



Annual Report on Measures to Combat Forced Labour and Child Labour

Reporting Entity: RATIONAL Canada Inc.

Reporting Period: January 1, 2023 - December 31, 2023

Submission Date: May 31, 2024



Annual Report on Measures to Combat Forced Labour and Child Labour for the fiscal year ended December 31, 2023

This annual report on forced and child labour in supply chains has been prepared by RATIONAL Canada Inc. in accordance with the fighting against forced labour and child labour in supply chains act.

1. Entity Structure, Activities, and Supply Chains

RATIONAL Canada Inc. is a wholly owned subsidiary of RATIONAL AG., headquartered in Germany. RATIONAL Canada Inc. exclusively operates independently within Canada market, focusing on the sale of cooking systems and the provision of services through third party companies in the country. RATIONAL Canada does not engage in any production activities and source its goods solely from our sister company located in the U.S.A.

Our Canadian head office is located at 6950 Creditview Rd. Unit 1, Mississauga, Ontario L5N 0A6., and as of December 31, 2023, the Company had 38 employees whose ages range from 27 to 64 years of age.

2. Policies and Due Diligence Processes

The RATIONAL group has implemented a Code of Conduct where the topics forced labour and child labour are mentioned explicitly. Our due diligence processes include supplier assessments, compliance checks, and regular audits to ensure adherence to these standards.

3. Risk Assessment and Management

Our parent company has started the process of identifying risks within our supply chain. At this initial stage, no risks of forced labour or child labour have been identified. As part of our ongoing efforts our suppliers are bound by a Code of Conduct that mandates compliance with international labour standards.

4. Remediation Measures

During our risk assessment no specific risks have been identified, no remediation measures were required in 2023. As our parent company is obligated under the German Supply Chain Due Diligence Act, it has developed a framework for remediation to address any future findings of forced labour or child labour promptly and effectively, should they arise in our company's operations.

5. Support for Vulnerable Families

Although no instances of forced or child labour were identified in 2023, RATIONAL Canada Inc. is committed to supporting vulnerable families and ensure measures are taken to eliminate forced labour or child labour in our supply chains.

6. Employee Training

We are in the process of developing comprehensive training programs. These programs will include modules on identifying risks, understanding reporting mechanisms, and upholding the company's ethical standards. The training sessions are scheduled to commence in the upcoming financial year to ensure all employees are adequately equipped to support our commitment to ethical labour practices.

7. Effectiveness Assessment

The Management Board of our parent company has appointed a human rights officer who is responsible for monitoring the effectiveness of the risk management system in place. Given that our risk assessment process has just begun, we are in the process of establishing metrics and mechanisms to assess the effectiveness of our measures.

Approval and Attestation

This report was approved by Rune Are, President of RATIONAL Canada Inc. and attested by Edicson Mora Secretary of RATIONAL Canada Inc. on [May 24th] pursuant to section 11(4)(a) of the Act.

A handwritten signature in blue ink, appearing to read "Rune Are". The signature is fluid and cursive, with a large loop at the beginning.

Are Rune
President
RATIONAL Canada Inc.



In accordance with the requirements of the Modern Slavery 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 Modern Slavery Act, for the reporting year listed above.

Dated this 24th day of May 2024

Edicson Mora
Secretary
RATIONAL Canada Inc.

I have the authority to bind RATIONAL Canada Inc.

Before me in
Mississauga ON, Canada
on **MAY 30 2024**

AS to EDICSON MORA only.

M. Nadeem Chaudhry
Barrister, Solicitor & Notary Public
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No Legal Advice Sought or Given

