

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS REPORT

1. About this report

This report is made in compliance with *Canada's Fighting Against Forced Labour and Child Labour in Supply Chain Act* by A. Bosa & Co. Ltd ("**Bosa Foods**" or the "**company**").

This report has been prepared for the calendar year ending December 31, 2023.

2. Structure, activities and supply chain

2(a) Structure

Located in Vancouver, British Columbia, Bosa Foods, for over 60 years, has been a leading importer and distributor of specialty Italian and Mediterranean food products to the foodservice and retail markets in Western Canada.

2(b) Activities

Bosa Foods' business activities include selling, distributing, and importing goods into Canada.

Operating as both a retailer and distributor, the company sells its products to retail stores, restaurants, various chains, as well as directly to consumers through stores operated by the company. The two retail stores are located on Kootenay Street and Victoria Drive in Vancouver, BC.

2(c) Supply Chain

Bosa Foods specializes in offering a wide array of food and grocery items, spanning from private label products to those sourced from a diverse range of suppliers. The company shelves boast a rich tapestry of goods, procured not only from local businesses but also from global entities. With an import volume surpassing that of domestic sources, Bosa Foods prides itself on fostering robust partnerships with an extensive network of international, national, and regional suppliers.

The sourcing of the company's private label food products mirrors the diversity of Bosa Foods' business collaborations. As a downstream purchaser, the company's supply chain

consists of numerous vendors who cater to various business needs for Bosa Foods' product distribution and day-to-day operations.

3. Policies, Processes and Due Diligence

A. Bosa & Co. Ltd is committed to respecting and promoting the highest standards of ethics and integrity in all its dealings with employees, customers, and affiliated partners.

3(a) Code of Conduct

The health and safety of our employees underpin the company's purpose and ensure its organizational effectiveness. Bosa Foods prioritizes occupational health and safety, foster harmonious labour relations, implement robust talent management practices, and cultivate an environment that champions diversity, equity, and inclusivity.

The Code of Conduct serves as a compass for all Bosa Foods' employees guiding their actions and behaviors not only in their professional duties but also in any capacity where they represent the company. Central to this code is our unwavering commitment to maintaining a workplace that is free from violence, harassment, and discrimination, where every individual is treated with dignity and respect, and human rights are upheld. Any breach of this code, constituting serious misconduct, will result in immediate termination. Bosa Foods defines "serious improper conduct" as illegal, fraudulent, dishonest, unethical behaviour, or serious negligence in the performance of your duties. The Code provides examples of "serious improper conduct" to offer clarity and guidance to employees and executives alike.

Regular reviews of the Code of Conduct are conducted to ensure its continued alignment with our core values of integrity and respect, as well as its consistency with industry standards and emerging trends.

3(b) Supplier Onboarding and Ongoing Management

As a leading importer and distributor of specialty Italian and Mediterranean food products, Bosa Foods is committed to upholding industry best practices. We diligently select suppliers who meet rigorous standards of safety, quality, and traceability.

Suppliers are required to have robust third-party risk management programs, designed to vet and monitor their own suppliers effectively. This includes addressing risks related to human rights and fair labour standards. Through thorough due diligence and the imposition of contractual obligations, suppliers ensure compliance throughout their supply chains, minimizing the risk of non-compliance.

Before a supplier is registered and onboarded, they are required to provide Bosa Foods with third-party Global Food Safety Initiative (GFSI) certifications and audit reports that provide information on but not limited to:

- Traceability systems that track raw material lot/batch numbers to the finished product lot/batch numbers
- Food safety plan based on a HACCP system – critical control point, hazard analysis, documented equipment maintenance program, sanitation program
- Organizational structure, responsibilities, and management authority
- Supplier approval and performance monitoring
- Staff facilities and documented training programs for all employees
- Procedures for material handling, preparation, processing, packaging, packing

All audit reports provided are thoroughly reviewed by team members to ensure that all suppliers have implemented necessary protocols within their facilities, and to ensure compliance with national, local, provincial, or country-specific laws and regulations related to the health and safety of their workers.

Bosa Foods is in the initial stages of developing a formal Supplier Code of Conduct, which will delineate the principles and practices that suppliers must adhere to. The company anticipates that suppliers will integrate all requirements in a manner that aligns with the nature and scale of their operations, as well as the goods and services they provide.

4. Risks of forced labour and child labour and remediation measures

As of December 31, 2023, to the best of the company's awareness, Bosa Foods has not encountered instances of forced or child labour, thus requiring no action to address or rectify such situations.

While Bosa Foods' risk of encountering forced labour and child labour remains relatively low, the company's insight into the complete supply chain of its upstream suppliers is restricted. This highlights the imperative for reinforcing due diligence and transparency measures within our supply chains.

5. Training provided to employees on forced labour and child labour

For the fiscal year 2023, Bosa Foods did not administer any training sessions specifically dedicated to forced or child labor. This decision was based on the absence of identified risks within our supply chain during that period.

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. 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.

Armando Loiero

Manager

May 31, 2024


BOSAFOODS
1465 KOOTENAY ST.
VANCOUVER, B.C.
V5K 4Y3

I have the authority to bind A. Bosa & Co. Ltd.