



Celebrating Family, Friends
& Food For Over 50 Years!

Modern Slavery, Forced Labour and Child Labour Statement

Johnvince Foods (a general partnership) and its partner, 1000152386 Ontario Inc. are committed to conducting business with integrity and in compliance with the laws and ethical standards of all regions in which we operate. Recognizing the importance of protecting human rights, we are dedicated to preventing any form of modern slavery, forced labour or child labour in our operations and throughout our supply chain.

Prior to establishing business partnerships with suppliers and vendors ("Suppliers"), we conduct a comprehensive internal audit to ensure compliance with operational practices that oppose modern slavery, forced labour and child labour. Our strategy is to engage with reputable businesses that share our commitment to these ethical standards. We continuously review these partnerships and, when necessary, conduct visits to affirm adherence to our Supplier Code of Conduct. With all partnerships, we issue a Supplier Code of Conduct that prohibits human trafficking, physical abuse, restriction of movement, confiscation of passports or other documentation, unsafe work environments, unfair wages, forced overtime, and child labour. This Code outlines the minimum standards that all suppliers must meet, including compliance with all applicable labour and employment, health, safety, and environmental laws.


Our leadership in supply chain management and procurement receives annual training on this Code of Conduct, to ensure we are maintaining ethical supply chain practices that align with our values. It is mandatory for Suppliers to ensure that their employees and subcontractors, including the facilities and factories of co-packers, comply with this Code. We encourage our Suppliers to consistently communicate these requirements within their networks to ensure compliance and to notify us of any changes within their status.

When violations of the Code are identified, we respond appropriately based on the nature and severity of the violation. Our actions are tailored to the specifics of the breach. Repercussions begin with immediate correction of the issue, escalate to providing a timeframe for rectification, and, if necessary, the termination of the supplier contract due to non-compliance or insufficient progress.

We have established and encouraged an environment that promotes all employees and stakeholders to report any suspicious activities or violations of our policies. We maintain a confidential reporting system, accessible in formats including written and verbal processes, ensuring that concerns can be raised anonymously and without fear of retaliation.

Our commitment to continuous improvement is a fundamental pillar within our operations. We deeply value our relationships with our team members and those from whom we source products and materials. We believe that everyone deserves to work in conditions that respect and uphold human rights, and we are committed to combating modern slavery, forced labour and child labour. To ensure this, we continually assess and update our policies and practices to address new challenges and to align with legal requirements and leading industry standards. Our proactive approach keeps us as industry leaders with a commitment to ethical business practices that support the welfare of our global community.

This Statement was approved on May 28, 2024 by the Partners of Johnvince Foods (a general partnership) and the Board of Directors of 1000152386 Ontario Inc. (partner of Johnvince Foods).


Giuseppe (Joe) Pulla
Director and Chief Executive Officer

