



## 2023 Report on Forced Labour and Child Labour

This Report address the period from January 1, 2023 to December 31, 2023 and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the “Act”). This Report is made on behalf of Handi Foods Ltd.

### 1. Introduction

Handi Foods Ltd. acknowledges our responsibility to combat forced and child labour and are committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

### 2. Our Business

Baked snack manufacturing and distribution for retail and branded customers in North America.

### 3. Our Supply Chains

Our supply chains consist of ingredient and packaging suppliers as well as staffing agencies which are all located in Canada and the United States.

### 4. Our Policies

- Hiring processes for Handi Foods employees and recruitment agency partners include various controls in place to ensure all workers are recruited voluntarily. Anonymous grievance process is also available to all employees (including agency recruits) and all complaints are directly transmitted to several different senior executives within the company for review.
- We have also requested confirmation of appropriate hiring processes and prevention of forced labour / child labour from many of our suppliers. As of this attestation, most of our suppliers have provided some form of confirmation to date that we have on file.

### 5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2023, and December 31, 2023. However, we view our supply chain as low-risk as 100% of our suppliers are based in Canada or USA.



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## 6. Our Commitments

All employees are required to read and understand the Handi Foods Code of Conduct and Employee Handbook when they join the company.

Employee Training on the issues surrounding Forced Labour and Child Labour in the supply chain has not been established at Handi Foods Ltd.

## 7. Our Plans for 2024

Handi Foods Ltd. will continue to assess risks related to forced labour and child labour and implement best practices as developed by governmental and industry organizations over the coming months.

## 8. Approval & Signature/Attestation

This report was approved by the Board of Directors on May 31, 2024 and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act. This Report will also be made available on our website at [www.handifoods.com](http://www.handifoods.com).

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. 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.

Daivik Doshi  
Chief Financial Officer and Director

May 31, 2024