



Forced Labour and Child Labour in Supply Chains Statement

Bondi Produce Company Ltd. (“Bondi”) is dedicated to upholding the highest ethical standards in all aspects of our business operations. We strongly condemn slavery, human trafficking, and any forms of forced labour within our supply chain or organization. Our core values and principles reflect our dedication to respecting human rights and promoting fair and ethical practices in the global business landscape. We expect our suppliers to strive towards these same standards.

This statement is made pursuant to section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act and has been approved for the financial year ending August 2024.

OUR VALUES

Bondi’s culture is built on our core values of respect, transparency, communication, sustainability, safety & wellness, collaboration, and inclusivity. These values are integrated into every aspect of our operations and guide our principles.

- Our commitment to upholding high ethical standards and conducting business with integrity is supported by a series of corporate policies intended to guide our actions. Regular assessments of compliance with these policies drive continuous improvement in our operations.
- *Compliance with Laws:* We aim to operate in compliance with all applicable laws and regulations related to slavery, human trafficking, and forced labour, including but not limited to the Fighting Against Forced Labour and Child Labour in Supply Chains Act and other relevant international, federal, and local legislation.
- *Forced Labour and Child Labour Policy:* We have developed and formally implemented a policy reinforcing our commitment to acting ethically and minimizing the risk of modern slavery within our business and supply chains, including annual training and awareness programs for our employees.
- *Approved Supplier Program:* As we onboard suppliers, we conduct comprehensive reviews via questionnaires to assess their adherence to ethical and quality standards. This approach mitigates risks related to forced labour, child labour, or exploitation within our supply chain.
- *Risk Assessment:* We have conducted assessments through comprehensive supplier onboarding questionnaires, designed to identify sectors, regions, or commodities within our supply chain where risks of forced labour or child labour may exist. While specific instances have not been identified, this assessment helps ensure we remain vigilant and proactive in managing potential risks.

- *Due Diligence:* We have conducted due diligence primarily through comprehensive supplier onboarding questionnaires, designed to evaluate and mitigate risks associated with forced and child labour. This process allows us to assess supplier practices and ensure alignment with our ethical standards.
- *Training and Awareness:* Procurement and supply chain management staff completed annual mandatory training on identifying forced labour indicators. Full compliance has been achieved among procurement specialists through monthly department meetings, informational overviews of the Act, educational video content, and reviews of the supplier sustainability questionnaire.
- *Grievance Mechanism:* We implemented a confidential grievance mechanism for employees and suppliers specifically to address concerns related to forced labour or child labour.
- *Continuous Improvement:* We are dedicated to continuously improving our policies, procedures, and practices related to forced labour and child labour. We regularly review our measures to ensure they remain effective and aligned with evolving best practices and legal requirements.

OUR WORKFORCE AND OUR SUPPLY CHAIN

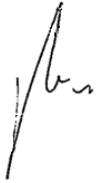
Bondi is a food service distributor with over 100 employees operating in Southern Ontario. Our operations include corporate staff, warehouse, and transportation personnel based in Toronto, Ontario. Bondi engages in the direct and indirect importation of produce and specialty foods globally.

We recognize risks may exist in our global supply chain and are proactively enhancing our practices:

- Suppliers complete our Approved Supplier Program and sustainability questionnaire before engagement.
- Sustainability areas covered include labour, health and safety, environmental responsibility, and ethics.
- Sustainability questionnaires are comprehensive, covering policy, management systems, human rights, labour standards, and more.
- Employees responsible for contracting or purchasing receive training to understand and apply the principles of this statement.

ATTESTATION

In accordance with the requirements of the Act, particularly section 11, I attest I have reviewed the information contained in the report for the entity listed above. Based on my knowledge and reasonable diligence, I attest the information 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 Bondi Produce Company Ltd.

Gaspare Bondi

President

Date: May 31, 2025