

# Fighting Against Forced Labour and Child Labour in Supply Chains Act

May 1, 2025

This Report is made on behalf of Perfetti Van Melle Canada Ltd. ("PVM CAN") pursuant to section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act covering the fiscal year etc. January 1, 2023 to December 31, 2023.

## Structure, Activities, and Supply Chains

### Structure

PVM CAN is a wholly owned subsidiary of the Van Melle International Trust B.V. ("PVM"), which is a private, family-owned business. PVM CAN is a federal corporation created pursuant to the Canada Business Corporations Act.

### Activities

PVM CAN sells confectionary and gum products in Canada under the following brand names: Mentos, Airheads, Airheads Xtremes, Chupa Chups, Trident, Dentyne and Bubblicious. PVM CAN only has a sales office in Ontario, Canada and has less than 10 employees. PVM imports products from the USA, The Netherlands, Mexico, Turkey and China.

### Supply Chains

PVM gives preference to suppliers that maintain respect for human rights and respect the guidelines of the International Labour Organization (ILO). PVM's code of conduct recognizes child labour as a violation of human rights and aims to preserve children's right to childhood. PVM's policies and procedures prevent any employment practice depriving children from their childhood. All of PVM's suppliers are requested to respect and adhere to PVM's Code of Conduct, confirming their adherence to our Code of Conduct through documented agreements or a separately signed acknowledgement letter.

## **Entity's Policies and Due Diligence**

PVM is committed to investigating any case of forced or child labour within its supply chain and will act against any supplier that fails to comply with it. In case of any violation from suppliers, PVM will run an investigation and implement a disciplinary action plan to close the gaps. Suppliers are entitled to prove corrective action plans to remedy their grievance in a reasonable period. Failure to do so might end up in a commercial relationship ban.

In 2021, PVM joined SEDEX (Suppliers Ethical Data Exchange), an online platform facilitating information exchange between suppliers and customers across four critical areas: labour standards, health and safety, environmental practices, and business integrity. All PVM direct suppliers are requested to participate in this initiative, including obtaining SMETA audits and sharing reports with PVM on a regular basis.

PVM also mandates its suppliers to adhere to its Code of Conduct and the legal requirements of the countries in which they operate, including laws concerning forced or child labour through written contracts. PVM conducts due diligence using third party tools to ascertain whether there are judgments against suppliers for violations of laws regarding forced labour or child labour. Should such judgments against a supplier occur, PVM will take all necessary measures to comply with its Code of Conduct.

## **Entity Business and Supply Chain Risks and Management**

As part of PVM's commitment to upholding the rights of workers at every level, Perfetti Van Melle has developed appropriate tools and procedures for addressing, managing, and monitoring activities within its supply chain. PVM has pledged adherence to several international frameworks dedicated to the protection of human rights, including the United Nations Universal Declaration of Human Rights and Recommendations of the International Labour Organization.

Our business has mapped its supply chain and identified its direct material suppliers as potentially high-risk and susceptible to forced labour and child labour. To address these risks, we have implemented comprehensive due diligence processes, including desk audits, supplier assessments, and adherence to our Code of Conduct. Additionally, we provide training for employees on ethical labour practices and continuously monitor and improve our risk management strategies to ensure compliance and promote a fair and safe working environment.

## **Remedial Measures from Elimination of Forced Labour or Child Labour**

At this stage, due diligence monitoring and assessment processes of our direct material suppliers have successfully ensured that no instances of forced labour or child labour have been identified within our supply chain. This proactive approach has allowed us to maintain a fair and ethical working environment without the need for remediation measures. We remain committed to our due diligence efforts and are prepared to take swift and supportive action should any issues arise in the future, ensuring the well-being of all stakeholders involved.

All employees should report any violation, or suspected violation, to their manager/supervisor or, in cases when this may be ineffective or inappropriate, they should contact the Human Resources Department and/or the General Manager and/or the Managing Director of their company, or directly the Compliance Office / Officer (Compliance Office) of their Company or, in absence of it, the Compliance Officer of PVM Group B.V.

## **Entity Training**

All PVM employees, suppliers and customers are expected to follow, respect, and comply with PVM's Code of Conduct. Employees, temporary workers and contractors must complete the mandatory Code of Conduct training within two months following their onboarding with PVM. The refresher training must be completed annually. The HR function must ensure training completion is appropriately logged, reviewed on an ongoing basis and non-completion of the training is followed up and escalated through the employee manager, if needed.

Suppliers are also expected to conduct business that respects and protects human rights. These include prohibition of modern slavery, human trafficking and forced labour. Also, prohibition of child labour and preservation of children rights to childhood. Always using the ILO as guidance.

## **Entity Effectiveness Assessment**


PVM has established communication channels for use by affected parties to communicate any concerns about compliance with the Code of Conduct and to report any violations of its rules of conduct. Any interested party can submit an anonymous report via the Perfetti Van Melle Ethics Point platform at <https://secure.ethicspoint.eu/domain/media/en/gui/103439/index.html>.

## Approval

This Report was approved by the sole shareholder of PVM on May 1, 2025 exercising the powers of the directors of PVM by virtue of a Sole Shareholder Declaration currently in effect in accordance with the provisions of the *Canada Business Corporations Act*.

## 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 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.

Signed by  \_\_\_\_\_

Name: Sylvia Buxton, President & CEO

Date: May 1, 2025

I have the authority to bind Perfetti Van Melle Canada Ltd.