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## 2023 Modern Slavery Report

### 1. Introduction

This report is produced by G. Doyon Cuisine Inc. (the “Company”) for the financial year ending December 31, 2023 (the “Reference Period”). It outlines the measures taken to prevent and mitigate the risk of forced labor or child labor at all stages of production, whether in Canada or elsewhere, or in the importation of goods into Canada by the Company.

This is the first report prepared by the Company in accordance with Canada's Supply Chain Due Diligence Act (the “Act”).

The Company considers respect for human rights as a fundamental corporate responsibility and a core value governing all its activities, embodied in one of its three main values, respect. The Company demands the same from its business partners, especially those in its supply chain.

### 2. Measures Taken to Prevent and Mitigate Risks of Forced Labor and Child Labor

During the Reference Period, the Company took measures to prevent and mitigate the risk of modern slavery, including forced labor and child labor. These measures, which will be detailed subsequently, include:

- Supplier mapping;
- Revision of the supplier selection process; and
- Supplier evaluations.

### 3. Structure, Activities, and Supply Chains

#### Structure

The Company is a corporation incorporated under the Canada Business Corporations Act, with its headquarters located in Brossard. The Company has approximately 210 employees working in Canada.

#### Activities

The Company distributes kitchen equipment to businesses and individuals, primarily operating in Quebec but also in other nearby provinces.

### Supply Chains

The Company's supply chains are global. It purchases products from North America, Asia, and Europe. Additionally, the subcontractors and supply chains of the Company's direct suppliers are also located on these continents.

Many products, representing a significant volume of the Company's purchases, are made of stainless steel. This steel mainly comes from factories located in Asia.

## **4. Policies and Due Diligence Processes**

During the Reference Period, the Company integrated responsible business conduct into its policies and management systems. It also identified and assessed negative impacts on its operations, supply chains, and business relationships.

### Mapping

A mapping of the direct suppliers with whom the Company collaborates was conducted. This analysis revealed that the suppliers are located in North America, Asia, and Europe.

### Revision of the Supplier Selection Process

To combat forced labor and child labor, the Company revised its decision-making process for choosing suppliers. The next step in this revision is to formally incorporate the notion of modern slavery into the selection process. This notion was already informally included.

### Supplier Evaluations

The Company conducted an initial survey evaluation of its suppliers to better understand their situation regarding modern slavery. Based on the survey results, the Company will undertake additional steps with those who have not ensured diligent action against modern slavery.

Particular attention will be given to suppliers whose products are manufactured in regions with high global slavery indices or high corruption perception indices. For those who did not respond to the survey, follow-ups by email, phone calls, physical meetings, or visits have been or will be conducted.

## **5. Risk Assessment and Management**

During the Reference Period, the Company began the process of risk determination. However, there are still gaps in its evaluations. This assessment identified risks of forced labor and child labor due to factors such as the industry, types of products sold, imported, and produced, the location of operations, and the raw materials and products in its supply chains. These risks are related to the manufacturing industry.

## **6. Corrective Measures**

During the Reference Period, the Company did not identify any forced labor or child labor in its activities and supply chains. Furthermore, the Company did not determine any loss of income for vulnerable families resulting from measures taken to eliminate forced labor or child labor in its

activities and supply chains. Therefore, no corrective measures have been implemented to date.

## 7. Training

In the next financial year, the Company's procurement team will receive specific training to raise awareness about child labor and forced labor.

## 8. Evaluation of the Effectiveness of Measures Implemented

During the Reference Period, the Company implemented measures to combat modern slavery. However, it has not yet developed a mechanism to evaluate the effectiveness of these measures. The Company is committed to working on evaluation measures during the next financial year.

## 9. Approval and Attestation

This report has been approved by the Board of Directors of 9368-4368 Quebec Inc. (the sole shareholder of G. Doyon Cuisine Inc.), in accordance with paragraph 11(4)(a) of the Act.

In accordance with the requirements of the Act, and specifically its section 11, I, the undersigned, attest that I have reviewed the information contained in this report for the Company. To the best of my knowledge, and after exercising reasonable diligence, I confirm that the information contained in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year.

I have the authority to bind G. Doyon Cuisine Inc.

By: 

Full Name: Michel-Luc St-Pierre

Title: President General Manager

Director of G. Doyon Cuisine and 9368-4389 Quebec Inc.

Date: May 28, 2024



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