

## K•CORP RESTAURANTS INC. 2023 MODERN SLAVERY STATEMENT

### INTRODUCTION

The K•CORP RESTURANATS INC. 2023 Modern Slavery Statement is made on behalf of K•CORP Restaurants Inc (o/a as A&W Food Services Canada) (“KCORP”, “we”, or “our”) pursuant to *Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act Bill S-211*.

This statement addresses the steps taken by K•CORP Restaurants Inc to prevent, detect, evaluate, and mitigate the risks of modern slavery, including forced labour and child labour in our operations and across our supply chains.

All information provided in our statement is for the fiscal year ending June 30, 2023, unless otherwise stated.

### STRUCTURE, OPERATIONS, AND SUPPLY CHAIN

#### STRUCTURE

K•CORP RESTAURANTS INC. is a Canadian corporation head quartered in Lethbridge, Alberta, incorporated in Alberta, with extra-provincial registrations in British Columbia and Saskatchewan. KCORP’s operates as a multi-unit franchise group in the restaurant and food service sector KCORP owns and managers 18 A&W Restaurants across Alberta, Saskatchewan, and British Columbia. Our restaurants are located primarily in rural towns with some located in small cities.

KCORP is passionate in contributing to the communities in which it serves and takes pride in providing long-term employment opportunities across our restaurants. This commitment not only expertise in driving profitable restaurants but also builds a reputable legacy among franchisees.

#### OPERATIONS

Our workforce encompasses individuals performing a diverse range of job functions such as administrative, accounting, facilities management, operations, and food services. Throughout 2023 year, we employed approximately 360 employees across our executive office and eighteen quick service restaurants (QSRs).

#### SUPPLY CHAIN

As a franchisee, K•CORP RESTAURANTS adheres to A&W Food Services of Canada guidelines and principals for procuring external goods and services to optimize value and minimize risk. We expect all suppliers to meet the standards of the fundamental rights for all individuals. K•CORP purchases food, beverage, packaging, cleaning supplies, equipment, furniture, technology hardware, smallwares,

signage, uniforms, and branded merchandise directly from A&W Food Services Canada as per our Franchise Agreements.

## IDENTIFYING MORDERN SLAVERY RISKS

K•CORP RESTAURANTS recognizes that our operations may affect the human rights of particularly vulnerable groups, such as migrate workers, unskilled labourers, Indigenous people, women, and children within our supply chains. As indicated by the 2023 Global Slavery Index, specific sectors such as agriculture, meat packing, garment production may present heightened risk for modern slavery. Due to the intricate nature of our supply chains, potential modern slavery risks may arise in both domestic and international operations, including:

- Forced Labour
- Child Labour
- Debt Bondage

## FRAMEWORKS, POLICIES AND GOVERNANCE

K•CORP RESTAURANTS is dedicated to fostering inclusion, diversity, and equal opportunities for everyone from the kitchen to counter to head office. Our success hinges on the dedication of our employees, which is why it is so important we prioritize investing in our employees. KCORP firmly believes that cultivating a workplace culture where all employees are treated with dignity and respect.

Our Workplace Violence and Harassment Training, along side our Mutual Respect Policy, are instrumental in a harmonious work environment that is free from harassment, bullying and unlawful discrimination. We strive to foster an atmosphere of open and honest communication, ensuring that everyone has a voice.

In all the regions where we operate, we diligently comply to all relevant employment, standards, laws, and regulations. New employees undergo thorough checks to ensure compliance with these standards and K•CORP Restaurants expects all employees to uphold the law in their region of employment.

## REMEDICATION

To date K•CORP RESTAURANTS INC. has not encountered any instances of modern slavery or forced labour, thus we have not had to take any steps for remediation.

## DUE DILIGENCE

We remain committed to strengthen our strategy against the risk of modern slavery by continuing to work with A&W Food Services of Canada to combat forced labour.

## 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 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.*

I have the authority to bind K•CORP RESTAURANTS INC.

A handwritten signature in black ink, appearing to read 'L Konopski', with a large, sweeping flourish at the end.

Larry Konopski

May 29, 2024

President & Secretary – Treasurer