

## GMRI CANADA, INC.

Annual Report – Financial Year 2023/24 – Prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”).

### Introduction

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This report is filed by GMRI Canada, Inc. (“GMRI Canada” or the “Company”) for the financial year ending May 26, 2024 (the “Reporting Period”). The report sets out the steps that the Company has taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the Company or of goods imported into Canada by the Company. The report also provides supplementary information as is required under the Act.

### Steps Taken To Prevent And Reduce The Risk That Forced Labour And Child Labour Are Used At Any Step Of The Production Of Goods Or Of Goods Imported Into Canada

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GMRI Canada owns and operates eight full-service restaurants in Canada. The Company is committed to conducting its business in an ethical and socially responsible manner, complying with all applicable laws and regulations. We hold to these same standards any suppliers who perform work, deliver services, or provide goods to us.

During the Reporting Period, the Company took the following steps to reduce forced and child labour risk in its production and importation supply chains:

- Suppliers were contractually required to agree to and comply with our Supplier Code of Business Conduct (“Supplier Code”), which includes a specific requirement that suppliers comply with laws related to the prevention of forced and child labour.
- Suppliers were also contractually required to report violations of the Supplier Code, or any potential ethical or compliance issue, to the company’s confidential, global supplier compliance helpline.
- The Company continued to make its Helpline Reporting mechanism available to employees and others to receive reports about violations of company’s policies and applicable laws, including those concerning forced and child labour.

### Structure, Activities And Supply Chains

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GMRI Canada is an indirect subsidiary of Darden Restaurants, Inc., a publicly traded company in the United States with its primary place of business in Florida, United States. GMRI Canada operates eight full-service restaurants in Canada, doing business as Olive Garden. The restaurants are located in the following provinces: Alberta, British Columbia, Manitoba, and Saskatchewan. At the conclusion of the reporting year, the Company employed approximately 1,200 team members.

The significant majority of products used in our restaurants, including food products, are sourced from domestic Canadian supply chain partners. Our supply chain partners source from across the globe: land based proteins from Canada and the United States, produce from North and South America, and seafood from Canada and Asia. The Company is the importer of record for smallwares (including serving ware and glassware) as well as some capital equipment to the restaurants, which come from the United States and Asia.

## **Due Diligence Processes & Policies In Relation To Forced Labour And Child Labour**

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The Company has developed policies to ensure the activities of our Company, including those by our vendors and suppliers, are carried out in a responsible and lawful manner.

- Company's Code of Conduct ("**Company Code**"). This Company Code applies to all team members and explains the values and expectations of conduct for all aspects of our business. The Company Code is the foundation of what integrity looks like for all team members, and affirms our obligations to follow the law, and report concerns of any violations, including those related to employment laws such as forced and child labour.
- Supplier Code of Conduct. The Supplier Code communicates to Suppliers the Company's commitment to conducting its business in an ethical and socially responsible manner, complying with all applicable laws and regulations. The Supplier Code mandates that suppliers comply with all laws and regulations applicable to their business. Suppliers must contractually agree to this Supplier Code, which requires compliance with human rights and labour laws, including preventing forced and child labour.
- Helpline Reporting. The Company maintains a confidential helpline reporting system to receive, track, and investigate alleged violations to the Company Code or the Supplier Code, including concerns of forced and child labour. Concerns can be raised by phone or at [www.darden.ethicspoint.com](http://www.darden.ethicspoint.com) or <http://dardenglobalsuppliers.ethicspoint.com>.

## **Activities And Supply Chains That Carry A Risk Of Forced Labour Or Child Labour Being Used And The Steps Taken To Assess And Manage That Risk**

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Based on the Company's sourcing activities, we recognize that forced and child labour risks could exist in our supply chains, an example being food items produced by suppliers in second and subsequent tiers down the supply chain. We use the U.S. Department of Labor List of Goods Produced by Child Labor or Forced Labor to inform our identification of related risks in our supply chains. Risks identified in the U.S. Department of Labor list include seafood products sourced from Asia and produce sourced from Central and South America. Pursuant to the Supplier Code, Suppliers have a responsibility to report any actual or potential ethical or legal compliance issues to us, including any possible non-compliance with the Supplier Code, Supplier Agreement, or applicable laws, which would include incidents of forced and child labour.

Suppliers are required to promptly report information regarding a potential violation of the Supplier Code to the Company. Concerns can be reported confidentially through the Company's ethics helpline by calling 800-876-2089. Suppliers based in the US, US Territories or Canada may call the number directly. Suppliers in all other countries must dial their AT&T direct country code first and then the helpline number. Concerns can also be reported via the website <http://dardenglobalsuppliers.ethicspoint.com>.

The Company prohibits retaliation against anyone who reports a concern in good faith.

## **Measures Taken To Remediate Any Forced Labour Or Child Labour**

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GMRI Canada is not aware of any incidents of forced or child labour in its supply chain and therefore the issue of remediation has not arisen.

