

Darling International Canada Inc.  
Report on Forced Labour in Canadian Supply Chains  
2023 Fiscal Year

**Report on Forced Labour in Canadian Supply Chains  
Darling International Canada Inc (DICI)**

**Business Information:**

1. **Legal Name:** Darling International Canada Inc. (DICI)
2. **Financial Reporting Year:** January 1, 2023 to December 30<sup>th</sup>, 2023
3. **Is this a revised report?** No
4. **Business Number:** 841520836
5. **Is the entity subject to reporting requirements under supply chain legislation in another jurisdiction?** No
6. **Act Categorization**
  - a. DICI has a Canadian business presence and assets in Canada
  - b. DICI meets the size-related thresholds to include:
    - i. At least \$20 million in assets
    - ii. Generated at least \$30 million in revenue for fiscal year 2023
    - iii. Employs more than 250 people on average in the last two years
7. **DICI operates in the following industries:**
  - a. Agriculture, forestry, fishing and hunting
  - b. Manufacturing
8. **DICI is headquartered in Ontario, Canada**

## Our Structure

Darling International Canada Inc. (DICI) is a Canadian corporation incorporated in the province of New Brunswick on September 2<sup>nd</sup>, 2013. DICI is headquartered in Ontario, Canada with six plant locations to include three in Ontario and one plant in Manitoba, Quebec, and Nova Scotia. In total, DICI has approximately 550 employees.

DICI is a subsidiary of Darling Ingredients, a publicly traded company headquartered in Irving, Texas, listed on the NYSE under the ticker symbol DAR. Including DICI, Darling Ingredients has more than 15,000 employees at over 260 facilities, spread across 15 countries, on five continents.

At Darling Ingredients, Environmental Social Governance (ESG) is a critical element of the way we do business. Our more than 150 product innovations speak for themselves. We are always looking for ways to maximize resources and move the world to a more circular economy. With our unique skillset and scale, we make industries less wasteful and more sustainable.

Oversight of our ESG strategy starts at the highest level of the organization, with our Board of Directors; specifically, with the Board ESG Committee, chaired by Michael Rescoe. The Board ESG Committee meets frequently with management to receive updates on strategy, programs and initiatives. This responsibility then filters from executive management to each and every Darling Ingredients employee across the globe—because it is the responsibility of every employee to deliver continued innovation and meaningful progress against our targets and commitments.

Our [2022 Sustainability Report](#) describes our environmental, social and governance (ESG) programs, progress and performance, and demonstrates how, at Darling Ingredients, sustainability is central to the way we operate.

In our report, we disclose information in line with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD). The report includes information from our fiscal year, January 2 – December 31, 2022, unless otherwise noted. Our 2023 Sustainability report will be published on our Darling website in July 2024.

Darling Ingredients has been recognized as a leader in the ESG world by the following publications:

- Listed among [America's Most Responsible Companies](#) by *Newsweek*
- Recognized as an [ESG Industry Top Rated Company](#) by *Sustainalytics*
- Ranked among the [100 Best ESG Companies](#) by *Investor's Business Daily*
- Winner of [Innovation in Food and Beverage for 2023](#) from *D Magazine*

## Our Activities

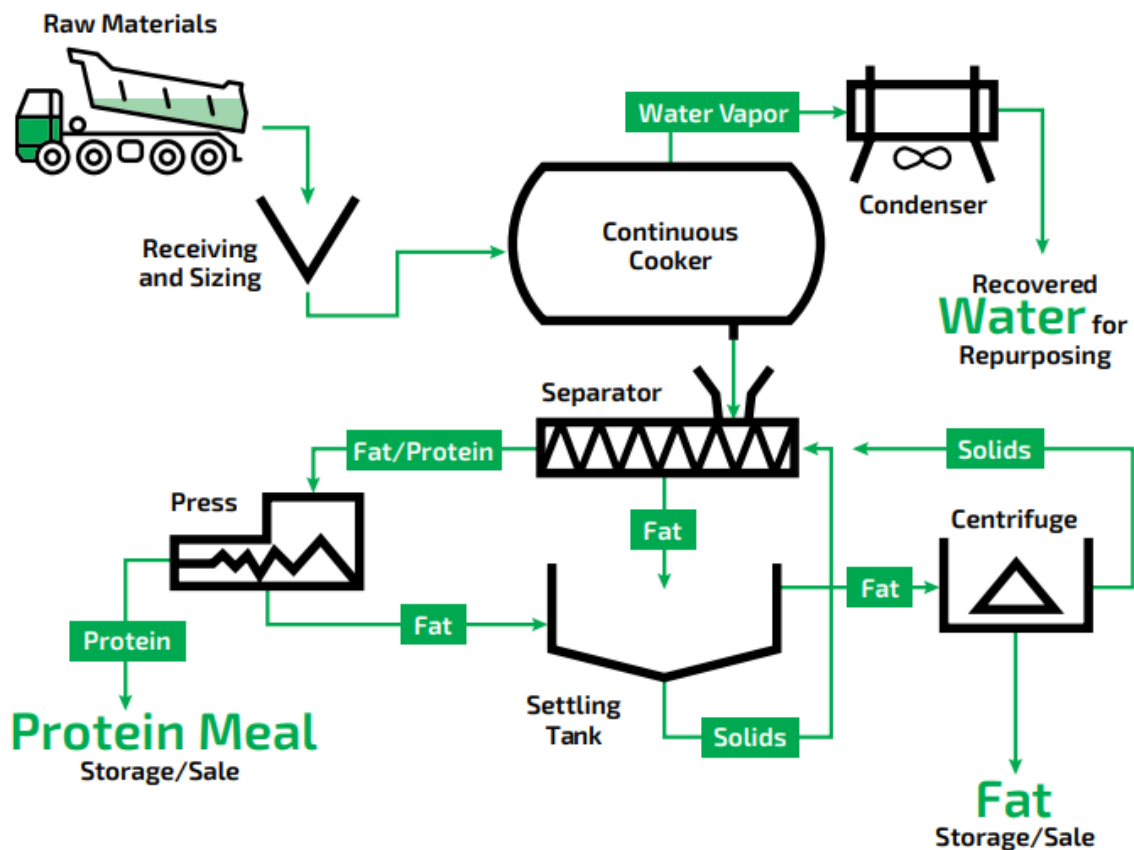
At Darling Ingredients, we transform the unused into the invaluable. Over the last 140 years, Darling Ingredients has become an important platform for extracting the hidden potential of our world's resources and turning them into sustainable solutions for everyday life. We take what would typically be considered refuse and efficiently transform it into invaluable ingredients and in-demand products.

