

# Fighting Against Forced Labour and Child Labour in Supply Chains Act Report 2023

This report is made on behalf of the leadership of Joey Tomato's (Canada) Inc ("Joey or The Group") with regards to the Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Modern Slavery)*. This report covers Joey's reporting following the 2023 financial year (February 2023 to January 2024) and articulates the Group's policies and practices around recognising and preventing Modern Slavery in the global supply chain.

## About Joey

Joey Tomato's (Canada) Inc. is a private Canadian incorporated business and is the owner and operator of the Joey Restaurants, Local Public Eatery, and Saltlik Steakhouse restaurant brands. Joey employs more than 5,500 business partners across Canada and operates 40 restaurants in Canada. Joey operates with a centralized supply chain that extends to international suppliers of goods including agricultural and manufactured products and equipment, and other related goods and services.

## Our policies and values

Joey recognizes its responsibility to assess actual and potential human rights impacts across its operations and supply chain and is committed to working with a supply chain free from forced labour and child labour. Joey seeks to work with value-aligned partners and suppliers and expects suppliers working on its behalf to reflect Joey's commitment to acting ethically and with integrity in all business relationships. Joey expects suppliers to implement and enforce systems and controls to ensure Modern Slavery is not taking place anywhere in their supply chains. The Group has commenced the process of integrating this Business Code of Ethics standard of business conduct into its contracts for all new and existing suppliers in its supply chain.

The Joey's business practices include the following core values which we also require from our suppliers:

- Employment is freely chosen
- Freedom of Association is respected
- Working Conditions are safe and hygienic
- Child labour is not used
- Working hours are not excessive
- No discrimination is practiced
- No harsh or inhumane treatment is permitted

## Due Diligence, risk assessment and training

In 2023, Joey carried out supplier reviews as part of its supply chain risk management assessment to help identify various risk areas including material, social and environmental issues relevant to our operations. The materiality assessment included the topic of human

rights. Following the results of the assessment, Joey's supply chain managers reviewed and discussed areas requiring more robust confirmation of practices and ongoing engagement.

Joey intends to undertake further risk assessments in 2024 in respect of its supply chain and we will continue to include more extensive contractual requirements of vendors to ensure equal or better diligence with respect to Modern Slavery.

Joey is also committed to constantly reviewing and updating its employees' training needs in these areas.

### **Assessment of effectiveness in preventing Modern Slavery**

Joey will continue to keep under review new risks as they emerge and carefully monitor both existing and new suppliers and business activities with a robust verification program in place to confirm our suppliers' compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This is achieved through robust contract terms and expectations, regular supplier visits, communications and reviews. We believe in continuous improvement in the prevention of Modern Slavery and we will continue to review our ethical trading programme annually to ensure it reflects best practices.

### **Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest 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"

Full name: Layne Krienke

Title: President

Date May 15, 2024

  
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\*I have the authority to bind Joey Tomato's (Canada) Inc.

## SUPPLY CHAINS ACT - MANDATORY QUESTIONNAIRE

### Identifying information

Questions marked with an asterisk (\*) are mandatory.

