



is now part of



---

**CLUB COFFEE L.P.** | 55 Carrier Drive Toronto, ON M9W 5V9

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act), Club Coffee L.P. ("Club Coffee") provides the following report for its fiscal year ending December 31, 2023.

### About Club Coffee

Club Coffee is structured as a limited partnership. Our headquarters and operations are in Toronto, Ontario with two Global Food Safety Initiative (GFSI) certified, state-of-the-art production facilities. Club Coffee employed approximately 300 people during 2023.

We are a leader in private label and co-manufactured coffee solutions. As one of the largest coffee roasters in North America, we are a key coffee partner for top-selling North American brands and many of Canada's leading retailers, as well as some brands we retail ourselves. We create beverage solutions for mainstream brands, premium brands and everything in between, including commercializing sustainable packaging innovations.

### Background

All of Club Coffee L.P.'s facilities are located in Toronto and demonstrate no risk of the use of child labour or forced labour, consistent with our corporate policy. Coffee involves a complex supply chain. The beans in a single cup of coffee typically come from a wide, constantly changing array of individual farms in multiple countries. They pass through diverse networks of processing facilities long before we receive them. While Club Coffee has policies and practices that prevent the risk of child or forced labour within our own organization, we recognize that the US Department of Labor has identified risks of child labour and forced labour in coffee production in many of the dozens of countries that grow coffee – involving some of the millions of farms, often small family or community-based operations.

Club Coffee recognized those supply chain challenges well before 2023. We have corporate policies that include attention to forced labour and child labour. In order to address risks in the coffee supply chain and to meet the needs of

customers, the beans we source include those that have earned Rainforest Alliance and Fairtrade certifications.

### Actions Taken in 2023

Club Coffee L.P. operates under a Code of Conduct that prohibits the hiring of anyone under the age of 18 where hazardous work is required. The Code of Conduct also affirms our goal of ensuring child and forced labour have no place in our own operations or supply chain. Annual training on the Code of Conduct is mandatory for all our employees, including in 2023.

In anticipation of the coming into force of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, we conducted an internal assessment of the risks of forced labour and/or child labour in our own organization and in our supply chains. That led us to conduct a July 2023 survey of our vendors of raw coffee beans ("greens") as they are our window on the supply chain. We asked them to indicate the extent to which they could report on the elements set out in the new legislation. We determined that the ability to report and that likely content of such reporting varied from vendor to vendor. We were pleased that many vendors indicated that they were already able to report positively on almost all elements set out in the Act, while others were less able to do so. That information will guide our actions in 2024 and beyond.



is now part of



---

**CLUB COFFEE L.P.** | 55 Carrier Drive Toronto, ON M9W 5V9

**Attestation on behalf of Club Coffee L.P. for the year ending December 31, 2023**

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Club Coffee L.P. 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.

Sandeep Aggarwal  
Chief Operating Officer  
May 23, 2024

---

"I have the authority to bind Club Coffee L.P."