

Forced Labour in Canadian Supply Chains – 2023 Fiscal Year Report

Report must be submitted in PDF format and must not exceed 100MB in size. While it is recommended the report does not exceed 10 pages, this is not a requirement.

Questions marked with an asterisk (*) are mandatory.

1. *This report is for which of the following? (Required)

- Entity

2. *Legal name of reporting entity or government institution (Required)

Lamb Weston Canada ULC

3. *Financial reporting year (Required)

05-30-2022 through 05-28-2023

4. *Is this a revised version of a report already submitted this reporting year? (Required)

- No

5. For entities only: Business number(s) (if applicable):

75362 5920 RC0001

***Is this a joint report? (Required)**

- Yes

6.1 *If yes, identify the legal name of each entity covered by this report. (Required)

Lamb Weston Canada ULC, Lamb Weston Sales, Lamb Weston, Inc.

6.2 Identify the business number(s) of each entity covered by this report (if applicable).

75362 5920 RC0001

7. For entities only: *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)

- Yes

7.1 *If yes, indicate the applicable law(s). Select all that apply. (Required)

- The United Kingdom's *Modern Slavery Act 2015*
- Australia's *Modern Slavery Act 2018*
- California's *Transparency in Supply Chains Act*

8. For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)

- *Canadian business presence (select all that apply):*

- Has a place of business in Canada: yes, Lamb Weston Canada
- Does business in Canada: yes, all reporting entities
- *Has assets in Canada: yes, Lamb Weston Canada*
- *Meets size-related thresholds (select all that apply):*
 - Has at least \$20 million in assets for at least one of its two most recent financial years: yes, all entities
 - Has generated at least \$40 million in revenue for at least one of its two most recent financial years: yes, all entities
 - Employs an average of at least 250 employees for at least one of its two most recent financial years: yes, Lamb Weston Canada

9. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)

- Manufacturing

10. For entities only: *In which country is the entity headquartered or principally located? (Required)

United States (for Lamb Weston Inc. and Lamb Weston Sales); Canada for LW Canada

10.1 If in Canada: *In which province or territory is the entity headquartered or principally located? (Required)

Alberta

What steps has the entity taken in the previous financial year 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 entity or of goods imported into Canada by the entity? Select all that apply. (Required)

- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour
- Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing anti-forced labour and/or -child labour contractual clauses
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists
- Auditing suppliers
- Monitoring suppliers

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

Please provide additional information describing the steps taken (if applicable) (1,500 character limit):

Lamb Weston's Company Code of Conduct provides a foundation for the Company's position on human rights, including labour practices. Effective June 1, 2024, Lamb Weston's Human Rights policy further solidifies the Company's position on these important topics. Lamb Weston also has a published Supplier Code of Conduct which communicates Lamb Weston's positions and requirements on human rights, forced labor, and child labor within our Supply Chain. This document also provides the company with a pathway to conduct corrective actions with suppliers, should any violations occur. We also use a variety of tools and software to monitor suppliers, including a tool called SupplyChainMonitor for real time updates on any publicly reported human rights or other violations. Lamb Weston has also begun implementing EcoVadis Sustainability Assessments of our suppliers, starting with our largest 400 suppliers in North America. We intend to expand this assessment to all of our 9,600+ global suppliers.

Which of the following accurately describes the entity's structure? (Required)

- Corporation

Which of the following accurately describes the entity's activities? Select all that apply. (Required) [do we specify which entity/ies?]

- *Producing goods (including manufacturing, extracting, growing, and processing)*
 - in Canada: Lamb Weston Canada
 - outside Canada: Lamb Weston, Inc.
- *Selling goods*
 - in Canada: Lamb Weston Canada & Lamb Weston Sales, Inc.
 - outside Canada: Lamb Weston Canada, Lamb Weston Sales, Inc., and Lamb Weston, Inc.
- *Distributing goods*
 - in Canada: Lamb Weston Canada & Lamb Weston Sales, Inc.
 - outside Canada: Lamb Weston Canada, Lamb Weston Sales, Inc., and Lamb Weston, Inc.
- Importing into Canada goods produced outside Canada.
 - Yes: Lamb Weston Canada, Lamb Weston Sales, Inc., and Lamb Weston, Inc.

Please provide additional information on the entity's structure, activities and supply chains (1,500-character limit).

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[Latest ESG Report](#)

Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)

- Yes

If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)

- Embedding responsible business conduct into policies and management systems

Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour.

[Lamb Weston Code of Conduct](#)

[Lamb Weston Supplier Code of Conduct](#)

[Lamb Weston Human Rights Policy](#)

Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)

- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.

If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)

- The sector or industry it operates in
- The types of products it produces, sells, distributes or imports
- The locations of its activities, operations, or factories
- The types of products it sources
- The raw materials or commodities used in its supply chains
- Tier one (direct) suppliers
- Tier two suppliers
- Tier three suppliers
- The use of migrant labour
- The use of forced labour
- The use of child labour

Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)

- Agriculture, forestry, fishing and hunting

Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).

We source palm oil from Malaysia and Indonesia, and since 2021 we have only sourced Roundtable on Sustainable Palm Oil (RSPO) verified palm oil from suppliers who are members of the RSPO. We also purchase agricultural products from multiple regions. Our potato sourcing contracts require that growers comply with Lamb Weston's Supplier Code of Conduct in addition to all local, state/provincial, and federal regulations including those related to child labor, forced labor, fair wage and treatment, and non-discrimination and non-retaliation. In addition, as part of our Sustainable Agriculture programs, we audit and confirm grower compliance through annual surveys.

Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Required)

- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).

Does the entity currently provide training to employees on forced labour and/or child labour? (Required)

- Yes – annual Code of Conduct training.

Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)

- Yes

If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)

- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators

Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).

Lamb Weston uses a tool called EcoVadis IQ to monitor supplier sustainability, which includes human rights and forced labor. We also utilize denied party screening software (a combination of Global Trade

Services (GTS), MK Denial, and Kharon) in North America to screen business partners against hundreds of lists of denied and/or sanction parties. For example, these softwares screen against lists maintained by the United States to enforce the Uyghur Forced Labor Prevention Act.

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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 Lamb Weston, Inc., Lamb Weston Sales, Inc. and Lamb Weston Canada ULC.

By. 

Name: Gregory W. Jones

Title: Director, Lamb Weston, Inc., Lamb Weston Sales, Inc. and Lamb Weston Canada ULC

Date: May 22, 2024