



1025 KAMATO ROAD, MISSISSAUGA, ONTARIO, L4W 0C1
TELEPHONE (905) 629-0993 - FAX (905) 629-7909
MONTREAL: TELEPHONE (514) 336-2290 - FAX (514) 336-4929
VANCOUVER : TELEPHONE (604) 521-7556 - FAX (604) 521-7558
CALGARY : TELEPHONE (403) 250-2468 - FAX (403) 250-2469

Report

The Fighting Against Forced Labour and Child Labour in Supply Chains Act

This report is made pursuant to Canada's "The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act)". It sets out the steps that JFC International (Canada) Inc. and our group have taken to ensure that forced labour and child labour are not being used within our business and supply chain during our financial year (from April 2023 to March 31 2024).

About our business structure, activities and supply chain

JFC International (Canada) Inc. is established in Canada and our head office is located at 1025 Kamato Road, Mississauga, Ontario L4W 0C1. We have branch offices in Mississauga, Vancouver, Montreal and Calgary. JFC International (Canada) inc. is a subsidiary of JFC International Inc. of USA and we are part of the Kikkoman Group headquartered in Japan. JFC Canada's primary business is importation and distribution of oriental food products into the Canadian market. We import high quality Japanese food products such as rice, soy sauce, sesame oil, noodles, green tea, seaweed, tofu, oriental seasoning/condiments /sauces, seafood, confectionery, snacks and so on. The majority of our products are made in Japan or in the USA, while some goods are partially or wholly acquired/produced in other Asian countries including China, Taiwan, Korea, Vietnam and Thailand. Our suppliers are wholesalers (JFC Japan, JFC USA and Kikkoman) and individual vendors (e.g. sesame oil producer in Japan, rice producer in the USA.)

Policies, principles

The Kikkoman Group is a signatory of the United Nations Global Compact. As a member of the Kikkoman Group, JFC Canada supports the ten universal principles in the areas of human rights, labour standards, the environment and anti-corruption.

<https://unglobalcompact.org/what-is-gc/participants/5822-Kikkoman-Corporation>

The Kikkoman Group is committed to treating everyone with dignity and respect. We will not use any form of forced, bonded, involuntary labour or child labour. The Group's Management Principles, Human Rights Policy, Code of Conducts are all posted as below: <https://www.kikkoman.com/en/csr/>

Assessing risks, due diligence

Our main suppliers - JFC Japan, JFC USA and Kikkoman - conduct supplier verification and product verification prior to selling products to JFC Canada. Kikkoman, for example, requires its suppliers to certify that they are in compliance with all applicable state and federal human rights laws. Kikkoman does not and will not conduct business with any supplier that does not share their commitment to human rights, either directly or indirectly through their supply chain.

When JFC Canada considers a direct importation from a foreign vendor, we will carefully select our supplier. We will first ask what certification(s) the manufacturer has. The establishment should be registered, inspected and licenced locally or federally by a governmental body. We regard having a third party audit certification such as BRC, SQF, ISO22000 an asset as it means they are required to complete announced or unannounced audits typically every other year and must meet all internationally recognized food safety compliance requirements. In our view, having on site audits and inspections should reveal infractions and violations of codes of conduct and best practices regarding forced labour, child labour and human rights in general.

In addition to foreign supplier certification and product specification, JFC Canada started to request forced labour and child labour statements or policies from our foreign suppliers, particularly those who own and operate facilities in South East Asia. We found many of the producers already have written policies in place.

JFC Canada keeps all these records on site electronically. Every year Kikkoman publishes Corporate Reports and posts it on their website. The non-financial section covers our policies and efforts.

<https://www.kikkoman.com/en/csr/corporatereport/>

Remedial Actions

To date, we have not been made aware of any allegations of forced labour or child labour against us or against any of our suppliers. Loss of income to the most vulnerable families resulting from measures taken to eliminate the use of force labour/child labour has not been reported either.

Training

November is Kikkoman Group's Compliance Enhancement Month and all employees must attend the training session. Kikkoman provides written materials each year and reminds us

to observe laws, corporate rules and social morals, in addition to acting with common sense. To increase employee awareness, JFC Canada posts the Kikkoman Group Code of Conduct within offices and other business sites to help ensure an understanding of internal policies.

Effectiveness

JFC Canada has a long-standing commitment to operate our business in compliance with all local, provincial and federal laws, including compliance with all applicable wage and hour laws and regulations. We are committed to treating everyone with dignity and respect.

JFC Canada does not use forced labour or child labour directly. We conduct thorough supplier verification and product verification to ensure that the products we bring into Canada are compliant with Canadian laws and regulations.

We have not been made aware of any allegations of forced labour or child labour against us nor against any of our suppliers. However, if evidence of forced labour/child labour is found in our supply chain, we would immediately take action against it. We would work with the supplier to contain and correct the violation, or we may diversify our sources of supply elsewhere.

This report will be approved by the Board of Directors of JFC International (Canada) Inc.

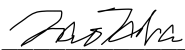
Shinsuke Adachi

Shinsuke Adachi (Apr 29, 2024 14:59 EDT)

Shinsuke Adachi
General Manager
JFC International (Canada) Inc.

Attestation

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 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.



Naohiro Takahashi – Director, Secretary

Date: 29/04/24

I have the authority to bind JFC International (Canada) Inc.










FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

Final Audit Report

2024-04-29

Created:	2024-04-29
By:	YASUYO SAKAMOTO (ysakamoto@jfc.ca)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXdudGfYYJaehLt5RtNzVqBw0WuN3dS5B

"FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT" History

-  Document created by YASUYO SAKAMOTO (ysakamoto@jfc.ca)
2024-04-29 - 5:44:51 PM GMT
-  Document emailed to Mr Adachi (sadachi@jfc.com) for signature
2024-04-29 - 5:44:56 PM GMT
-  Email viewed by Mr Adachi (sadachi@jfc.com)
2024-04-29 - 6:58:40 PM GMT
-  Signer Mr Adachi (sadachi@jfc.com) entered name at signing as Shinsuke Adachi
2024-04-29 - 6:59:45 PM GMT
-  Document e-signed by Shinsuke Adachi (sadachi@jfc.com)
Signature Date: 2024-04-29 - 6:59:47 PM GMT - Time Source: server
-  Document emailed to Mr Takahashi (ntakahashi@jfc.com) for signature
2024-04-29 - 6:59:49 PM GMT
-  Email viewed by Mr Takahashi (ntakahashi@jfc.com)
2024-04-29 - 8:52:07 PM GMT
-  Document e-signed by Mr Takahashi (ntakahashi@jfc.com)
Signature Date: 2024-04-29 - 8:53:37 PM GMT - Time Source: server
-  Agreement completed.
2024-04-29 - 8:53:37 PM GMT