established a variety of relevant policies to address modern slavery and human trafficking:

1. [Code of Business Conduct and Ethics](#) sets out the legal and ethical standards of conduct with which EnerSys requires its personnel to comply. Amongst other things, it sets out our commitment to honest, ethical and fair working practices and prohibits the use of child labor, bonded labor, involuntary servitude or forced labor.
2. [Environmental, Social and Governance, and Human Rights Policy](#) sets forth that all EnerSys business partners, including suppliers, are expected to comply with the principles described therein, including upholding human rights, supporting the elimination of slavery and working against corruption in all its forms.
3. [Workplace Labor Rights Policy](#) demonstrates our commitment to maintaining safe and inclusive workplaces that are based on recognized human rights, including the UN Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights.

4. [Our Code of Supplier Conduct](#) reflects our commitment to our values and our expectation that all of our suppliers will adhere and embrace such values. It includes a commitment that all suppliers should ensure that all forms of modern slavery, including forced, compulsory labor and human trafficking, are prohibited and that they maintain safe and inclusive workplaces, based on recognized human rights. EnerSys further requires that suppliers act with reasonable diligence to ensure that any of their contractors, subcontractors, manufacturing facilities, labor providers, agents, partners, or subsidiaries, also comply with the principals, policies, and requirements expected of our suppliers.

We may terminate our relationship with any person or organization that does not comply with the above policies. Complete copies of these policies are available on our website at [www.enersys.com](http://www.enersys.com) under our Suppliers and Sustainability webpages.

In order to prevent slavery and human trafficking in our business and supply chain we have implemented internal accountability standards and procedures.

**Internal Leadership.** Our Vice President, Global Strategic Sourcing leads the development and implementation of the Company's efforts and work collaboratively with outside groups to promote responsible sourcing practices, including practices designed to prevent slavery and human trafficking. We also proactively communicate with external stakeholders and monitor trends and best practices in this area.

**Risk Assessment.** We undertake a periodic risk assessment of our supply chain to better understand the potential risks related to slavery and human trafficking. These assessments help us understand where human rights and labor issues may exist within our global supply chain so that we can prioritize and focus our responsible sourcing efforts.

**Employee Reporting.** EnerSys maintains whistleblowing procedures and anti-retaliation policies in order to empower and encourage employees to raise any concerns regarding compliance with this Report, or any other concerns, without fear of retaliation. EnerSys provides access to an external and independent Ethics and Compliance Hotline. If the violation involves suppliers, appropriate action, up to and including termination of contracts will be undertaken.

### **Forced or Child Labor Risks in Our Business**

The Company has considered the ways in which our activities and supply chains could potentially cause, contribute to or be directly or indirectly linked to actual or potential slavery and human trafficking. The Company uses a risk-based approach to assess and manage the risk of slavery and human trafficking in our supply chain. Our approach helps us prioritize our efforts and adjust our actions. Our methodology to identify risks in our supply chain through our third-party due diligence process combines country risk indicators, supplier's category, and type of products or services offered by the supplier. The resulting risk score determines the level of additional due diligence to be performed, including with respect to slavery and human trafficking and the extent of ongoing monitoring and frequency of review required.

### **Remediation Measures**

EnerSys has assessed our activities and supply chains and as of the date of this Report we believe that our activities and supply chain carry a low risk of risk of forced labor or child labor being used. If a situation of non-compliance is identified, the Company will work to develop and

implement a corrective plan to improve and remedy the situation. As of the date of this Report, the Company has not undertaken any measures to remediate the loss of income or specific activities for vulnerable families to remediate slavery and human trafficking in our supply chain.

**Training Provided**

EnerSys has developed training to ensure compliance with Company standards regarding this Report. We will continue to develop and maintain training modules that support our commitment to human rights, including the prohibition of slavery and human trafficking, adherence to labor laws, adherence to truthful and trustworthy practices when dealing with employees, proper disclosure of information, and supply chain diligence, management and verification processes.

In 2024, the Company has distributed mandatory training on this topic to all of our employees in Canada.

**Assessing Effectiveness**

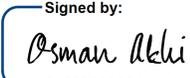
EnerSys evaluates slavery and human trafficking risks as part of some of our audits conducted by our quality team. We will continue to review, reassess, and further develop our anti-slavery and human trafficking plans, not only to ensure compliance with the law but also to ensure that we fulfil our core values as expressed in this Report.

Collectively, this Report, the policies, processes, and procedures described herein, are all designed to ensure that EnerSys and its suppliers at every level are committed to maintaining a workplace and supply chain free of slavery and human trafficking.

**Approval and 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.

**Signatures:**

Signed by:   
 Full Name: Osman Akhi  
 Title: Director & General Manager  
 Date: I have the authority to bind EnerSys Canada Inc.

DocuSigned by:   
 Full Name: Daniel J. Platt  
 Title: Treasurer & Assistant Secretary  
 Date: I have the authority to bind EnerSys Canada Inc.