



Canadian Statement Against Forced Labour and Child Labour in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada's "*Modern Slavery Act*" (the "**Act**")
for the year ending 31st March 2026

1. INTRODUCTION

This is a statement made by McGraw-Hill Ryerson Limited, a wholly owned subsidiary of UK entity McGraw-Hill Global Education Holdco II and part of the US McGraw-Hill LLC Group of Companies, in respect of the Act, as referenced above.

McGraw-Hill Ryerson Limited is a corporation incorporated pursuant to the laws of Ontario, Canada.

2. REPORTING ENTITY

The reporting entity is McGraw-Hill Ryerson Limited ("McGraw-Hill Ryerson").

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

McGraw-Hill Ryerson is a Canadian educational publishing company engaged in the development, production, marketing, and distribution of educational content and related learning solutions, including print and digital learning resources for students, institutions, and other educational customers.

McGraw-Hill Ryerson operates primarily in Canada, with corporate functions including editorial, curriculum development, sales, marketing, finance, and administration carried out by direct employees. The Entity does not manufacture goods directly.

McGraw-Hill Ryerson's supply chain includes:

- Third-party printers and print finishers, primarily located in Canada and the United States.
- Fulfilment out of two distribution centres located in Columbus, Ohio with logistics managed by a third party.
- Digital service providers, including content hosting, software, and platform vendors
- Professional service providers and independent contractors

Certain tiers of the supply chain, particularly those involving raw materials (e.g., pulp and paper) may extend beyond McGraw-Hill Ryerson's direct contractual relationships.

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

McGraw-Hill Ryerson is committed to conducting business ethically and responsibly and has adopted policies designed to prevent and mitigate the risk of forced labour and child labour.

These include:

- A **Code of Conduct** that outlines expectations regarding lawful employment practices, respect for human rights, and compliance with applicable labour laws
- A **Supplier Code of Conduct** requiring suppliers to prohibit forced labour, child labour, human trafficking, and other forms of exploitation
- Contractual clauses requiring suppliers to comply with applicable labour, employment, and human rights legislation
- Due diligence processes that include supplier onboarding reviews, risk-based questionnaires, and periodic reassessments

McGraw-Hill Ryerson's due diligence approach is proportionate to the nature and scale of its operations and focuses on identifying, preventing, and mitigating potential risks.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

McGraw-Hill Ryerson assesses the risk of forced labour and child labour within its direct operations to be low due to the nature of the business interactions and demographics. The supply chain is primarily concentrated in Canada and the United States of America and relies on established suppliers who are required to operate under the Supplier Code of Business Ethics which specifically precludes the use of child or forced labour. It is identified that higher risk is associated with:

- Overseas printing and manufacturing of physical books
- Production of paper and paper-based materials
- Subcontracted logistics and transportation services in higher-risk jurisdictions

To assess and manage these risks, McGraw-Hill Ryerson:

- Conducts risk assessments based on geographic location, industry sector, and type of service provided
- Prioritizes suppliers operating in higher-risk regions for enhanced due diligence
- Requires suppliers to comply with our Supplier Code of Business Ethics, which specifically precludes the use of any child or forced labour, as part of normal contractual operations.
- Seeks to engage suppliers that demonstrate strong labour standards and transparency

6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

To date, McGraw-Hill Ryerson has not identified any instances of forced labour or child labour within its operations or direct supply chain.

McGraw-Hill Ryerson's Supplier Code of Business Ethics is found here:

- <https://www.mheducation.com/about-us/policy-center/suppliers#standards>

McGraw-Hill Ryerson's approach prioritizes remediation while recognizing the importance of minimizing harm to affected individuals.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

McGraw-Hill Ryerson has not identified any specific instances of forced or child labour, so no measures have been needed to remediate loss of income to most vulnerable families

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

McGraw-Hill Ryerson provides a comprehensive Code of Business Ethics annual training programme which is mandatory for all employees. On completion of the training programme all employees are required to certify that they comply with the Code of Business Ethics which includes a section relating to child or forced labour.

Training topics include:

- McGraw-Hill Ryerson's policies and expectations
- Reporting and escalation processes
- Risks relating to ethical behaviour
- Key indicators and red flags

Training is delivered through interactive, online programmes, in person meetings, and onboarding materials, and is updated as needed to reflect regulatory or operational changes.

9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

McGraw-Hill Ryerson assesses the effectiveness of its approach through:


- Periodic reviews of supplier contractual relationships
- Monitoring of supplier behaviour and follow-up actions
- Internal reviews of procurement and contracting practices
- Ongoing assessment of emerging risks related to geography, industry, or materials

McGraw-Hill Ryerson is committed to continuous improvement and will refine its policies, processes, and training as best practices and regulatory expectations evolve.

ATTESTATION

This report has been approved by the Board of Directors of McGraw-Hill Ryerson Limited.

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. For clarity, I am providing this attestation in my capacity as a Director of McGraw-Hill Ryerson Limited, and not in my personal capacity.

Signed by:

Signature: _____
Name: Robert Sallmann
Title: Director
I have authority to bind McGraw-Hill Ryerson Limited
Date: June 3, 2026 | 6:57 AM PDT