

## **Manley Sales**

### **Modern Slavery Act Report (Fiscal Year 2024)**

#### 1. Introduction

Manley Sales issues this statement in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, promoting industry transparency and addressing forced and child labour risks. This report outlines the steps Manley Sales has taken in the financial year ended December 31, 2024, to prevent such practices in our operations and supply chains.

#### 2. Corporate Structure, Activities and Supply Chain Operations

Manley Sales is an importer, distributor and wholesaler of fresh fruits and vegetables based in Eastern Canada headquartered in Toronto, Ontario, and employs approximately 50 employees.

Manley Sales sources fresh produce from approximately 200 suppliers globally, including Canada, U.S., Mexico, China, Vietnam, Thailand, and South America. We distribute this produce across Canada.

Manley Sales operates a fleet of five in-house delivery trucks and supplements its logistics needs with third-party independent carriers for additional trucking, shipping, and rail services.

#### 3. Compliance with the Prevention and Reduction of Risk of Forced Labour or Child Labour To mitigate risks of forced or child labour, Manley Sales:

- Requires periodic internationally recognized food safety audit reports and certifications from overseas suppliers.
- Implements a Supplier Code of Conduct outlining expectations on forced and child labour.
- Maps individual supplier in the supply chains against the US Bureau of International Labour Affairs (ILAB) list and conducts randomly selected site visits, finding no indication of forced or unlawful child labour.
- Maintains a strict recruitment process ensuring voluntary hiring.
- Requires all employees to be of legal working age in Canada.
- Provides training on modern slavery, business ethics, and our Supplier Code of Conduct.

#### 4. Remediation Measures

To date, Manley Sales has not identified any incidents of forced labour or child labour within our operations or supply chains. Moving forward, we will establish and enforce policies, update supplier


code of conduct, and due diligence processes to uphold strict labour standards and ethical practices. This includes consequences for non-compliance, such as delisting suppliers who violate our code of conduct.

5. Effectiveness Assessments

Manley Sales monitors key performance indicators, reviews and updates Supplier Code of Conduct, and tracks NGO and media reports related to forced or child labour risks. We take prompt action as needed to address any identified risks and ensure compliance with our labour standards.

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 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.



Rachel Yu  
Manley Sales

May 19, 2025