In the meat production process, only about 50% of an animal makes it to a dinner plate. Keeping the other 50% out of landfills and incinerators requires innovative, sustainable solutions. Darling Ingredients creates those solutions, repurposing approximately 15% of the world's meat industry waste into value added products, including essential products like green energy, renewable diesel, collagen, fertilizer, animal proteins and meals, and pet food ingredients. Our innovative services not only prevent waste from entering landfills but also reduce waste-related emissions around the world.

In Canada, DICl collects animal by-products and used cooking oil from the food processing and restaurant industry. The animal byproducts are transported back to our facilities and rendered into fats and proteins. The fat is sold as ingredients into the renewable diesel market, agricultural feed or pet food market. The proteins are sold as ingredients into the agricultural feed, pet food or the fertilizer industry.

The finished products are shipped to customers within Canada and the United States by rail, an outside trucking company or our own truck fleet.

### Our Rendering Process



### Our Supply Chain

DICl's raw material supply chain is primarily made up of the agricultural and restaurant industries. Within the agricultural and restaurant industries, animal by-products and used cooking oil are the main input of raw material that produces our finished products.

For non-raw material suppliers, utility companies supply DICI with natural gas and hydro for our production process. In addition, DICI uses rail lines and trucking companies to transport our products to their end users.

### **Our Policies**

At Darling Ingredients, we conduct business ethically and in compliance with all applicable laws and regulations. Our policies are based on our core values of integrity, transparency and entrepreneurship. We do not condone or tolerate efforts or activities to achieve results through illegal or unethical dealings. These policies extend to our operations throughout the world, including our operations in Canada.

We have developed the [Darling Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#) to set clear expectations for our employees and suppliers. These documents outline the way we conduct business and are intended to embed responsible business conduct into our everyday actions. Specifically in our Supplier Code of Conduct and Human Rights Policy, we prohibit the use of child labour, forced or compulsory labour, and human trafficking. We will not do business with individuals or companies that abuse the rights of others.

In addition, we have developed a Speak Up Line and Retaliation Policy. This allows and encourages employees and third parties to report any violations to our Code of Conduct or policies in an anonymous and confidential manner. Darling Ingredients, including DICI, uses an independent third party to operate a hotline that is available 24/7, 365 days a year with translation and interpretation support.

