

Canada Modern Slavery Act (MSA) Compliance Report – 2023

This report is prepared on behalf of Heritage Food Service Group, Canada an entity registered in Canada (referred as HFSG hereafter in this report) and Parts Town, LLC an entity registered in the United States (referred as PTA hereafter in this report) in compliance with the Canada Modern Slavery Act.

HFSG is a commercial foodservice equipment repair service provider. It employs foodservice equipment repair technicians and a team dedicated to customer service care. It operates across Canada through over 20 different service center locations.

PTA operates in the wholesale and retail trade spaces and supplies commercial foodservice equipment repair parts to the Canadian market from its distribution center located in the United States. PTA provides inventory to HFSG and sells and distributes directly to Canadian customers. Both entities share the same supply chain as they service the same customer base.

HFSG and PTA only partner with well-established, professional businesses in the supply and distribution of its products, and all such suppliers must commit annually to abide by the highest ethical standards. While it is expected suppliers to follow the laws of their own countries, HFSG and PTA are committed to promoting a minimum standard of humanitarian and environmental awareness that may exceed local laws. Through its agreements, suppliers promise not to use child labor or forced labor, to protect against human trafficking and to treat their employees with respect and dignity.

HFSG and PTA have assigned legal and compliance resources who are responsible for the compliance of forced labor laws, and have implemented due diligence protocols,

reporting mechanisms, and codes of conduct to require compliance. Explicitly, HGSG and PTA use a dedicated forced labor screening solution specialized in supply chain forced labor detection. The solution screens for forced labor indicators such as companies and supply chains targeted by the UFLPA Entity List, raw materials manufactured in whole or in part in Xinjiang, companies co-located with entities flagged as high risk for forced labor, and Xinjiang Production and Construction Corps (XPCC) affiliates. This solution is a key component to the due diligence protocol. In addition, a Code of Conduct prohibiting any association with entities using forced labor and child has been implemented along with the requirement for vendors to agree and abide with the Code of Conduct. PTA requires its employees to be trained and annually review its Code of Conduct. HFSG will implement similar code of conduct training and annual review practices during the 2024 calendar year.

Furthermore, a reporting hotline has been implemented for any employee or business partner to anonymously report ethical violations or any violation of the Code of Conduct. The reporting hotline is accessible through 3 channels: phone call, web form or mobile device form.

HFSG and PTA are dedicated to protecting basic human rights in all operations, and does not tolerate any form of forced labor, human trafficking or “modern slavery” anywhere in the supply chain. HFSG and PTA have identified products originated in Asia to carry the highest risk of forced labor or child labor being used. However, HFSG and PTA operate in Canada with only one active vendor located in China. This vendor has been screened to ensure compliance with forced labor and child labor regulations. The vendor has also committed to abide by the HFSG/PTA code of conduct which

prohibits the use of forced labor and child labor. Thus, HFSG and PTA's forced labor tier 1 supplier risk profile is very small relative to its vendor base. HFSG and PTA screen all vendors using a dedicated forced labor compliance solution which would also identify tier 2 and tier 3 supplier forced labor violations in the supply chain. In the event a vendor in its supply chain is identified as using forced labor or child labor, it is HFSG and PTA policy to terminate the business relationship.

In addition to their due diligence protocols, Code of Conduct and reporting hotline, HFSG and PTA have instituted the following steps to further prevent and reduce the risk that forced labor or child labor is used across its supply chain,

- Developed and implemented an action plan for addressing forced labor and/or child labor
- Gathered information on worker recruitment and maintained internal controls to ensure all workers are recruited voluntarily

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 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.

Clint Holder

President, Parts Town, LLC

May 14, 2024



Signature

I have the authority to bind Parts Town, LLC

Ken Beasley

President, Heritage Food Service Group, Canada

May 14, 2024



Signature

I have the authority to bind Heritage Food Service Group, Canada