

## UNIFIRST CANADA LTD.

### Introduction

This is UniFirst Canada LTD.'s ("UniFirst Canada," and "we") report on forced labour and child labour under Section 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). This report covers activities for the financial year ending August 31, 2023 and sets out the steps that UniFirst Canada has taken and is continuing to take to prevent and reduce the risk that forced labour and child labour are taking place in its supply chain or business.

UniFirst Canada is committed to ensuring that its supply chain reflects its values and respect for human rights. Conducting business in an ethical manner is fundamental to UniFirst Canada's values and who we are as a company. We are committed to complying with the law and to continually operate with high moral, legal, and ethical standards.<sup>1</sup>

### Organizational structure, activities, and supply chain

UniFirst Canada is a wholly owned subsidiary of UniFirst Corporation ("NYSE: UNF") headquartered in the United States. From its modest beginnings operating out of an eight-stall garage in Boston in 1936, UniFirst Corporation has become an industry leader in the \$65 billion uniform and textile services business. With headquarters located in Wilmington, MA, UniFirst operates 270-plus facilities throughout North and Central America and in Europe, serves over 300,000 customer locations, employs approximately 16,000 Team Partners, and reports annual revenues in excess of \$2 billion.<sup>2</sup> In Canada, we are proud to employ approximately 1,100 employee Team Partners and 23 service locations across the country.

UniFirst Corporation operates manufacturing facilities situated in the United States, Mexico, and Nicaragua, with no manufacturing operations conducted in Canada. Approximately half of UniFirst Corporation's garments are manufactured at its manufacturing facilities, while the remaining portion is purchased from third party suppliers, some of which are based in the United States. Moving forward, our strategic agenda includes conducting an analysis of our supply chain to ensure a comprehensive understanding, particularly concerning risks related to forced labour and child labour.

### Policies and due diligence processes in relation to forced labour and child labour.

UniFirst remains firmly committed to aligning its supply chain with its values and respecting human rights in all aspects of its operations. The UniFirst Vendor Code of Conduct governs all facets of UniFirst Corporation's relationships with vendors, encompassing specific prohibitions against forced labour and child labour. Consequently, we require all of our vendors to adhere to this Vendor Code of Conduct. UniFirst Corporation also reserves the right to visit with domestic and international vendors, to meet key supplier personnel and review their business process, which includes reinforcing the commitments of the Vendor Code of Conduct. Corrective action or

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<sup>1</sup> [UniFirst California Transparency In Supply Chains Act Statement](#)

<sup>2</sup> [UniFirst Corporate Social Responsibility Report](#)

termination can occur if lapses in their business process is determined.<sup>3</sup> As we move forward, our objective is to undergo a review of the Vendor Code of Conduct, identifying areas for enhancement and implementing improvements to ensure its effectiveness aligns with our evolving standards and values.

UniFirst Corporation has also established a Code of Business Ethics that applies to all board members and employees of UniFirst Corporation, as well as to subsidiaries, including UniFirst Canada. The Code of Business Ethics requires that all operations shall be conducted in compliance with all applicable laws, rules and regulations. UniFirst Corporation has also committed to periodically reviewing the Code of Business Ethics and proposing any changes to the Code of Business Ethics which are deemed necessary or appropriate for action.<sup>4</sup>

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

We acknowledge that issues such as forced labour and child labour are more likely to occur within the supply chain than within our organization. In particular, the sourcing of our textile based products from overseas is a specific concern. To address this, we are actively conducting a supply chain mapping exercise to identify and mitigate risks of forced labour or child labour within our supply chain.

**Any measures taken to remediate any forced labour or child labour; Any measures taken 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.**

UniFirst Corporation enforces strict employment practices for all its vendors and their subcontractors pertaining to child labour, forced labour, and human trafficking practices. UniFirst personnel are empowered to recommend termination of a business relationship with a vendor due to their non-conformity with these specified conditions.<sup>5</sup>

As of the date of this report, UniFirst Canada is not aware of any incidents of forced labour or child labour in its operations or supply chain that occurred in 2023. Consequently, no remedial actions or measures have been necessary, nor has there been a need to address any resulting income loss for affected families.

We are currently developing policies and procedures to outline the appropriate course of action in the event of any future incidents involving forced labour or child labour.

**Training provided to employees on forced labour and child labour:**

We understand the significance of equipping our team members with comprehensive knowledge about UniFirst Canada's initiatives against forced labour and child labour, ensuring they adhere to UniFirst Corporation's Code of Business Ethics. We are committed to exploring avenues to

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<sup>3</sup> [UniFirst California Transparency In Supply Chains Act Statement](#)

<sup>4</sup> [Unifirst Corporation Statement Of Corporate Policy And Code Of Business Conduct And Ethics](#)

<sup>5</sup> [UniFirst California Transparency In Supply Chains Act Statement](#)

develop training initiatives focused on addressing issues related to forced labour and child labour in our operations and supply chains in the future.

**Assessing effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.**

UniFirst is steadfast in its commitment to upholding ethical standards throughout its supply chain, ensuring alignment with the company's core values and respect for human rights. Our commitment extends to actively seeking opportunities for collaboration with our employees, leadership, suppliers, and stakeholders as we strive forward. Together, we will explore effective strategies to monitor and evaluate our efforts in ensuring the absence of forced labour and child labour from both our operations and supply chains.

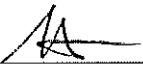
**Approval and Attestation**

This report was approved and attested as of May 30, 2024 as required under subparagraphs 11(4) and 11(5) of the Act by the Board of Directors of UniFirst Canada for its prior financial year ended August 31, 2023.

Full name: Steven S. Sintros

Title: President and Chief Executive Officer

Date: May 24, 2024

Signature:  \_\_\_\_\_

*I have the authority to bind UniFirst Canada Ltd.*