Question	Answer														
1. *This report is for which of the following? (Required)	Entity														
2. *Legal name of reporting entity or government institution (Required)	Joey Tomato's (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)															
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)															
5. For entities only: Business number(s) (if applicable):	89173 8239 RC0003														
6. For entities only: *Is this a joint report? (Required)	Yes														
6.1. *If yes, identify the legal name of each entity covered by this report. (Required)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Joey Tomato's (Barlow Trail) Inc.</td></tr> <tr><td>Joey Restaurant (Bell Tower) Inc</td></tr> <tr><td>Joeys Restaurant (Bentall One) Inc.</td></tr> <tr><td>Joeys Restaurant (Burnaby) Inc.</td></tr> <tr><td>Joeys Global Grill (Burrard) Inc.</td></tr> <tr><td>Joey Tomato's (Chinook Centre) Inc.</td></tr> <tr><td>Joey Restaurant (Coquitlam) Inc.</td></tr> <tr><td>Joey Tomato's (Crowfoot) Inc.</td></tr> <tr><td>2118302 Ontario Ltd.</td></tr> <tr><td>2155951 Ontario Ltd.</td></tr> <tr><td>Joey Tomato's (Eau Claire) Inc.</td></tr> <tr><td>Joey Tomato's (Kelowna) Inc.</td></tr> <tr><td>4838948 Manitoba Ltd</td></tr> <tr><td>Joey Restaurant (Lansdowne Park) Ltd.</td></tr> </table>	Joey Tomato's (Barlow Trail) Inc.	Joey Restaurant (Bell Tower) Inc	Joeys Restaurant (Bentall One) Inc.	Joeys Restaurant (Burnaby) Inc.	Joeys Global Grill (Burrard) Inc.	Joey Tomato's (Chinook Centre) Inc.	Joey Restaurant (Coquitlam) Inc.	Joey Tomato's (Crowfoot) Inc.	2118302 Ontario Ltd.	2155951 Ontario Ltd.	Joey Tomato's (Eau Claire) Inc.	Joey Tomato's (Kelowna) Inc.	4838948 Manitoba Ltd	Joey Restaurant (Lansdowne Park) Ltd.
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	Joey Restaurant (Markville) Inc. Joeys Restaurant (Mayfield) Inc. Joey Tomato's (Polo Park) Inc Joey Restaurant (Rideau) Inc. Joey Restaurant (Sherway Gardens) Inc. Joey Restaurant (Sherwood Park) Inc. Joey Restaurant (Shipyards) Inc. Joey Tomato's (South Edmonton) Inc. Joey Restaurant (Yorkdale) Inc. Local Public Eatery Ltd. Local Public Eatery (Canada) Ltd. Local Public Eatery (8th Avenue) Inc. Local Public Eatery (Adelaide) Ltd. Local Public Eatery (Eau Claire) Ltd. Local Public Eatery (Winnipeg) Ltd. Local Public Eatery (Jasper Avenue) Ltd. Peek Restaurant (Kitsilano) Inc. Local Public Eatery (Lansdowne Park) Ltd. Local Public Eatery (Leaside) Ltd. Local Public Eatery (Liberty Village) Ltd. Local Public Eatery (River District) Ltd. Local Public Eatery (Sherwood Park) Ltd. Local Public Eatery (South Edmonton) Ltd. Saltlik Steakhouse 8th Avenue Ltd.	
	<b>FRANCHISE</b> 891565 Alberta Ltd. 1524904 Alberta Ltd. Local Public Eatery (Gastown) Ltd. Local Public Eatery (Kamloops) Ltd. Local Public Eatery (Penticton) Ltd.	
6.2. Identify the business number(s) of each entity covered by this report (if applicable).	89341 5992 RC0001 82830 6639 RC0001 85247 8759 RC0001 85599 6690 RC0001 86164 0779 RC0001 86370 4854 RC0001 82535 8377 RC0001 89473 0464 RC0001	

	83350 6926 RC0001	
	83075 9155 RC0001	
	89414 8667 RC0001	
	13367 5173 RC0001	
	86824 7107 RC0001	
	80559 0601 RC0001	
	81042 5710 RC0001	
	88064 9405 RC0001	
	89819 0665 RC0001	
	78921 4921 RC0001	
	81042 5918 RC0001	
	89518 7466 RC0001	
	71724 5526 RC0001	
	89212 7754 RC0001	
	83485 8508 RC0001	
	82989 4450 RC0001	
	89269 4450 RC0001	
	83604 3240 RC0001	
	79388 3000 RC0001	
	78518 4946 RC0001	
	72850 5082 RC0001	
	89349 5762 RC0001	
	85204 2332 RC0001	
	80160 3333 RC0001	
	81639 6436 RC0001	
	84268 0779 RC0001	
	76878 4605 RC0001	
	89518 7466 RC0001	
	84096 5602 RC0001	
	86142 2814 RC0001	
	<b>FRANCHISE</b>	
	87048 0217 RC0001	
	82013 0052 RC0001	
	71635 9724 RC0001	
	78706 5200 RC0001	
	7455 70945 BC0001	

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)	
8. For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>● Canadian business presence (select all that apply): <ul style="list-style-type: none"> <li>○ Has a place of business in Canada</li> <li>○ Does business in Canada</li> <li>○ Has assets in Canada</li> </ul> </li> <li>● Meets size-related thresholds (select all that apply): <ul style="list-style-type: none"> <li>○ Has at least \$20 million in assets for at least one of its two most recent financial years</li> <li>○ Has generated at least \$40 million in revenue for at least one of its two most recent financial years</li> <li>○ Employs an average of at least 250 employees for at least one of its two most recent financial years</li> </ul> </li> </ul>
9. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)	Accommodation and food services
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)	British Columbia

