



## Forced Labour in Canadian Supply Chains

### Annual Report

**Report Author:**

Lisa Taillefer (Vice President of HR)«Document.Owner»

**Report Approver:**

Bertrand Couture (CFO)

**Report Date:** 05.28.2024

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This report has been generated based on the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act ("S 211"). It includes information addressing each of the legal requirements of the Act.

This report is based on the responses to the questionnaire, ensuring consistency with the information provided in it.

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### **Section 1:** **Identifying Information**

1- This report is for which of the following?

**Entity**

2- Legal name of reporting entity:

**YaYA Foods Corp**

3- Financial reporting year:

**2023**

4- Is this a revised version of a report already submitted this reporting year?

**No**

5- Business number of Entity:

**838351021RC0002**

6- Is this a joint report?

**No**

7- Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?

**No**

8- Which of the following categorizations applies to the entity?

• **Canadian business presence:**

- **Has a place of business in Canada.**
- **Does business in Canada.**
- **Has assets in Canada.**



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- **Meets size-related thresholds:**
  - 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.
  - Employs an average of at least 250 employees for at least one of its two most recent financial years.

9- Which of the following sectors or industries does the entity operate in?

Manufacturing

10- In which country is the entity headquartered or principally located?

Canada

If in Canada: In which province or territory is the entity headquartered or principally located?

Ontario

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## **Section 2:** **Annual Report**

1- 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?

Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily.

2- Please provide additional information describing the steps taken (if applicable).

In terms of maintaining controls for 2023 all our recruitment was done via job posting and candidates who proactively applied to positions.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.



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We as a company are also actively involved in the prevention of child labour. Through our employment practices, we ensure full compliance to this policy.

As part of our initiative to identify and mitigate risk we have in place systems to:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for YaYA Foods.
- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

To do so, we have the following practices in place:

- A policy outlining the company's commitment against Modern Slavery and Human Trafficking
- Any direct new hires are required to provide 2 government issued photo ID and proof of legal authorization to work in Canada, to ensure they are of a legal working age.

3- Which of the following accurately describes the entity's structure?

Corporation

4- Which of the following accurately describes the entity's activities? Select all that apply.

- Producing goods (including manufacturing, extracting, growing and processing)
  - in Canada
  - outside Canada
- Selling goods
  - in Canada
  - outside Canada
- Importing into Canada goods produced outside Canada.
- Controlling an entity engaged in producing, selling or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada.

5- Please provide additional information on the entity's structure, activities and supply chains.

YaYA Foods is a Beverage & Liquid Food Manufacturer providing services to fully manufacture a finished product for consumption. This includes:

- Formatting customer recipes to align with YYF equipment and processes
- Sourcing and ordering materials and ingredients



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- Qualifying materials and ingredients
- Applying for certifications e.g. organic
- Ensuring processes are followed per certification protocol e.g. Kosher, Halal, Organic
- Performing quality tests to validate product safety
- Batch and release products for final manufacturing
- Qualifying product for food safety and consumption
- Preparing finished product for shipment
- Occasional and temporary warehousing

Our staff structure is comprised of approximately 800 employees working full-time, part-time, or temporarily in the office and/or the manufacturing plant with frequent interaction.

The supply chain procedure is dependent upon customer. For some customers, we purchase and qualify all materials and for other customers, they supply their materials. Regardless of how the materials are sourced, all materials and ingredients are vetted and approved for receipt by our quality team prior to use in YaYA Foods.

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

**Yes: Human Resource Dept.**

If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply.

- Embedding responsible business conduct into policies and management systems
- Identifying and assessing adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing, or mitigating adverse impacts
- Providing for or cooperating in remediation when appropriate

- 7- Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable).

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.



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**As part of our initiative to identify and mitigate risk we have in place systems to:**

- **The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for YaYA Foods.**
- **Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.**
- **Mitigate the risk of slavery and human trafficking occurring in our supply chains.**
- **Monitor potential risk areas in our supply chains.**
- **Protect whistle blowers.**

**To do so, we have the following practices in place:**

- **A policy outlining the company's commitment against Modern Slavery and Human Trafficking**
- **Any direct new hires are required to provide 2 government issued photo ID and proof of legal authorization to work in Canada, to ensure they are of a legal working age.**

8- 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.**

9- Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply.

**No, None of the above**

10- Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable)

**Not Applicable**

11- 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.**



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- 12- Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable).

**Not Applicable**

- 13- 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.**

- 14- Please provide additional information on any measures the entity has 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 (if applicable)

**Not Applicable**

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

**No**

- 16- Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable).

**Not Applicable**

- 17- 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?

**No**

- 18- Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable).

**Not Applicable**



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**Section 3:**  
**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 (YaYA Foods Corp.). 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 2023.

Full name: Richard G Scalise

Title: Chairman of Board, Partner EQD Capital

Date: 5/28/2024

"I have the authority to bind 'YaYA Foods Corp.'"

Signature:

Richard G Scalise