

S & Z International Incorporated

Report Pursuant to the Fighting Against Forced Labour and Child Labour
in Supply Chains Act (“Modern Slavery Act”)

Reference:	S&Z 0003.03
Fiscal Year	2023
Report Date:	May 15, 2024

1. Introduction

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act” or “Modern Slavery Act”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. S&Z International Incorporated (“S&Z International Inc.” or “S&Z”) and its subsidiary company Reuven International (Cuba) which is controlled by S&Z (collectively “S&Z”) has an obligation to publish a report under the Act. This report refers to the 2023 fiscal year end.

2.0 Steps taken to prevent and reduce the risk of forced labour or child labour

S&Z’s commitment to responsible business conduct includes respecting human rights and playing its part in eradicating forced labour and child labour in all its forms. S&Z strives to do business with suppliers, third-party contracted warehouses, and third-party contracted logistics services (“Partners”) who share these values and commitments. S&Z does not tolerate any form of forced labour or child labour in its operations or supply chains.

In 2023, S&Z took the following steps to prevent and reduce the risk of forced labour or child labour being used within its operations and supply chain:

- Development, implementation, and communication of the Partner Code of Conduct with its Partners
- Promoted awareness within its supply chain on the issue of addressing forced labour and child labour
- Mapped activities and supply chains for the monitoring of forced labour and/or child labour
- Developed an action plan for addressing reports of forced labour and/or child labour

3.0 Structure, Activities and Supply Chains

S&Z is a Canadian company incorporated in 1995. S&Z is a holding company and controls several subsidiaries engaged in:

- producing, selling, or distributing goods in Canada or outside Canada
- Importing into Canada goods produced outside Canada

Reuven International (Cuba) sells and distributes drink crystal products to customers within Canada.

4.0 Policies and due diligence processes in relation to forced labour and child labour

S&Z is committed to responsible business conduct by respecting human rights as guided by the United Nations (UN) Universal declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

S&Z requires all Partners to abide by applicable law, respect human rights in their operations including their supply chains and adopt best practices and internationally respected guidelines.

S&Z’s Partner Code of Conduct “the Code” sets forth standards business partners must meet while conducting business with S&Z. The Code details expectations in respect to business integrity, human rights, labour practices, protection of information and data privacy. The Code specifically includes provisions prohibiting forced labour and child labour and requires Partners to exercise due diligence within their own supply chain by evaluating and addressing risk of forced labour and child labour.

The Code has been embedded into Partner management systems and is a policy embedded into business relationships with Partners.

5.0 Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk

The nature of the global supply chain and the industry in which S&Z operates may present a risk of forced labour and child labour as no sectors or industries involving the production or importation of goods are assumed to be entirely free of forced labour and child labour risks.

S&Z completed a social compliance risk assessment to identify potential risks to the best of its knowledge and will continue to strive to identify emerging risks.

The risk assessment approach helps S&Z with improvement of its policies, processes and to prioritize ongoing efforts in the global fight against forced labour and child labour in supply chains.

6.0 Remediation of any forced labour or child labour

S&Z has not identified any forced labour or child labour in its activities and supply chains.

7.0 Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

Not applicable. S&Z has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains

8.0 Training provided to employees on forced labour and child labour

Training is mandatory for employees making contracting or purchasing decisions. In 2024, S&Z is planning to provide training to additional employees.

9.0 Effectiveness assessments to ensure that forced labour and child labour are not being used in our business and supply chains

No actions were taken to assess effectiveness in preventing and reducing risks of forced labour and child labour. S&Z is in the process of including effectiveness assessment as part of ongoing efforts to enhance its human rights program.

Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of S&Z International Incorporated.

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 S&Z International Incorporated. 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.

John Barker
President
May 15, 2024



I have the authority to bind S&Z International Incorporated