### Annual Report – Reporting for entities

Question	Answer
1. *What steps has the entity taken in the previous financial year 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 entity or of goods imported into Canada by the entity? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>● Mapping activities</li> <li>● Mapping supply chains</li> <li>● Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains</li> <li>● Developing and implementing an action plan for addressing forced labour and/or child labour</li> </ul>



	<ul style="list-style-type: none"> <li>● Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour</li> <li>● Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour</li> <li>● Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains</li> <li>● Developing and implementing anti-forced labour and/or -child labour contractual clauses</li> <li>● Auditing suppliers</li> <li>● Monitoring suppliers</li> <li>● Developing and implementing training and awareness materials on forced labour and/or child labour</li> <li>● Engaging with supply chain partners on the issue of addressing forced labour and/or child labour</li> </ul>
2. Please provide additional information describing the steps taken (if applicable) (1,500 character limit).	
3. *Which of the following accurately describes the entity's structure? (Required)	<ul style="list-style-type: none"> <li>● Corporation</li> </ul>
4. *Which of the following accurately describes the entity's activities? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>● Controlling an entity engaged in producing, selling or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada</li> </ul>
5. Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).	Entity does not import products directly into Canada from other countries. Entity works with reputable suppliers, distributors and brokers to source and import our products.
6. *Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)	<ul style="list-style-type: none"> <li>● Yes</li> </ul>
6.1. *If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>● Embedding responsible business conduct into policies and management systems</li> <li>● Identifying and assessing adverse impacts in operations, supply chains and business relationships</li> <li>● Ceasing, preventing or mitigating adverse impacts</li> <li>● Tracking implementation and results</li> </ul>
7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).	<p>Entity will not proceed with procuring items that are known to, or discovered to, include or involve any elements of forced labour or child labour.</p> <p>Entity required buying agents, brokers and suppliers to confirm no forced labour or child labour is used to produce items purchased by the entity.</p>

8. *Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)	<ul style="list-style-type: none"> <li>• Yes, we have started the process of identifying risks, but there are still gaps in our assessments.</li> </ul>
8.1. *If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>• The types of products it sources</li> <li>• The raw materials or commodities used in its supply chains</li> </ul>
9. *Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)	<ul style="list-style-type: none"> <li>• Agriculture, forestry, fishing and hunting</li> <li>• Manufacturing</li> </ul>
10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).	Foreign sourced items from countries identified as higher risk to include forced labour or child labour identified and sourcing agents being required to audit and confirm the nature of labour used in production.
11. *Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)	<ul style="list-style-type: none"> <li>• Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.</li> </ul>
11.1. *If yes, which remediation measures has the entity taken? Select all that apply. (Required)	
12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).	
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 labour or child labour in its activities and supply chains? (Required)	Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour 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 labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).	
15. *Does the entity currently provide training to employees on forced labour and/or child labour? (Required)	<ul style="list-style-type: none"> <li>• Yes</li> </ul>
15.1. *If yes, is the training mandatory? (Required)	<ul style="list-style-type: none"> <li>• Yes, the training is mandatory for employees making contracting or purchasing decisions.</li> </ul>
16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).	Training session to inform employees involved in supply chain management the details of the Canadian Modern Slavery Act and the entities processes for identifying and removing any such supply.
17. *Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)	<ul style="list-style-type: none"> <li>• Yes</li> </ul>



<p>17.1. *If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)</p>	<ul style="list-style-type: none"> <li>● Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour</li> <li>● Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators</li> </ul>
<p>18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).</p>	

**Attestation (Required)**

\* I confirm that the attached report has been approved by the appropriate governing body or bodies of the entity or entities covered by the report who have the legal authority for bind the entity or entities, and contains the following attestation, including the name, title, date and signature for approval required.

“In accordance with the requirements of the Act, and in particular section 11 thereof, I attest 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”

Full name: Layne Krienke

Title: President

Date May 15, 2024



I have the authority to bind Joey Tomato's (Canada) Inc.

**\* Please identify the name, title and email address of the person authorized to fill out this questionnaire.**

Full name: Geoff Boyd

Title: COO- Corporate office

Date: May 15, 2024