

**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 December 31, 2023

**1. INTRODUCTION**

This is a statement made by CFS Brands, LLC and its fully owned subsidiary San Jamar, Inc, in respect of the Act, as referenced above. CFS Brands, LLC is a Limited Liability Company formed under the laws of the State of Delaware, USA ("CFS Brands"). San Jamar, Inc is a Corporation formed under the laws of Wisconsin, USA ("San Jamar" and together with CFS Brands, the "Companies").

**2. REPORTING ENTITY**

This report is being filed on a consolidated basis by CFS Brands, LLC with Canadian Business number 81479 6660 and San Jamar, Inc with Canadian Business number 85568 7521.

The Companies' corporate headquarters are located at:

4711 East Hefner Road  
Oklahoma City, OK 73131

**STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

The Companies are marketers of foodservice and janitorial small wares (i.e., cutting boards, serving trays, food pans towel and tissue dispensers, mop buckets brooms, etc). The Companies' manufacture some products at their primary manufacturing facility in Oklahoma City, Oklahoma. Additionally the Companies outsource manufacturing to suppliers located in China, Europe, Mexico.

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

The Companies require suppliers to have policies and procedures in place for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains. Additionally, the Companies are developing and implementing anti-forced labour and/or child labour contractual clauses into their supplier contracts. The Companies also maintain clauses with select suppliers that require such suppliers to comply with local laws and regulations. The Companies audit each new supplier prior to engaging in business with such supplier, and each such supplier must pass the Companies' internal audit before engaging in business with such supplier. These audits are conducted by the Companies' employees and contractors, and aim to ensure compliance with local regulations, including forced and child labour. The Companies also periodically audit suppliers through 3<sup>rd</sup> party agencies to ensure suppliers' continued compliance with local laws. The Companies have internal policies in place related to forced labour and/or child labour that are taken into account in the supplier due diligence process and which incorporate responsible business conduct into management systems.

All manufacturing facilities under the Companies' ownership have policies in place to comply with all local and federal regulations. The Companies' plants and the plants of affiliates are located in USA and Mexico where use of child and forced labor is strictly prohibited.

**4. 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**

The Companies have started to identify potential forced labour and/or child labour risks but there are still gaps in the assessments of the Companies' (direct) manufacturing suppliers. The Companies do not have any forced labour or child labour in their own direct activities, so any risk would arise solely from goods purchased from suppliers. As of this time, the Companies have not identified any specific risks or concerns, but continue to monitor their suppliers to limit any potential risks.

**5. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR**

The Companies have not identified forced labour and/or child labour in any activities or supply chains and therefore have not had to take any remediation measures.

**6. 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**

The Companies have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor and/or child labor in their activities and supply chains.

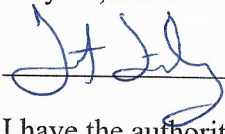
**7. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS**

The Companies maintain guidelines and policies for internal hiring and the use of employment agencies to ensure no forced or child labour is used in its activities. As referenced above, the Companies also maintain policies related to its suppliers including audits for new suppliers to ensure compliance with all applicable regulations.

## 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. For clarity, I am providing this attestation in my capacity as a director and officer of CFS Brands, LLC and San Jamar, Inc. and not in my personal capacity.”

Trent Freiberg  
President  
May 31, 2024

A handwritten signature in blue ink, appearing to read 'Trent Freiberg', is written over a horizontal line.

I have the authority to bind CFS Brands, LLC  
I have the authority to bind San Jamar, Inc.