



Snow Cap Enterprises Ltd., 5698 Trapp Avenue, Burnaby, BC V3N 5G4 • (604) 515-3202

Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act)

Snow Cap Enterprises Ltd.

5698 Trapp Avenue, Burnaby, BC V3N 5G4

Fiscal year: October 1, 2022, to September 30, 2023

Report Approval and Attestation

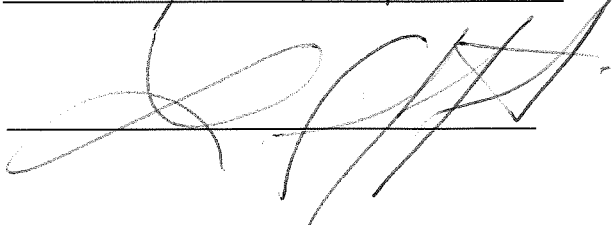
In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Snow Cap Enterprises Ltd.

Full name: LINDA Seiffert

Title: President

Date: MAY 28 / 24

Signature: 



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Identifying information

Report for Snow Cap Enterprises Ltd.

Snow Cap Enterprises Ltd. is a Canadian owned and operated business, principally located in British Columbia, that operates in the manufacturing, wholesale trade, and transportation and warehousing sectors. Snow Cap is not required to report under supply chain legislation in other jurisdictions.

Snow Cap Enterprises Ltd. was incorporated under the British Columbia Companies Act August 10, 1977.

Snow Cap Enterprises Ltd. is considered an entity under following categorizations:

- Canadian business presence (select all that apply):
 - Has a place of business in Canada
 - Does business in Canada
 - Has assets in Canada
- Meets size-related thresholds (select all that apply):
 - Has at least \$20 million in assets for at least one of its two most recent financial years
 - Has generated at least \$40 million in revenue for at least one of its two most recent financial years

Financial reporting year: October 1, 2022 to September 30, 2023

Annual Report

What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity?

Snow Cap adhered to all applicable labour regulations in force during the fiscal year of October 1, 2022 to September 30, 2023. Occupational Health and Safety Policy has been developed and enacted to be consistent with the *Occupational Health and Safety Act*, *WorkSafe BC* and any other applicable Canadian legislation in force for the period.

The Health and Safety Policy goal is defined as:

Snow Cap Enterprises is committed to providing a safe workplace for all its team members and any other persons engaged in business with Snow Cap Enterprises.



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We recognize that all Snow Cap's team members and any other persons engaged in business with Snow Cap Enterprises have the right to work in a safe and healthy environment, consistent with the *Occupational Health and Safety Act*, *WorkSafe BC* and any other applicable legislation.

Our company is committed to take every reasonable effort to protect and prevent the hazards that cause accidents and injuries to our team members and any other persons engaged in business with Snow Cap Enterprises. Health and Safety is to be given primary importance in every aspect of planning and performing all work carried out by Snow Cap Inc. to minimize avoidable expense and production loss to the detriment of our customers.

Disregard or willful violations of this Policy by team members and any other persons engaged in business with Snow Cap Enterprises at any level may be considered cause for disciplinary action in accordance with the company's policies. This includes not participating in the annual Health and Safety drill. Under the Occupational Health & Safety act and WorkSafe BC, Snow Cap's Respectful Workplace policy is included under this policy. Please see the section that includes the Respectful Workplace policy.

Respectful workplace policy:

Any form of inappropriate activity or behaviour, discrimination, bullying or harassment is prohibited, and Snow Cap considers all complaints seriously. All investigations will be timely, thorough, objective and fair to all affected parties. Every person has the right to report an incident or suspected incident without fear of reprisal.

Structure, activities and supply chains:

Independent, BC owned and operated facility with approximately 160 employees. The main business activity is distribution of food ingredients, food service products, and packaging materials to bakeries, food service and retail chains. Additionally, an onsite repackaging facility breaks down ingredients to smaller pack sizes for wholesale distribution and a dry mix plant produces flour and grain mixes for further manufacturing. Our supply chain consists of 330 suppliers. Products may be sourced directly from manufacturers or through other distribution centers or brokers. Products and ingredients are sourced both from Canada and imported. Suppliers and manufacturers undergo evaluation for food safety and quality through the supplier approval program.

Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?

Not developed for the last reporting fiscal year (October 1, 2022 to September 30, 2023). Review of actionable steps to be undertaken in 2024.



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Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

No, we have not started the process of identifying risks.

Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)

Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

Has the entity taken any measures to remediate the 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, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

Does the entity currently provide training to employees on forced labour and/or child labour?

HR department maintains professional certification has current knowledge of applicable labour codes and hiring practices to ensure all employees are hired in accordance with current legislation and labour standards. Managers and employees are trained on Health and Safety and Respectful Workplace policies.

Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

Policies and procedures have not yet been developed for supply chain.