



**REPORT UNDER THE FIGHTING AGAINST FORCED LABOUR AND
CHILD LABOUR IN THE SUPPLY CHAIN ACT**

2023 ANNUAL REPORT

About this Report

This document is the first report prepared by Kisko Products under Canada's new Fighting Against Forced Labour and Child Labour in Supply Chains Act.

The report is an annual document from Kisko Products for the year 2023 (the "Reporting Period"). It details the measures implemented to prevent and reduce the risks of modern slavery within Kisko Products' supply chain. This report will be published each year to document our continuous efforts to safeguard human rights and minimize the risk of forced or child labor in our operations and supply chains.

Our Supply Chain

The supply chain team at Kisko Products is dedicated to ensuring the highest standards of quality, performance, and delivery from our suppliers. Guided by our comprehensive Supplier Manual, we emphasize the importance of a documented and effective quality system as per the BRC Global Standard Food Safety. Our team meticulously inspects all products and materials, ensuring compliance with purchase orders, legal agreements, and stringent ethical standards, including a firm stance against corruption. We are committed to fostering integrity and adherence to government regulations in all supplier relationships, contributing to the success of Kisko Products and our customers.

Our main suppliers provide the following:

- Corrugated cartons
- Film or tube
- Flow wrap bags,
- Pouch bags
- Organic juice concentrate and puree
- Conventional juice concentrate and puree
- Food colouring and flavours
- Corn fructose
- Food preservatives

Code of Conduct & Ethics Policy

Kisko Products maintains a comprehensive code of conduct that outlines expected behaviors and values for employees. Central to this code are five core values: Integrity, Diversity, Respect, Accountability, and Quality. The company is committed to ethical decision-making and ensuring fair treatment for all employees, including the prohibition of forced or child labor.

Regarding child labor, Kisko Products adheres to regulations set out by the Ontario Occupational Health and Safety Act, defining the minimum age for employment as 16 years old, higher than the legal age of 15 set by regulations to work in a manufacturing plant in Ontario. This policy underscores the

company's commitment to ethical labor practices and safeguarding the well-being of minors.

Additionally, the company prohibits forced labor in the manufacture of its products, emphasizing the importance of ethical sourcing and production. Employees are expected to follow a decision-making checklist that includes considerations for legality, ethics, safety, and potential public perception in case they're unsure of their decisions and actions and do not intend to give the appearance of impropriety.

Kisko Products prioritizes fairness, honesty, and accountability in all dealings, both internally and externally. Violations of the code of conduct, including those related to child or forced labor, may result in disciplinary action, up to and including termination of employment. The company encourages a culture of reporting violations promptly, ensuring a safe and ethical work environment for all employees.

Determining the Risk of Forced Labour or Child Labour

a) Among our personnel:

The likelihood of encountering forced labour or child labour within our facility is extremely low. Our Senior Management and Human Resources Team rigorously oversee our human resource policies annually. During the recruitment process, our HR Team meticulously verifies candidate documents and valid IDs to ensure our company remains free from any instances of forced labour or child labour. Our

recruitment procedures are designed to adhere to the prevailing standards established in Canada.

b) Within our supply chains:

We acknowledge the potential risk of forced labor and child labor within our extended supply chain, understanding the intricate nature and difficulties in effectively implementing modern slavery compliance measures. Risk evaluation is conducted by utilizing the supplier questionnaire and supplier matrix. Additionally, annual supplier evaluations are performed to assess and mitigate risks identified within our operations and supply chain. In alignment with our commitment to ethical sourcing, we continuously strive to enhance transparency and accountability throughout our supply network.

Our Remedies

Kisko Products has not encountered any instances of forced or child labor within its operations or supply chain. Consequently, there has been no need to implement measures to address or remediate forced and child labour, nor to compensate vulnerable families for any income loss resulting from efforts to eliminate such practices. As no evidence of forced and child labour was found, no remediation measures were implemented during the 2023 fiscal year.

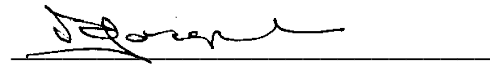
To uphold our commitment against promoting any form of child or forced labour within our company, we have outlined specific measures for implementation throughout the year 2024:

- **Regular Training:** All employees will undergo annual training sessions focusing on our Code of Conduct and Ethics Policy, specifically emphasizing the importance of eradicating child, and forced labour. These sessions aim to raise awareness and foster a culture of vigilance.
- **Policy Accessibility:** Our Code of Conduct and Ethics Policy is displayed on communication boards for easy access by all employees. Additionally, periodic reminders will be issued to encourage regular review, reinforcing adherence to our ethical standards.
- **Supply Chain Oversight:** We will persist in our efforts to combat forced and child labour within our operations and supply chain. This will involve the continuation of practices initiated in 2023, including:
 - Conducting annual evaluations of our suppliers to assess their compliance with labour standards.
 - Implementing monthly internal audits to proactively identify and address any potential risks related to forced and child labour within our operations and supply chain.

By adhering to these measures, we reaffirm our dedication to upholding ethical labour practices and ensuring the well-being and rights of all individuals involved in our business operations.

Report Approval and Attestation

In accordance with the requirements of the Act, particularly under section 11, I hereby confirm that I have thoroughly examined the contents of the Report pertaining to the entity/entities specified herein. With due consideration to my understanding, I affirm that the information provided in the Report is wholly accurate, truthful, and comprehensive in all significant aspects as required by the Act for the specified reporting period.

A handwritten signature in black ink, appearing to read "Randy Josephs", is written above a solid horizontal line.

Randy Josephs

VP of Operations

21st May 2024