

2023 FORCED LABOUR IN CANADIAN SUPPLY CHAINS ANNUAL REPORT

DART CANADA INC.

Pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (The “Act”), certain corporations, trusts, partnerships, and other unincorporated organizations whose activities include producing, selling, or distributing goods into Canada or elsewhere, importing goods into Canada, or controlling an entity engaged in these activities must comply with annual reporting obligations that describe measures taken to prevent and reduce the risk that they or their suppliers are using forced labor or child labor. Dart Canada Inc. (“Dart”) is required to publish such a report. In compliance with the Act, this Report covers steps the entity has taken during the 2023 financial reporting year to ensure forced labor and child labor are not used by the company or its suppliers. This Report also addresses endeavors undertaken by Dart prior to the reporting period and/or on an ongoing basis.

1. *This report is for which of the following? (Required)

Entity

2. *Legal name of reporting entity or government institution (Required)

Dart Canada Inc.

3. *Financial reporting year (Required)

2023

4. *Is this a revised version of a report already submitted this reporting year? (Required)

No

4.1 *If yes, identify the date the original report was submitted. (Required)

N/A

4.2 *Describe the changes made to the original report, including by listing the questions or sections that were revised (1,500 character limit). (Required)

N/A

5. For entities only: Business number(s) (if applicable):

EIN: FM0635046

State File #: 1947710

6. For entities only: *Is this a joint report? (Required)

No



6.1 *If yes, identify the legal name of each entity covered by this report. (Required)

N/A

6.2 Identify the business number(s) of each entity covered by this report (if applicable).

N/A

7. For entities only: *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)

No

7.1 *If yes, indicate the applicable law(s). Select all that apply. (Required)

N/A

8. For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)

- Canadian business presence:

Dart Canada: 1) has a place of business in Canada; 2) does business in Canada; and 3) has assets in Canada.

- Meets size-related thresholds:

Dart Canada has at least \$20 million in assets for at least one of its two most recent financial years AND has generated at least \$40 million in revenue for at least one of its two most recent financial years.

9. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)

Manufacturing

10. For entities only: *In which country is the entity headquartered or principally located? (Required)

Canada

10.1 If in Canada: *In which province or territory is the entity headquartered or principally located? (Required)

Ontario



11. For government institutions only: *Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? (Required)

N/A

11.1 *If yes, which of the following sectors or industries does the Crown corporation or subsidiary operate in? Select all that apply. (Required)

N/A

11.2 *If yes, in which province or territory is the Crown corporation or subsidiary headquartered or principally located? (Required)

N/A

Annual Report - Reporting for Entities

1. *What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity?

Dart:

- Conducts an internal assessment of risks of forced labor and/or child labor in the organization's activities and supply chains;
- Develops and implements an action plan for addressing forced labor and/or child labor;
- Addresses practices in the organization's activities and supply chains that increase the risk of forced labor and/or child labor;
- Develops and implements due diligence policies and processes for identifying, addressing and prohibiting the use of forced labor and/or child labor in the organization's activities and supply chains;
- Requires suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labor and/or child labor in their activities and supply chains;
- Develops and implements anti-forced labor and/or -child labor standards, codes of conduct and/or compliance checklists;
- Monitors and audits suppliers;
- Develops and implements training and awareness materials on forced labor and/or child labor; and
- Engages with supply chain partners on the issue of addressing forced labor and/or child labor.

2. Please provide additional information describing the steps taken (if applicable) (1,500 character limit).

Vendors and customers are routinely screened against US denied party lists that report sanctions and forced labor violators. Any entity that is flagged for forced labor will be prohibited from doing business with Dart. In addition to screening vendors and customers, Dart obtains certifications from suppliers confirming they prohibit the use of forced and child labor.

3. *Which of the following accurately describes the entity's structure? (Required)

Corporation

4. *Which of the following accurately describes the entity's activities?

Dart Canada Inc.:

- Produces goods (including manufacturing, extracting, growing and processing) in Canada;
- Sells goods in Canada and outside Canada;
- Distributes goods in Canada and outside Canada; and
- Imports into Canada goods produced outside Canada.

5. Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).

Dart is a producer and distributor of disposable food service tableware and containers for Canadian and US markets.

