

ANNUAL REPORT CONCERNING THE RISK OR USE OF FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

For the Financial Year Ended December 31, 2023

This annual report (this “**Report**”) on the risk or use of any forced labour or child labour in the businesses and supply chains of Bunn-O-Matic Corporation (“**Bunn US**”) and Bunn-O-Matic Corporation of Canada (“**Bunn Canada**” and, together with Bunn US, “**Bunn**”), as well as any actions taken by Bunn to monitor, assess, mitigate, and remediate the same, as appropriate, is dated as of June 17, 2024 and is being delivered in respect of the financial year ended December 31, 2023 (the “**Reporting Period**”). This Report has been prepared in accordance and compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) and is submitted as a joint report by Bunn on behalf of Bunn Canada pursuant to Section 2(b) of the Act.

A. Structure, Activities, and Supply Chains

Bunn has operated as a dispensed beverage equipment manufacturer since 1957. Since its inception, Bunn has embraced sophisticated new technology to meet the changing needs of customers while remaining committed to delivering the highest possible quality beverage in each cup for every occasion. The equipment portfolio includes a home brewer collection and a full line of dispensed beverage commercial solutions including: coffee and iced tea brewers for multi-cup and single-cup use; superautomatic espresso machines; coffee bean grinding systems; dispensers for exceptional tasting cold or hot beverages such as juice, lemonade, hot chocolate, cappuccino and iced coffee; liquid coffee dispensers; gourmet ice systems; precise temperature water systems; water quality systems; paper filters; and other related products.

Bunn US

Bunn US was incorporated on May 16, 1963 under the laws of the State of Delaware, and is headquartered in Springfield, Illinois. Bunn US is the parent entity of a number of subsidiaries and exercises common control with a third party entity over Bunn Canada.

Bunn US operates 3 manufacturing facilities in the United States (“**US**”):

1. Located in Creston, Iowa (primarily an assembly plant for commercial and retail products).
2. Located in Springfield, Illinois (Bunn US’ main supplier of metal fabrication and welding, as well as an assembly plant for commercial products).
3. Located in White Hall, Illinois – (manufactures paper filters and assembles commercial products).

Supply Chain

Bunn US’ procurement team purchases parts fabrication, manufacture and assembly in each of its three facilities in the US. These parts are purchased from approximately 400 suppliers located in approximately 45 countries. Of this, 80% of Bunn US’ spend is sourced from US, China and Mexico. Bunn US purchases a huge variety of commodities. Some of the more critical items are: electronics including CBAs, wire

harnesses and other components; injection molded plastics; metal, tanks and other metal fabricated parts; refrigeration including compressors and condensers; motors and grinders; valves; and many others.

Bunn Canada

Bunn Canada was incorporated on April 17, 1964 under the laws of the province of Ontario, and is headquartered in Aurora, Ontario. A restructuring of the business was done in 2004 and Bunn Canada is now registered in the Province of Nova Scotia with the same head office in Aurora, Ontario. Bunn Canada does not exercise direct, indirect, or common control over any entity.

Bunn Canada assembles commercial beverage equipment for the Canadian marketplace. Bunn Canada also assembles certain models for Bunn US who in turn sell globally. All design and engineering are done at Bunn US' facilities in Springfield Illinois; therefore, all primary suppliers are vetted by Bunn US. Bunn Canada buys directly from the same suppliers Bunn US does.

B. Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

During the Reporting Period, Bunn required suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains. These policies and procedures, as well as Bunn's additional due diligence processes and responsible business conduct policies and practices are set out in greater detail in this Report.

C. Policies and Due Diligence Processes

Supplier Requirements Manual and Supplier Code of Conduct

Bunn has implemented a Supplier Requirements Manual (the "**Manual**"), which is circulated to all of its offshore suppliers. The Manual sets out, among other items, a supplier code of conduct (the "**Code**") that all suppliers must abide by, and which helps Bunn select business partners who follow workplace standards and business practices that are consistent with Bunn's company values. The Code is applicable to suppliers and any sub-contractors providing goods or services to the supplier, and suppliers are fully responsible for ensuring compliance by any such sub-contractor as if it were the supplier itself.

The Code requires suppliers to:

1. Operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations;
2. Comply with all applicable environmental laws and regulations and operate in a manner that minimizes the impact to the environment and demonstrate a commitment to managing their environmental impact by implementing a system or plan for continuous improvement in their environmental performance;
3. Employ only workers who meet the applicable minimum legal age requirement and comply with all other applicable child labor laws;
4. Not use any indentured or forced labor, slavery or servitude;
5. Set working hours, wages and over-time pay in compliance with all applicable laws;

6. Employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs; and
7. Not offer or accept any kickbacks, bribes, other illegal payments, and gifts or gratuities that the recipient likely would consider to be of substantial value.

