

# **Modern Slavery Report 2023**

## **1. Introduction**

This report is produced by Julien inc. (there " **Company** ") for the financial year ending December 31, 2023 (the " **Reference period** "). It sets out the measures taken to prevent and reduce the risk of forced labor or child labor at all stages of the production of goods, in Canada or elsewhere, or the importation of goods into Canada by the Company.

This is the first report prepared by the Company in accordance with the *Act on Combating Forced and Child Labor in Supply Chains* (the " **Law** ") from Canada.

The Company considers respect for human rights to be a fundamental corporate responsibility and a value that governs all of its activities. It is implied in one of its three (3) great values, namely respect. The Company demands the same from its business partners, especially those in its supply chain.

## **2. Measures taken to prevent and reduce the risks of forced labor and child labor**

During the Reporting Period, the Company took measures to prevent and mitigate the risk relating to modern slavery including forced and child labour. These measures, which will be detailed in more detail subsequently, are as follows:

- supplier mapping ;
- reviewing the supplier selection process; And
- supplier evaluation .

## **3. Structure, activities and supply chains**

### Structure

The Company is a legal person incorporated under the Quebec *Business Corporations Act* and its head office is located in Quebec.

The Company has approximately one hundred and eighty (180) employees, who perform their work in Canada.

### Activities

The Company manufactures and imports food service equipment, outdoor kitchens, decorative plumbing and professional kitchens for commercial and residential

customers, all based on stainless steel. It operates mainly in Quebec, but also sells in other provinces of Canada and in the United States.

#### Supply chains

The Company's supply chains are global. Indeed, the Company purchases products in North America, Asia and Europe. Additionally, the Company's subcontractors and direct supplier supply chains are also located on these continents.

Finally, all products are made with stainless steel. This steel mainly comes from factories located in Asia.

### **4. Due diligence policies and processes**

During the Reporting Period, the Company integrated responsible business conduct into its policies and management systems. It also identified and assessed adverse impacts on its operations, supply chains and business relationships.

#### Mapping

A map of direct suppliers with whom the Company collaborates has been carried out. As mentioned earlier, this analysis revealed that the suppliers of this are located in North America, Asia and Europe.

#### Review of the supplier selection process

With the objective of combating forced and child labor, the Company has decided to review its decision-making process for choosing its suppliers. The second stage of this revision will be to incorporate the notion of modern slavery into the selection process, in a more formal manner. In this regard, this notion was already incorporated, but informally.

### Supplier assessment

Finally, the Company carried out an initial evaluation by survey of its suppliers in order to have a better picture of their situation with regard to modern slavery.

Following the results of the survey, the Company will take additional steps with those, where applicable, who have not ensured that they have taken a diligent approach to modern slavery.

The Company will pay particular attention to suppliers whose products are manufactured in geographies with a high Global Slavery Index or a high Corruption Perception Index.

For those who did not respond to the survey, follow-ups by email, calls, physical meetings or visits have been or will be undertaken.

## **5. Risk assessment and management**

During the Reporting Period, the Company began the risk determination process. However, there are still some gaps in its assessments. This assessment allowed the Company to note that there were risks for forced and child labor in particular due to the following aspects: the sector in which it operates, the types of products it sells, imports and produces, the location of its operations as well as the raw materials and products in its supply chains. These risks are related to the manufacturing industry.

## **6. Corrective action**

During the Reporting Period, the Company did not identify any forced labor or child labor in its operations and supply chains. Additionally, the Company has not determined any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in its operations and supply chains. Therefore, no corrective measures have been implemented to date.

## **7. Training**

During the next fiscal year, the Company's procurement team will receive specific training to raise awareness among its members about child labor and forced labor.

## **8. Evaluation of the effectiveness of the measures put in place**

During the Reporting Period, the Company put in place measures to combat modern slavery. However, to date, the Company has not yet developed a mechanism enabling

it to evaluate the effectiveness of said measures. The Company is committed to working on evaluation measures during the next financial year.

## **9. Approval and attestation**

This report was approved by the board of directors of Julien inc. , pursuant to paragraph 11(4)(a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, certify that I have reviewed the information contained in this report for the Company. To the best of my knowledge, and after having exercised reasonable diligence, I confirm that the information contained in this report is true, accurate and complete in all material respects for the purposes of the Act, for the above-mentioned reporting year.

I have the power to bind Julien inc.



By: \_\_\_\_\_

Full name: Michel-Luc St-Pierre

Title: President

Director of Julien inc.

Date: May 28, 2024