6. *Does the entity currently have policies and due diligence processes in place related to forced labor and/or child labor? (Required)

Yes

6.1 *If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labor and/or child labor? (Required)

Dart:

- Embeds responsible business conduct into policies and management systems; and
- Identifies and assesses adverse impacts in operations, supply chains and business relationships.

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labor and child labor (if applicable) (1,500 character limit).



Dart's policy is to respect human rights and to comply with all local and national laws wherever Dart conducts business, to uphold a high standard of ethics, and to cooperate with reasonable requests for information by government entities or agencies. To that end, Dart is committed to adhering to the Ethical Trading Initiative base code and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Policies, practices, and oversight ensuring child and forced labor does not exist are centrally managed and audited by Dart, with reporting avenues advertised throughout company facilities. Dart does not hire migrant workers which generally are at higher risk of forced labor. In addition, Dart does not retain its employee's governmental identification documents. Therefore, employees are free to move about at their will.

8. *Has the entity identified parts of its activities and supply chains that carry a risk of forced labor or child labor being used? (Required)

Yes, Dart Canada has identified risks to the best of its knowledge and will continue to strive to identify emerging risks.

8.1 *If yes, has the entity identified forced labor or child labor risks related to any of the following aspects of its activities and supply chains?. (Required)

Dart has identified forced labor or child labor risks in the following aspects of its activities and supply chains:

- The sector or industry it operates in;
- The types of products it produces, purchases or distributes;
- The locations of its activities, operations or factories;
- The raw materials or commodities used in its supply chains; and
- Tier one (direct) suppliers

9. *Has the entity identified forced labor or child labor risks in its activities and supply chains related to any of the following sectors and industries? (Required)

Dart has identified forced and/or child labor risks in its activities and supply chains in the manufacturing, transportation, and warehousing sectors and industries but such risk is lowered given the high level of automation in the production of foodservice products.

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labor or child labor being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).

Dart prohibits the use of forced labor in manufacturing and from suppliers. Vendors and customers are routinely screened against US denied party lists that report sanctions and forced labor violators. Any entity that is flagged for forced or child labor is prohibited from doing business with Dart.



11. *Has the entity taken any measures to remediate any forced labor or child labor in its activities and supply chains? (Required)

Not applicable, as Dart Canada has not identified any forced labor or child labor in its activities and supply chains.

11.1 *If yes, which remediation measures has the entity taken? Select all that apply. (Required)

Not applicable, as Dart Canada has not identified any forced labor or child labor in its activities and supply chains.

12. Please provide additional information on any measures the entity has taken to remediate any forced labor or child labor (if applicable) (1,500 character limit).

Not applicable, as Dart Canada has not identified the use of any forced labor or child labor in its activities or supply chains.

13. *Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains? (Required)

Not applicable, Dart has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in our activities and supply chains.

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains (if applicable) (1,500 character limit).

Not applicable, as Dart has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in its activities or supply chains.

15. *Does the entity currently provide training to employees on forced labor and/or child labor? (Required)

Yes

15.1 *If yes, is the training mandatory? (Required)

Yes, the training is mandatory for all employees.



16. Please provide additional information on the training the entity provides to employees on forced labor and child labor (if applicable). (1,500 character limit).

Dart trains employees to treat each other with respect and adhere to all laws, regulations, and company policies. The company provides a policy on the definition and prohibition of forced and child labor in its business processes. Dart expects employee behavior to comply and align with Dart's Code of Business Conduct, its values, and its policies. Dart employees are instructed to promptly report any suspected illegal or unethical behavior.

17. *Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labor and child labor are not being used in its activities and supply chains? (Required)

Yes

17.1 *If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)

Dart is vigilant of any conduct that violates company policies or principles; the company conducts regular reviews or audit of the organization's policies and procedures related to forced labor and child labor.

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its activities and supply chains (if applicable). (1,500 character limit).

Dart has assessed its customer and supplier relationships and determined that probability of forced labor in the manufacture of foodservice products is a low risk due to the high level of mechanization in the manufacturing processes. In addition to continuously screening vendors and customers, Dart obtains certifications from suppliers confirming they prohibit the use of forced and child labor.

[Attestation Follows]



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.

Francis X. Liesman II

Name

Director and Secretary

Title

23/05/2024

Date

I, Francis X. Liesman II, in my capacity as Director and Secretary, have authority to bind Dart Canada Inc.



Signature

