
The following statement sets out the actions taken by Kerry (Canada) Inc. (“Kerry” or the “Company”) 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 Company or of goods imported into Canada by the Company for the financial year ending 31st December 2023.

The Company is a direct subsidiary of Kerry Group plc (“Kerry Group”, the “Group”, “our” or “we”). As a Group, we are firmly committed to upholding the rights of workers. Modern slavery and human trafficking are unacceptable practices that exploit some of the most vulnerable people and Kerry Group, including the Company, supports all efforts to eradicate these and other human rights abuses from international business and global supply chains.

In this statement, Kerry reports on its actions, as a member of Kerry Group, to assess and address modern slavery risks associated with its operations, including its employment practices and the protections provided for workers. Furthermore, this statement also outlines how Kerry is assessing and addressing modern slavery risks within its supply chain, including the efforts with supply partners to mitigate this risk.

Our Business

Kerry Group is a public limited company incorporated and headquartered in the Republic of Ireland. The Group is a global leader in the food and beverage industry, with a presence in more than 50 countries and manufacturing across 152 locations. The Company is a wholly-owned direct subsidiary of Kerry Group, and is Kerry Group’s main operating entity in Canada.

The Company’s activities include food manufacturing and food preparations.

The Group’s activities include the purchase of raw materials for production of products for the food, beverage and pharmaceutical markets. The Group employs over 22,000 people and our operations encompass significant research, development and application expertise, customer and consumer insight and is enabled by a number of supporting functions including human resource, sales and marketing teams.

The Group is structured across two business segments as follows:

Taste & Nutrition

Kerry Group provides market leading innovation through its Taste & Nutrition technologies and systems for the food, beverage and pharmaceutical markets.

Consumer Foods

Kerry Group’s Consumer Foods division is a leader in its categories in the chilled cabinet. The Group’s portfolio of leading brands are enjoyed every day across global markets.

Our Supply Chain

As a global organisation, Kerry Group sources raw materials from thousands of suppliers around the world and we have a direct contractual relationship with more than three thousand dairy farmers in South West Ireland.

The Company sources raw materials, production inputs, and finished goods primarily from the USA, with occasional shipments from Ireland and China. The countries of origin of these shipments vary, and in 2023 included countries in North America, Europe, South America, the Middle East, Asia, the Caribbean, Africa and Australia.

To ensure that its procurement spend contributes to improving livelihoods, Kerry Group continues to map and better understand the geographic location and nature of products and services sourced. The range of products, sourcing locations, markets and regulations associated with these purchases can present potential risks and we apply a systematic approach to risk assessment that helps to identify and mitigate against a range of issues, including the risk of modern slavery and human trafficking.

The Company’s supply chain includes suppliers who are involved in primary production (predominantly agriculture), processing and distribution of raw materials and these entities recruit and employ workers associated with undertaking these activities. The Company also relies on a number of other indirect goods and services in its day to day operations, for example cleaning and security services.

Our Policies

As a member of Kerry Group, the Company adheres to various policies and procedures set by its parent company.

- > At Kerry Group, including at the Company, we adopt a zero-tolerance approach towards the use of forced, bonded, indentured or involuntary labour in our own operations or in any activities connected with the Group. The Kerry Group Mission and Purpose guide our business activities and set out our commitment to creating a world of sustainable nutrition. To ensure clarity on the issue of labour

standards, there are a number of key policies that set out the requirements of those within the organisation and those whom we seek to do business with. These include the following: The **Kerry Group Code of Conduct** sets out the high ethical standards which we demand from all colleagues in carrying out our day to day operations.

- > Kerry Group's **Human Rights Policy** is aligned with the UN declaration on human rights and affirms our commitment to upholding internationally recognised human rights.
- > Kerry Group's **No Child or Forced Labour Policy** explicitly prohibits the use of child or forced labour within our operations or those of anyone connected with the Group.
- > Kerry Group's **Speak Up Policy** provides guidance for individuals who wish to raise certain concerns or issues about Kerry Group (including the Company) in confidence and sets out clearly that Kerry Group does not tolerate retaliation or retribution for voicing concerns.
- > In pursuit of the Group's responsible sourcing goals, Kerry Group has a detailed **Supplier Code of Conduct** within its Supplier Requirements Manual which outlines the minimum standards the Group expects from providers of goods and services to the Group, including to Kerry. This Code is subject to ongoing review, to robustly protect the rights of workers within our supply chain and it is explicit in directing that forced or involuntary labour shall not be permitted. Where suppliers are found to have contravened the requirements set out in this Code, Kerry Group reserves the right to terminate any associated agreement or business relationship.

While Kerry Group's Legal, Human Resource and Procurement functions take a lead role on upholding human rights, accountability is cross-functional and all our teams and business units work together to achieve our goals. We continue to build awareness among our people on modern slavery and human rights more generally and this includes working collaboratively with a range of stakeholders and seeking expert input for guidance on our approach

Our Approach

Kerry Group's management of modern slavery risk across our operations and supply chain falls within the Group's broader approach to human rights.

As a Group, we have comprehensive structures in place to appropriately manage labour issues. In addition to our day-to-day people practices, we use a combination of internal assessments and independent ethical audits across our facilities to identify areas of potential risk. The Group's policies are communicated and available to all employees, ensuring

that all colleagues are informed and understand our requirements. The Group also makes employees aware of the means by which they can report concerns, including through the Group's confidential reporting system, Speak Up.

While we are confident that these efforts are sufficient to mitigate the potential risk of forced labour within our operations, both the Group and the Company remain vigilant and continue to look at ways to strengthen our approach.

