



Champion Foods, LLC  
23900 Bell Road  
New Boston, MI 48164

May 29, 2025

Report Pursuant to the Fighting  
Against Forced Labour and Child  
Labour in Supply Chains Act

Fiscal Year- End Date: December 31, 2024

## ***Introduction***

This report is prepared pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) for the fiscal year ended December 30, 2024 on behalf of Champion Foods, LLC. (“**Champion**”, the “**Company**” or “**we**”). This report sets out the steps taken by the Company to prevent and reduce the risk that forced labour or child labour is used at any stage in our supply chain in Canada or elsewhere for goods imported into Canada by the Company.

### ***1. Structure, Activities and Supply Chains***

Champion was founded in 1997 and is a leading manufacturer of quality food products for both Private Label and Store Brands, specializing in Pizzas and Breadsticks. Our expert bakers and knowledgeable product development team use their passion for perfection to manufacture custom products for some of the country’s top retailers. We are proud of our proven track record in developing product lines that fit the needs of grocery stores and foodservice customers. By using only the highest quality ingredients, manufacturing flexibility, packaging design and customized formulas, we can deliver a quality product to meets the needs of our customers while increasing their profitability.

Champion operates two manufacturing facilities in the United States that distribute products to the United States and Canada. Primary customers include Walmart, Costco and Kroger. As part of being an approved vendor for these large multi-national customers, Champion must proactively demonstrate its commitment to compliance in many areas, including forced labour and child labour. This is achieved through an independent, third-party audit (see “SMETA” below). Champion does not distribute products directly to retail consumers.

Champion does not operate any manufacturing facilities in Canada. In Canada, products are provided to retailers directly by Champion or through its affiliate Blue Line Foodservice Distribution, Inc. (“**Blue Line**”). Blue Line is subject to the same processes and policies noted below, with the exception of the SMETA audit. The raw materials for the vast majority of products sold in Canada are sourced from vendors based in the United States.

Sourcing the vast majority of these raw materials from the United States or Canada is an integral part of Champion’s efforts to reduce the risks of forced labour and child labour in our supply chains.

### ***2. Steps to Prevent and Reduce Risks of Forced Labour and Child Labour***

Champion is committed to complying with all U.S. regulations, as well as the regulations in the countries where its customers operate, including Canada. Our core values are the guiding principles in treating all individuals (customers, employees and suppliers), regardless of location in the world, with respect for their fundamental rights. Champion uses the processes and policies below to manage supply chain risks.

### ***3. Policies, Governance and Due Diligence Processes***

To prevent and mitigate the risk of forced labour and child labour in our supply chains, Champion has the following processes and procedures in place:

- Global Supplier Application Packet
  - The Company utilizes a standard process for approving food vendors.

- Sedex Members Ethical Trade Audit (“**SMETA**”)
  - The Company is subject to a periodic audit by an outside third-party. The scope of the 2024 SMETA included Labour Standards, Health & Safety, Environment and Business Ethics, and was conducted under SMETA Best Practice Version 6.1.
    - The audit results identified no findings under forced labour or child labour.
- PO Terms & Conditions
  - POs include the following language, specifically citing laws against slavery, human trafficking and child labor:

“Seller represents and warrants that it complies with all applicable federal, state, local and foreign laws, orders and regulations that relate to the Goods, and to the extent applicable, food, food container products, packaging, labeling, and to any Services provided under the Order, including without limitation, as applicable, import/export laws, labor laws, anti-corruption laws, the Fair Labor Standards Act, the Federal Trade Commission Act, the Interstate Commerce Act, Federal Food, Drug and Cosmetics Act and other pure food and drug laws, U.S. Food and Drug Administration regulations and Guidances, consumer product safety laws and hazardous substance laws, environmental, health and safety laws, and laws against slavery, human trafficking and child labor. On request or when required by law, Seller will furnish Buyer with one or more certifications of compliance with specific laws.”
- Contractual Language
  - All contracts are reviewed by our Legal Department.
  - Contracts include provisions regarding compliance with laws and regulations, as well as representations and warranties.
- Code of Ethics & Reporting
  - The Company has a Code of Ethics policy, which is provided to and reviewed with, all employees as part of their onboarding. This policy includes a process for reporting violations, which is provided through a third-party vendor and provides anonymous reporting via telephone or internet.

#### **4. Risk Assessment and Managing Our Risk**

Champion manages supply chain risks through the policies and procedures noted above as well as mitigating risks through sourcing in countries that are significantly lower in risk for forced labour and child labour. Many of our suppliers also supply other large customers in the industry and are subject to similar oversight from those customers. For its core products, Champion typically sources from two or more vendors; therefore, if a vendor was non-compliant, we could reasonably and quickly shift sourcing to an alternate vendor.

#### **5. Remediation Measures**


Champion is not aware of and did not identify any incident of forced labour or child labour in our product sourcing or distribution. Therefore, there was not a need to take any measures to remediate an incident of forced labour or child labour or to remediate the loss of income to the most vulnerable families that results from such measures.

**6. Monitoring Effectiveness**

As set out above, Champion has a number of measures in place to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chains. However, no specific steps have been taken to determine the effectiveness of such measures.

**7. Approval and attestation**

In accordance with the requirements of Act, and in particular Section 11 thereof, I, attest that this report has been approved by the Company.

Signed by:  
  
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Name: Ryan Harding

Title: Authorized Signatory

Date: May 29, 2025

I have the authority to bind the Company