

Modern Slavery Statement

Financial Reporting Year 2023

This report has been published in accordance with former BILL S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act). Chef Works, Inc., its subsidiaries, and distribution partners (collectively, referred to as 'Chef Works', 'we' or 'our' throughout this statement).

This joint report is issued by Chef Works, Inc., headquartered in Poway, California on behalf of its subsidiary, Chef Works Canada Inc., headquartered in Ontario, Canada. The report outlines the measures taken during the 2023 financial reporting year to prevent and reduce the risk that forced labor or child labour is used by Chef Works or in its supply chains.

Company Introduction

As a global brand with distribution in over 100 countries around the world, Chef Works is not only bound by the laws of the countries in which we conduct business but also recognizes our responsibility to reduce our environmental impact and to ensure the ethical treatment for all those involved in bringing our designs to life.

This joint statement outlines the policies and procedures established to identify and reduce risks related to modern slavery in our business operations and product supply chain as of the reporting year. This joint statement is issued by the board of directors at Chef Works, Inc. in collaboration and agreement with its subsidiaries and global distribution partners.

Chef Works' Business Structure and Operations

Chef Works, Inc. was first established in the USA in 1998 and has since established operations in Canada, Europe, Asia, and the Americas along with distribution partners in more than 100 countries around the world. Chef Works has established itself as a global brand and industry leader in the design, development and management of uniform and culinary apparel programs across the globe.

Our Global Supply Chain

Chef Works does not manufacture our own products; rather, we rely on an established network of trusted manufacturing partners. Our products are primarily manufactured in facilities located in Bangladesh, Egypt, China, and Guatemala.

Chef Works Cares (Sustainability Strategy)

Chef Works cares about how our products are manufactured and is committed to responsible sourcing practices as outlined in our Chef Works Cares Sustainability Strategy. Caring for our people is a focus area dedicated to supply chain transparency and improving ethical labor standards and human rights across the supply chain through industry best practices including Sedex membership, SMETA audits, supplier engagement and training, supply chain mapping and risk screening, and robust compliance policies and procedures.



As our business continues to grow, we strive to continuously improve in these core areas of our sustainability strategy to improve our supply chain and drive industry improvements.

Compliance Policies and Procedures

Chef Works has established a comprehensive compliance program which includes the following steps:

- Suppliers undergo annual social compliance audits to evaluate various factors, including working hours, holiday compensation, wage policies, non-discrimination practices, child labor prevention, and health and safety protocols.
- Annual maintenance of international certifications such as SMETA, BSCI, WRAP, SEDEX and SA8000.
- Ongoing training and education requirements for Chef Works employees and suppliers.
- Continuous supplier monitoring including on-site inspections and audits (scheduled and unscheduled), performance reviews, and feedback sessions including guidance for improvement and education and training sessions.
- Chef Works uses Sayari as a tool for supply chain mapping and risk assessment including forced labor screening. Supply chain mapping is completed and maintained for all tier 1, tier 2, and tier 3 suppliers and re-verified every 6 months. Additionally, supply chain mapping is completed and maintained down to the fiber level for 100% of fabrics in our BOMs.
- The following supplier policies address forced labor and are updated annually:
 - Chef Works Supplier Code of Conduct
 - Chef Works Forced Labor Prevention and UFLPA Compliance Policy
 - Chef Works Environmental Policy
 - Chef Works Responsible Procurement Policy

Training and Awareness

Training for Chef Works Employees:

- Chef Works Employees maintain education requirements to maintain their respective licenses and practitioner certifications (where applicable).
- Chef Works Employees in Quality, Supply Chain, Sourcing, Compliance, and Purchasing Departments are required to participate in regular training sessions covering the following topics:
 - Understanding the Issues: Employees are educated about what forced labor and child labor are, including their definitions, common forms, and the impact they have on individuals and communities. This segment often covers international labor standards and legal frameworks related to these issues.
 - Identifying Risks: Training programs help employees recognize the signs and indicators of forced labor and child labor within their supply chains or business operations. This might involve understanding risk factors such as

- recruitment fees, restrictions on movement, deceptive recruitment practices, and hazardous working conditions.
- Legal Compliance: Employees are trained on relevant laws and regulations concerning forced labor and child labor, both domestically and internationally. This includes understanding the consequences of non-compliance and the legal obligations of the organization to prevent and address these issues.
 - Policies and Procedures: Employees learn about company policies and procedures related to combating forced labor and child labor. This includes reporting mechanisms for suspected cases, escalation procedures, and the role of different stakeholders within the organization in addressing these issues.
 - Due Diligence and Risk Management: Training programs often cover strategies for conducting due diligence to assess and mitigate the risk of forced labor and child labor in supply chains. This may involve supplier assessments, audits, and other monitoring mechanisms to ensure compliance with ethical and legal standards.
 - Ethical Sourcing and Supplier Engagement: Employees are educated about the importance of ethical sourcing practices and the role of responsible supplier engagement in preventing forced labor and child labor. This may include training on how to engage with suppliers, communicate expectations, and support them in improving labor practices.
 - Reporting and Remediation: Employees learn about their responsibilities for reporting suspected cases of forced labor and child labor, as well as the procedures for addressing and remedying such cases. This may involve collaboration with external stakeholders such as NGOs, government agencies, or industry groups.
 - Continuous Improvement: Training programs often emphasize the importance of continuous improvement in combating forced labor and child labor, encouraging employees to stay informed about emerging risks, best practices, and industry trends in this area.

Training for Supply Chain Partners:

- Factory managers attend monthly training and awareness programs about forced labor and child labor.
- New factory employees understand these issues, a “Handbook” is distributed to them upon onboarding in their local language.

Chef Works Certifications

- Sedex
- Ecovadis (Bronze)

Approval and Signed 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.”

X



Joshua Gross
CEO

I have the authority to bind Chef Works, Inc.