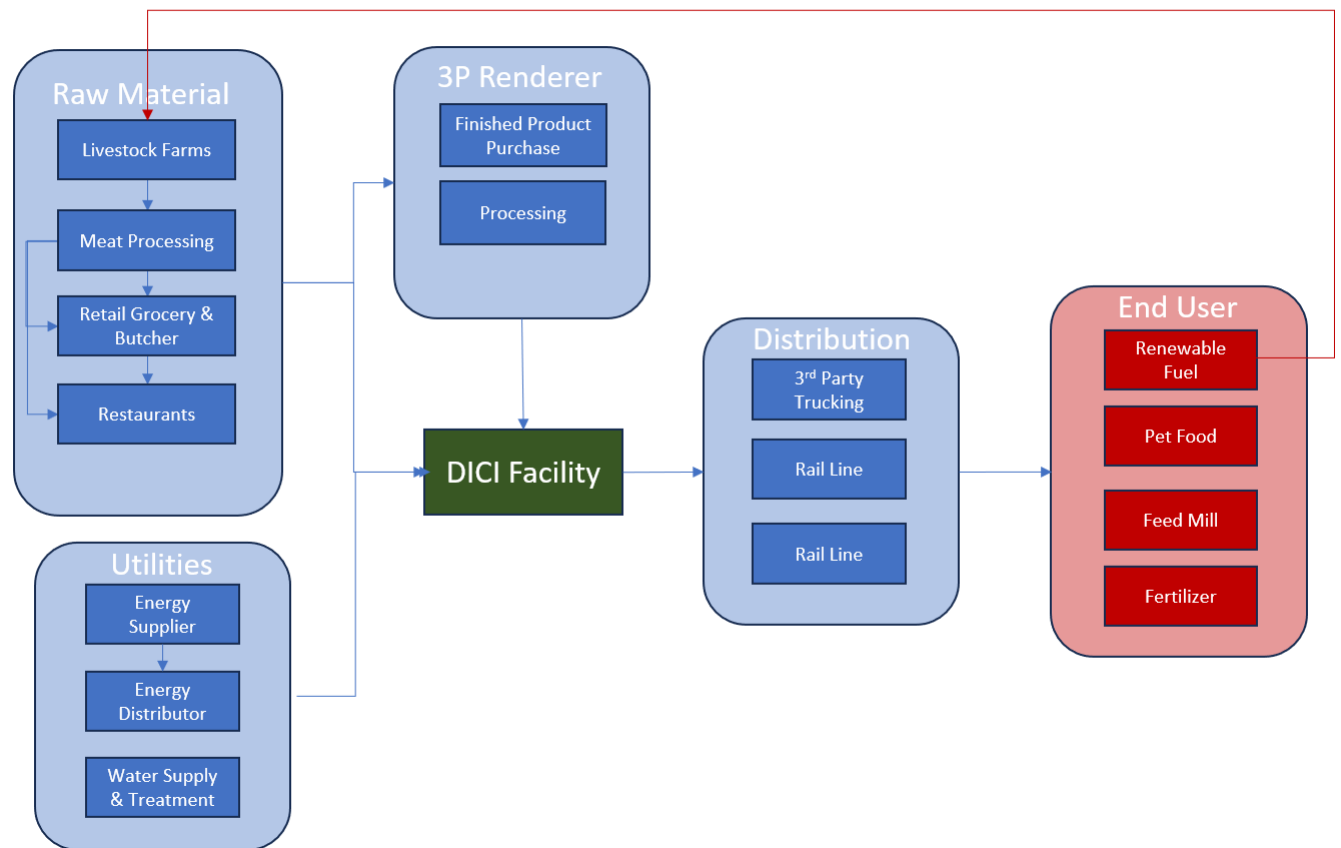
### **Due Diligence**

Our supply chain in Canada includes more than 11,000 raw material suppliers, which is comprised of food processing facilities, livestock farms, grocery and retail stores. Within this mix, 95% of our raw material comes from our top 200 suppliers. This year, 70% of our raw material supply chain have attested to follow our Supplier Code of Conduct and Human Rights Policy or provided their own equivalent policy. Over the next two years, DICI plans to work with the remaining top suppliers on signature authorization of our Supplier Code of Conduct.

### **Forced and Child Labour Risk**

To evaluate the risk in the DICI supply chain, we mapped and grouped our supply chain by major classification. Using these classifications, we evaluated our direct suppliers and the source of their direct supply. Based on this exercise, we do not see significant risk due to the geographic location (predominantly Canada, almost entirely North America) and the nature of the agricultural industry in which we operate.

## Darling International Canada Inc. – Supply Chain Map



### Remediation Measures and Remediation of Loss of Income

DICI has not experienced forced or child labour within its activities or supply chain, as such the question of remediation is not applicable.

### Training on Forced and Child Labour

Annually, Darling Ingredients requires all employees, including DICI employees, to review and complete training on our Darling Code of Conduct. The Code of Conduct includes a section on human rights, which specifically cites forced and child labour as a prohibited practice.

The training is an interactive web-based program. Employees watch videos and read sections of content and answer knowledge testing questions throughout the training. The training is adaptive learning which means employees will continue to test until questions are answered correctly. Furthermore, at the end of the training all employees attest to follow Darling's Code of Conduct.

### Assessing effectiveness

DICI does not have a formal policy or audit procedure in place to assess the effectiveness of ensuring forced and child labour are not being used in their activities and supply chain.

Through our Supplier Code of Conduct and Human Rights Policy, DICI has engaged with their top suppliers to ensure there is alignment of high ethical standards and being a partner of choice that uphold fundamental human rights, including the prohibition of forced and child labour.

### Report Approval and Attestation

In accordance with the requirements of an *Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* and to amend the *Customs Tariff*, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Name: Brad Phillips

Title: EVP, Chief Financial Officer

Date: 5/17/24

Signature: Brad Phillips