



LET'S FLY LIMITED PARTNERSHIP

Modern Slavery Act Report

Fiscal Year 2023

1. Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act requires businesses to state actions taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This is a report for Let's Fly Limited Partnership (“**LFLP**”, “**we**”). This report outlines the steps taken by LFLP in the fiscal year ending December 31, 2023.

LFLP is a partnership with 3C Management Limited as the general partner. LFLP operates 1832610 Ontario Incorporated, a property management company, as well as Diana Distribution Centre Limited who purchase, manufacture and distribute fresh, frozen, and dry goods from many companies within Canada, United States, New Zealand, China and Thailand.

LFLP is committed to respecting and protecting human rights across our operations and supply chain. Our approach aligns with industry standards and international guidelines to ensure ethical practices.

2. Steps Taken to Prevent and Reduce the Risk of Forced Labour or Child Labour

Governance and Training

- a. **Code of Conduct:** LFLP maintains a Code of Conduct that upholds industry standards, reviewed annually. Our employees and suppliers are expected to comply with these standards. We conduct audits for many of our suppliers.
- b. **Employee Training:** To educate employees, we review our Business Code of Conduct for all salaried employees and the terms of our supplier code of conduct. Ongoing training for all salaried employees includes promoting an open-door policy for confidential reporting, validating age of employment eligibility, ID verification, labour hours and overtime tracking, and enforcing robust occupational health and safety policies and procedures.

Supply Chain Management

- c. **Supplier Approval Policy:** Our Supplier Approval Policy ensures products supplied are manufactured in food-safe environments and suppliers follow a certain code of conduct. Suppliers must have third-party GFSI Audits (e.g., SQF, BRC, IFS, FSSC, etc.) and/or certifications by CFIA/OMAFRA or similar. Their code of conduct must also address fair employee treatment, no forced labour, and no child labour. We conduct frequent discussions with suppliers and site visits, where applicable, to ensure compliance.
- d. **Supply Chain Audits:** In the last fiscal year, we did not conduct supply chain audits. However, our commitment to frequent discussions and site visits with suppliers helps to maintain compliance.

Risk Assessment and Mitigation

- e. **Risk Identification:** We understand that there may be risks in some elements of our supply chain. We identify these risks through our supplier questionnaire and by enforcing our code of conduct policies. If a compliance issue is identified, such as child labour, forced labour, or life-threatening health and safety situations, we may suspend our relationship with those suppliers and work with them to determine whether satisfactory remediation is possible. If suppliers are unable or unwilling to remediate non-compliance, we may terminate our relationship with them.

Monitoring and Reporting

- f. **Grievance Mechanism:** We have an open-door policy that allows employees and stakeholders to report any grievances confidentially.

3. Remediation of Forced Labour or Child Labour

To date, we have not identified any instances of forced labour or child labour in our supply chain. If such instances were to be identified, we would establish procedures to suspend relationships with non-compliant suppliers and work towards remediation.

4. Effectiveness Assessments

We continuously assess the effectiveness of our actions to combat forced labour and child labour through:

- Annual reviews of our Code of Conduct.
- Frequent discussions with suppliers.
- Regular site visits with suppliers.
- Monitoring reports from our grievance mechanism.

5. Remediation of Loss of Income to Vulnerable Families

Based on our thorough assessments and evaluations, we have determined that there is no risk of forced labour or child labour in our current supply chain. As such, there have been no instances of 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. This conclusion is supported by our supplier approval processes, regular audits, and ongoing monitoring, which ensure that all our suppliers comply with our standards for ethical labour practices.

6. Approval and Attestation

This report was approved by the General Partner of Let's Fly Limited Partnership. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year 2023.

Diana Chiu

Diana Chiu

Officer of 3C Management Limited, General Partner of Let's Fly Limited Partnership

I have the authority to bind the Partnership.