The Code also notes that Bunn reserves the right to audit supplier sub-contractors for compliance, and requires suppliers to accommodate such audit, as required.

The Code specifies that in instances of non-compliance, the supplier must provide a written corrective action plan to Bunn which, if not completed, can lead to Bunn terminating the business relationship with the supplier.

Responsible Business Conduct and Code of Ethics

Bunn has a Code of Conduct embedded into its policies and management system as well as a Code of Ethics which together encourage employees to identify and raise with their managers and human resources representatives, any instances or suspected instances of criminal activity, which is broadly defined and can include instances of actual or suspected forced labour or child labour.

Ethics Hotline

Bunn has established an Ethics Hotline, which allows employees to make confidential and anonymous reports (including with respect to human rights violations) in their language via a toll-free phone call, email, online website or regular mail. All reported information and well-founded suspicions of possible human rights violations are investigated and escalate as appropriate, including to Bunn's senior management and governing boards if deemed applicable. Bunn has also implemented strong anti-retaliation policies and ensure, as far as possible and within Bunn's sphere of influence, that whistleblowers are protected from disadvantage and punishment in connection with the complaints they submit.

D. Risk of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, Bunn has identified risks to the best of its knowledge and will continue to strive to identify emerging risks. Bunn has identified that by virtue of operating in the manufacturing industry and by virtue of the locations of its activities, operations, and factories, there is a risk of forced labour and child labour occurring in its operations and supply chains. Prior to choosing a supplier in a certain country, Bunn will identify countries at risk of using forced labor or child labor through a combination of research and data analysis.

E. Remediation of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, Bunn did not identify any forced labour or child labour in its activities and supply chains and as a result, no measures to remediate the use of forced labour or child labour needed to be taken.

Corrective Measures

As part of Bunn's Supplier Requirements Manual, Bunn reserves the right to audit suppliers and supplier sub-contractors. The supplier shall accommodate Bunn's audit as required.

In the event of non-compliance with this Code of Supplier Conduct, the Supplier must provide a written corrective action plan to Bunn Purchasing. If the Supplier fails to meet the corrective action plan commitment, Bunn may terminate the business relationship, including suspension of future orders and a potential termination of current production.

All non-compliances and corrective actions will be reported to the Senior Vice President of Operations, Bunn's senior management and governing boards if deemed applicable, for evaluation and disposition.

F. Remediation of Loss of Income in Most Vulnerable Families

As Bunn did not need to take any measures during the Reporting Period to remediate the use of forced labour or child labour in its operations and supply chains, Bunn did not identify any loss of income to vulnerable families during the Reporting Period resulting from any such measures, and accordingly, did not take any remediation measures.

G. Training on Forced Labour and Child Labour

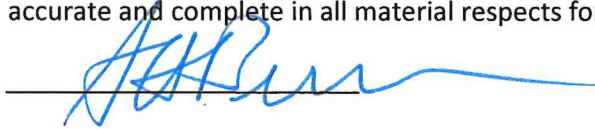
During the Reporting Period, Bunn did not provide any training to employees regarding forced labour and child labour.

H. Assessing Effectiveness of Forced Labour and Child Labour Prevention Mechanisms

During the Reporting Period, Bunn did not implement any policies or put in place any procedures to assess their effectiveness in ensuring that forced labour and child labour are not being used in its operations or supply chains.

ATTESTATIONS

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 Bunn-O-Matic Corporation. 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.



Arthur H. Bunn

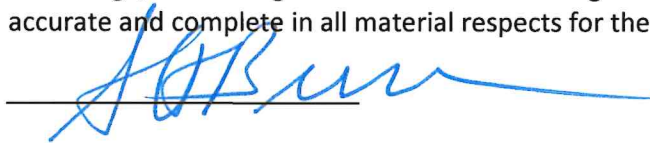
Director, Bunn-O-Matic Corporation

June 17, 2024

I have the authority to bind Bunn-O-Matic Corporation

Approved by the Board of Directors of Bunn-O-Matic Corporation this 17th day of June, 2024.

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 Bunn-O-Matic Corporation of Canada. 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.



Arthur H. Bunn

Director, Bunn-O-Matic Corporation of Canada

June 17, 2024

I have the authority to bind Bunn-O-Matic Corporation of Canada

Approved by the Board of Directors of Bunn-O-Matic Corporation of Canada this 17th day of June, 2024.

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