

## **OUR PHILOSOPHY**

At Nando's we are committed to doing business in an ethical and sustainable way. We are alert to the risks of modern slavery and human trafficking and doing what we can to ensure it is eliminated.

## **OUR STRUCTURE**

Nando's operates PERi-PERi chicken restaurants in over 25 locations in Canada. Our head office for Canada is in Ontario, CA. with our Group being headquartered in the United Kingdom.

Half of our restaurants in Canada are operated by Nando's and managed by our own employees the other half are Franchises.

## **OUR SUPPLY CHAINS**

Our supply chains include the sourcing of raw materials, with fresh chicken, chips and soft drinks representing the major categories we purchase.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our People commitments reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Measures we have taken to identify and mitigate risk include:

- Where possible, we look to build long-term relationships with suppliers which allows us to make clear our expectations of the standards we expect of our partners.
- We expect our suppliers to have suitable antislavery and human trafficking policies and processes. We expect our suppliers to adopt at least a 'one-level-up' approach to due diligence, recognising that it is not always practical for each supplier to have a direct relationship with every link in the supply chain for every input.
- We have developed Management Key Performance Indicators (KPIs), which we will use to continue to monitor the risks in our supply chain, which include tracking:
  - Staff awareness on our strong people standards throughout the company at all levels

## **OUR PLANS TO PREVENT AND REDUCE RISKS OF FORCED AND CHILD LABOUR**

- We plan to develop over the next eighteen months a process to monitor the risks in our supply chain which will include:
  - Whistleblowing
  - Supplier awareness of modern slavery and publication of their policy
  - Focused review of all suppliers
  - A training programme on modern slavery for relevant teams

## **OUR SUPPLIERS**

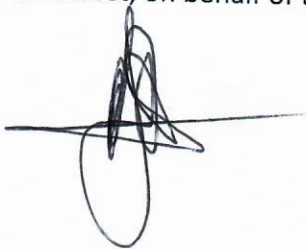
We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

## **TRAINING**

All Directors have been briefed on the issues relating to modern slavery and an updated training program is being planned for the next year.

In accordance with the requirements of the Fighting Against Forced and Child Labour in Supply Chains Act ("the Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity 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 ended February 2024. This constitutes our report in order to fully comply with the Act.

Kevin Lindhorst, on behalf of the Board of Directors, Nando's Canada Corporate Inc., May 2024

A handwritten signature in black ink, appearing to be 'Kevin Lindhorst', written over a horizontal line. The signature is stylized and somewhat messy.