



freshprep



Fresh Prep Foods Inc.

Forced Labour in Canadian Supply Chains Report



Year Ended: June 30, 2024



Introduction and Identity

This report is prepared by Fresh Prep Foods Inc. (“Fresh Prep”, “Company”, “we”, “us”, and “our”) for the purpose of complying with Bill S-211 - Mandatory Child Labour Reporting in Canada. The report covers Fresh Prep’s fiscal year of July 1, 2023 to June 30, 2024. The report provides information on the Fresh Prep’s operations and locations and sets out the steps taken by us to address and reduce the risk that forced labour and child labour was used at any point within our supply chains.

We do not tolerate slavery or human trafficking in our organization. We hold ourselves to the highest standards and expect our business partners and suppliers (as well as their contractors, agents, subcontractors, sub-agents and labour agencies) to uphold these same principles within their operations and adhere to applicable human rights and employment standards laws. If instances arise where these expectations are not met, we will review and take appropriate actions. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing ingredients responsibly. This commitment is integral to our core values and operations, influencing our internal policies and the partnerships we cultivate across our supply chains.

This report has been prepared and filed pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

Structure, Industry and Location(s)

The Company is a Canadian corporation that operates in the food manufacturing and food service sector. The Company’s legal name is Fresh Prep Foods Inc. The Company is categorized under North American Industry Classification System (NAICS) code 31199 - *All other food manufacturing*.

Fresh Prep is headquartered in Vancouver, British Columbia and operates manufacturing facilities located in Vancouver, British Columbia, Calgary, Alberta and Montreal, Quebec. The Company operates under the brand ‘Fresh Prep’ in British Columbia and Alberta, and the brand ‘Cook it’ in Quebec and Ontario.

Company Operations

The Company is a direct-to-consumer meal kit e-commerce company that manages a series of core business activities to deliver its offerings. It procures food ingredients from various suppliers, emphasizing local sourcing whenever feasible to support regional producers and ensure freshness. These ingredients are then transported to a central manufacturing facility, where the company’s team portions and prepares them into individual meal kits. The Company also coordinates the last-mile delivery process to consumers, both through in-house operations or third-party logistics providers.

Simultaneously, the Company operates an e-commerce platform, serving as the primary point of interaction with customers. Customers can explore a diverse range of recipes, select their desired options, and complete their purchases. This involves not only the development and maintenance of the website but also the management of customer data and order processing systems to ensure a seamless experience.

Overall, the business activities of the Company span ingredient procurement, manufacturing, e-commerce management, logistics, and quality assurance, all aimed at providing customers with convenient access to fresh, high-quality meal solutions.

Fresh Prep does not directly import any of its food ingredients, and purchases them domestically through suppliers, producers and distributors. Fresh Prep prioritises local suppliers and locally grown and processes ingredients where possible.

Polices, Governance and Due Diligence Related to Forced Labour and/of Child Labour

Fresh Prep has due diligence processes in relation to forced labour or child labour, including embedding responsible, ethical, and legal business conduct into the company's policies and management systems.

Suppliers are required to confirm compliance with the terms of the Company's Business Partner Sustainability Commitment Letter, which includes healthy workplaces. This is categorized as providing a safe and healthy workplace, guaranteeing rights at work, paying a fair wage that meets workers' basic needs and promoting social dialogue to support economic growth that creates jobs and enterprise development.

The Company maintains the rights to request sustainability performance data from suppliers and to conduct unannounced visits to facilities producing goods or services for the Company to ensure compliance. Suppliers must inform the Company about production locations and comply with assessments. Suppliers are requested to maintain effective management systems for compliance and improvement with laws and regulations.

When vetting new suppliers, a company conducts due diligence to ensure ethical operations, encompassing assessments of labor practices, environmental impact, and adherence to relevant regulations and standards. This process involves evaluating the supplier's policies, procedures, and track record, as well as engaging in dialogue to clarify expectations and promote alignment with the company's ethical values.

Fresh Prep has a corporate policy on the Prohibition of Child Labour and Forced Labour that is integrated into the set of corporate policies that all employees are required to comply with. The Company requires all employees to sign an attestation of acknowledgement related to the corporate policies annually, which includes the policy on Prohibition of Child Labour and Forced Labour.

Forced Labour and Child Labour Risks

The Company has not actively started the process of assessing risks of forced labour or child labour in its supply chain.

Remediation Measures

The Company has not identified any forced labour or child labour in our activities and supply chains. As such, the Company has not undertaken any remediation measures.

Remediation for Loss of Income for Vulnerable Families or Workers

At this time, the Company has 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. As such, the company has not taken any remediation measures related to income loss.

Employee Training Requirements

The Company does not have any specific training requirements. However, Fresh Prep provides training to its employees as part of its onboarding process. This includes training with respect to the company's safe, ethical, and legally-compliant workplace practices and policies pertaining to the labour laws of Canada and the provinces in which we operate.

Assessing Effectiveness

The Company does not currently have any policies or processes in place to document its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains. The company will be considering what methods of assessment may be appropriate for subsequent reporting years.

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 or entities 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.

Dan Henriques
Chief Financial Officer
May 27, 2025



Signature

"I have the authority to bind 'Fresh Prep Foods Inc.'"