



Forced Labour and Child Labour in Supply Chains Statement

Bondi Produce Company Ltd. ("Bondi") is dedicated to upholding the highest ethical standards in all aspects of our business operations. We strongly condemn slavery, human trafficking, and any forms of forced labour within our supply chain or organization. Our core values and principles reflect our dedication to respecting human rights and promoting fair and ethical practices in the global business landscape. We expect our suppliers to strive towards these same standards.

This statement is made pursuant to section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act and has been approved for the financial year ending August 2023.

OUR VALUES

Bondi's culture is built on our core values of respect, transparency, communication, sustainability, safety & wellness, collaboration, and inclusivity. These values are integrated into every aspect of our operations and guide our principles.

- Our commitment to upholding high ethical standards and conducting business with integrity is supported by a series of corporate policies intended to guide our actions. Regular assessments of compliance with these policies drive continuous improvement in our operations.
- *Compliance with Laws:* We aim to operate in compliance with all applicable laws and regulations related to slavery, human trafficking, and forced labour, including but not limited to the Fighting Against Forced Labour and Child Labour in Supply Chains Act and other relevant international, federal, and local legislation.
- *Forced Labour and Child Labour Policy:* We are in the process of developing a policy to reinforce our commitment to acting ethically and with integrity in all our business dealings and relationships, and to minimize the risk of modern slavery within our own business and supply chains.
- *Approved Supplier Program:* We are working to ensure that our suppliers and business partners adhere to high standards of ethical conduct. As part of our evolving Approved Supplier Program, we seek to prohibit the use of forced labour, child labour, or any form of exploitation within their operations or supply chains.
- *Risk Assessment:* We conduct assessments to identify and address potential risks related to forced labour and child labour within our supply chain. This enables us to take preventive measures and collaborate with suppliers to promote ethical practices throughout the sourcing process.

- *Due Diligence:* We aim to employ due diligence measures to evaluate the practices and policies of new and existing suppliers. This helps us identify any potential risks and work collaboratively with suppliers to implement necessary improvements.
- *Training and Awareness:* We are committed to raising awareness among our employees, suppliers, and stakeholders about the risks associated with slavery and human trafficking. We aim to provide training to our employees to ensure everyone understands their role in preventing and detecting any form of exploitation.
- *Grievance Mechanism:* As part of our forthcoming Forced Labour and Child Labour Policy, we intend to establish a grievance mechanism to encourage openness and the reporting of any concerns related to forced labour and child labour within our organization or supply chain.
- *Continuous Improvement:* We are dedicated to continuously improving our policies, procedures, and practices related to forced labour and child labour. We regularly review our measures to ensure they remain effective and aligned with evolving best practices and legal requirements.

OUR WORKFORCE AND OUR SUPPLY CHAIN

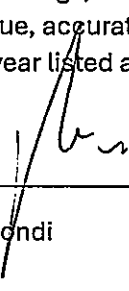
We are a food service distributor with more than 100 employees operating in Southern Ontario. Our team is comprised of Toronto, Ontario-based corporate staff, warehouse, and transportation operatives. Bondi engages in the direct and indirect importation of produce and specialty foods from around the world.

We are confident that our people policies promote fair treatment of our direct and indirect labour. However, we recognize that the risk of forced labour and child labour may be more significant in our supply chain due to Bondi's global sourcing strategy. Therefore, we are focused on enhancing our approach with the steps noted below:

- We are working on having suppliers complete our Approved Supplier Program and fill out a sustainability questionnaire prior to working with us. This allows us to objectively select suppliers who align with our commitment to ethical business conduct and sustainability goals;
- Our process will include several sustainability areas within labour, health and safety, environmental responsibility, and ethics.
- The sustainability questionnaire is expected to be extensive, with multiple sections on policy, management systems, human rights, labour standards, equal opportunity, quality management, environmental management, health and safety, contractors/subcontractors, and company conduct.
- We strive to ensure that every team member making contracting or purchasing decisions within the organization has the proper tools to understand the importance of this statement and its scope.
- We are developing and intend to implement a Forced Labour and Child Labour Policy throughout our organization, as described herein, in the coming year.

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.


_____, I have the authority to bind Bondi Produce Company Ltd.

Gaspare Bondi

President

Date: May 31, 2024