We understand that the potential risk of forced labour is much greater within our agricultural supply chain. The agricultural sector is considered high risk for forms of labour exploitation, including modern slavery. As part of the Group's efforts on responsible sourcing, we continuously assess the key risks associated with the goods we buy, including risks relating to human rights. Through a risk identification process, we are aware of sourcing regions where there is a heightened risk of human trafficking and/or modern slavery.

The Group identifies human rights risks by combining internal knowledge with a range of external data, independent tools and benchmarks. Through this risk mapping process, we have a better understanding of the risks associated with both the production sites of our raw materials and the agricultural origin of commodities, where these are different. However, where there are a number of tiers between the supply site and the agricultural source of the raw material, it is more difficult to achieve visibility of labour practices at each stage of the chain.

Kerry is explicit about our stance on forced labour with all those who seek to do business with the Group. Kerry Group's Supplier Code of Conduct is communicated to all of our direct suppliers and puts a clear onus on these partners to ensure they apply the same standards to those they work with.

Given the number of supply partners to Kerry Group, the Group adopts a targeted approach to monitoring compliance with the code based on the risk assessment outlined above. In this way, Kerry Group focuses its efforts on those suppliers where the potential for human rights infringements, including slavery and human trafficking, is greatest.

Due Diligence

Kerry Group's contract terms and conditions require suppliers to comply with all applicable laws, which include laws prohibiting slavery and human trafficking. Kerry has utilized these contractual terms in its direct dealings with suppliers. We have an approval process in place for new suppliers and all are subject to Kerry Group's Supplier Requirements Manual, which includes the Kerry Group Supplier Code of Conduct.

As a member of SEDEX (Supplier Ethical Data Exchange), Kerry Group uses this platform and

associated independent tools to help assess our supplier ethical performance. The Group continues to seek registration of all high-risk suppliers with the SEDEX platform. In addition, Kerry Group has an approval process in place for new suppliers. All new suppliers are subject to Kerry Group's Supplier Code of Conduct and where screening identifies a potential risk, those suppliers must undertake SEDEX registration and are enrolled within our broader monitoring program.

Where Kerry becomes aware of ethical issues within our supply chain, we seek to engage with our suppliers directly. We favour working with suppliers to address any issues and where concerns are confirmed, we look for a clear roadmap for positive resolution including implementation of a corrective action plan within a defined period and verification of completion. Where suppliers fail to adequately engage or take the necessary steps to remedy the issues identified, we will take action, up to and including termination of the business relationship.

We are aware that even with due diligence processes in place, incidents of forced labour or child labour can occur and so Kerry Group extends its facility for anonymous reporting of concerns to those within the Group's supply chain.

Grievance Mechanism, and Remediation

Kerry is committed to creating effective grievance mechanisms and addressing and remedying adverse human rights impacts.

Employees and other stakeholders have a number of ways of reporting concerns about Kerry Group, including Kerry. Employees can report a concern locally by contacting their line manager, or a senior manager or a Human Resource Business Partner or the Ethics and Compliance Team. Employees and other stakeholders can also contact the Speak Up service, which is operated by an independent provider. The Speak Up service can be accessed on Kerry.com in more than 26 languages and is available 24 hours a day, 7 days a week. Employees and other stakeholders can report a concern anonymously, and their report will be logged with a unique ID, which they can use to check on the status of the concern raised without providing personal contact information.

All concerns raised in this manner will be assessed, fully investigated and appropriate action taken. All whistleblowing incidents are reviewed and formally investigated by the Ethics and Compliance Team with support from relevant functional heads depending on the nature of the concern raised. Our Ethics and Compliance Team is comprised of employees from the global Legal function and they are responsible for the overall management of the Speak Up program.

In 2023, there were no reports of trafficking or modern slavery received through the Speak Up service.

Accordingly, no steps were taken to remediate forced labour or child labour in Kerry's supply chains, or to remediate the loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour or child labour in its activities or supply chains.

Assessing Progress, Communication and Training

In 2023, Kerry Group continued to engage with our suppliers directly and through the SEDEX platform to ensure the effectiveness of our approach and build awareness of Kerry's requirements. In addition, all our manufacturing sites are registered with the platform and many are covered by independent SMETA audits, with learnings from this process shared to improve overall Group performance.

We also understand that raising awareness is key in addressing the risk of modern slavery and human trafficking. We recognise the need to continue building capacity among our employees to identify risks of modern slavery and the actions required to respond effectively.

Internally, Kerry Group continues to make its policies available to employees via a number of channels, communicating on any relevant changes or updates. The Group Code of Conduct is available in 26 languages. We will require all our colleagues to deepen their understanding of the Code by completing the Kerry Group's eLearning module. The Code of Conduct eLearning training is also available in 26 languages. This mandatory training for colleagues is supported by our approach to employee compliance and governance and the training covers the key elements of our Group Code of Conduct, which incorporates our commitment to upholding human rights.

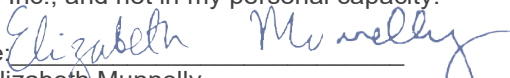
Kerry Group is a member of a number of multi-stakeholder initiatives that are engaged in the protection and promotion of human rights and the elimination of forced labour, including the Roundtable on Sustainable Palm Oil (RSPO) and the Consumer Goods Forum (CGF). Kerry Group's membership of these and other organisations allow Kerry Group to assess its progress against industry best practice and helps to identify areas for further improvement.

Approval for this Statement

This report has been approved by the Board of Directors of Kerry (Canada) Inc. on its own behalf.

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. For clarity, I am providing this attestation in my capacity as a officer of Kerry (Canada) Inc., and not in my personal capacity.

Signature: 

Name: Elizabeth Munnelly

Title: Vice-President, Chief Financial Officer and Secretary / Director

I have authority to bind Kerry (Canada) Inc.

Date: May 31, 2024