



## 2023 Report on Forced Labor and Child Labour

This Report addresses the period from January 1, 2023, to December 31, 2023, and has been prepared in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)(the "Act"). This Report is made on behalf of King's Pastry Inc. ("King's Pastry").

### 1. Introduction

King's Pastry acknowledges our responsibility to combat forced and child labour and is committed to acting ethically and with integrity and transparency. We are working to put systems and controls in place to safeguard against any form of forced or child labour occurring within our supply chain.

### 2. Our Business

Founded in 1996, King's Pastry is a leading commercial bakery manufacturer in Canada. Through our passion for desserts, innovation spirit, and constant strive for continuous improvements, we have aggressively grown from a small wholesale bakery to our current state-of-the-art dessert manufacturing facility in Mississauga, Ontario, employing over 200 people to meet our customers' needs for decadent desserts. We service major retail chains and foodservice customers across North America with creative cakes, pastries and other dessert solutions.

### 3. Our Supply Chains

The supply chain of King's Pastry consists of suppliers of raw materials (for baking needs), packaging, manufacturing equipment, transportation, service providers for sanitation, quality assurance and quality control, research and development, equipment maintenance and engineering, SQF food safety audit certification, accounting, legal, internet, telephone, and payroll, as well as office supplies.

### 4. Our Policies

King's Pastry expects each of its employees to comply with all applicable laws. We are also committed to promoting honesty and integrity and maintaining the highest standards of ethical conduct in all its activities. King's Pastry's reputation is founded on the personal integrity of its employees. Our success is dependent on establishing and maintaining trusting relationships, which are built on this foundation of integrity. As a result, it is the responsibility of each of its employees to live up to the standards of ethical conduct adopted by King's Pastry and set out in the Employee Handbook Policy ("the Handbook").



As a representative of King's Pastry, each employee occupies a position of trust in his or her interactions with other employees, government authorities and other King's Pastry's stakeholders. The Handbook is intended to help guide employees in these interactions and to ensure that their behavior is consistent with the standards of ethical conduct adopted by King's Pastry.

King's Pastry is committed to operating within the framework of all applicable laws, rules, regulations, and orders. To ensure King's Pastry's compliance with applicable laws, all employees take reasonable steps to familiarize themselves with the Handbook and ensure that their conduct is compliant.

Employees must promptly report all violations of applicable laws of the Handbook. An employee who breaches any applicable laws or the Handbook, or observes such a breach, must immediately report it to his or her immediate supervisor or HR department. King's Pastry will protect from retribution or retaliation any employee who, in good faith, reports actual or perceived breaches of any applicable laws or the Handbook by other employees or problems with King's Pastry's policies, procedures or practices.

#### 5. Assessing Our Risk

No formal assessment of the risk of Forced Labour and Child Labour in our supply chain was conducted between January 1, 2023, and December 31, 2023. We will undertake this assessment in 2024.

#### 6. Our Commitments

All employees are required to read and acknowledge they understand the Handbook when they join the company.

#### 7. Our Plans for 2024

- Engaging with supply chain partners on the issue of addressing forced labour and/or child labour
- 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





8. Approval & Signature/Attestation

This report was approved by King's Pastry's President & CEO on May 27, 2024, and has been submitted to the Minister of Public Safety and Emergency Preparedness in compliance with the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all respect to the purposes of the Act, for the reporting year listed above.



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Jeremy Daveau  
President & CEO, King's Pastry Inc.

May 27, 2024