

About this Report

Modern slavery refers to forms of contemporary slavery such as forced or compulsory labour, child labour, human trafficking or any other internationally recognized exploitative labour practices. It is a significant global issue impacting different industries, sectors and geographic locations. The Canadian government has committed to preventing and reducing these risks and has established legislation to require certain entities to report on the measures taken in this regard.

Redberry Canada Holdings (“Redberry” or “the Company”) recognizes that modern slavery, including forced and child labour, is a complex issue that can exist in a variety of forms through global supply chains. Redberry recognizes it has an important role to play in safeguarding the rights of its workers, advancing its supply chain transparency, and mitigating the risks of modern slavery.

Redberry is a multi-brand restaurant franchisee in Canada, with headquarters in Mississauga, Ontario. Redberry was founded in 2005 and operates over 204 restaurants across Canada. Specifically, we are a franchisee for Burger King, Taco Bell, and Jersey Mike’s with locations in Alberta, Saskatchewan, Manitoba, Ontario, and Quebec. All of Redberry’s restaurants are franchised.

Scope, Definitions, and Boundaries

This joint report is provided in relation to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) and related guidance from Public Safety Canada, for the reporting period of December 26, 2023 to December 30, 2024. The Report outlines the steps Redberry has taken for the reporting period related to the prevention and detection of modern slavery within its activities and supply chain.

This Report has been prepared on behalf of Redberry Canada Holdings Ltd. as the main reporting entity and the direct subsidiaries noted below:

- Redberry Caliente Restaurants GP Inc.
- Redberry Caliente Restaurants LP
- Redberry Crown Restaurants GP Inc.
- Redberry Crown Restaurants LP
- Redberry Commonwealth Restaurants GP Inc.
- Redberry Commonwealth Restaurants LP
- Redberry Shore Restaurants GP Inc.
- Redberry Shore Restaurants LP



Structures, Activities, Supply Chains and Due Diligence

Redberry is a franchisee for Burger King, Taco Bell, and Jersey Mike's with locations in Alberta, Saskatchewan, Manitoba, Ontario, and Quebec.

Redberry employs approximately 4,800 employees, comprised of both full-time and part-time restaurant employees and support personnel. The number of employees fluctuates in response to sales trends and organic growth, with an upward trend during peak periods or when new restaurants are opened. Additionally, Redberry employs a dedicated head office leadership team which oversees the operations of our Canadian restaurant portfolio.

Each Brand is overseen by a leader dedicated to that restaurant brand at the group level. Each individual location is operated by a restaurant general manager who oversees the restaurant management team, who in turn oversee front-line restaurant staff.

The vast majority of our goods used to produce our offerings are sourced domestically. As each restaurant operated by Redberry is governed by a franchise license, they are each subject to strict requirements on which vendors and purchased products each business is allowed to use (including food products, equipment procurement, design and construction). This is common practice among major franchise brands, where the franchisor exercises control over the supply chain for effective brand management and operational efficiency. Most purchases are with food distributors, which are sourced within Canada.

For the construction of new restaurants, Redberry uses Canadian contractors for the building process. These contractors directly procure the raw materials used in construction. Equipment purchases are generally sourced from the United States. Redberry notes that the Company has little say on what equipment is purchased for the facilities, as these are mandated by the franchise agreements.

The supply chain is overseen by the franchisor, and franchisees, like Redberry, cannot and do not exert any influence over the approved suppliers for all products and services. To this end, franchisees are reliant upon the respective franchisor's vetting processes and supplier relationships to ensure adherence to high ethical standards, particularly as it relates to modern slavery. As a result, Redberry has not implemented due diligence processes upon its franchisor-chosen food suppliers.

In 2024, Redberry made inquiries of key construction suppliers and vendors with whom we do business. These companies and individuals aid us in the construction and building of our new and remodelled restaurant locations. These key business partners affirmed that they do not have any known incidents of modern slavery. In addition, they noted that they follow the labour laws in the



areas they operate and many of their workers are unionized. Several of them also noted that they purchase their raw materials from reputable Canadian suppliers.

Values and Policies

Redberry is committed to conducting business in a professional, honest, and ethical manner. As a responsible organization, Redberry ensures compliance with all relevant labour codes and regulations in the provinces where we operate. While we do not currently have a specific policy addressing modern slavery or training, our Guidelines of Conduct emphasizes ethical business practices. The Guidelines of Conduct set clear expectations both for employer and employee, including a high-level commitment to upholding human rights. To ensure alignment with these commitments, all Redberry employees are expected to acknowledge the Guidelines of Conduct upon joining the Company. This helps to ensure that employees fully understand and support the Company's values and policies. Further, senior restaurant operations leaders have code of conduct references in their respective employment agreements. Currently, Redberry has not incorporated any formal modern slavery training or additional awareness-raising activities into its processes.

Redberry does not have an established governance structure specifically dedicated to managing activities and processes related to modern slavery. However, the Company conducted a current state assessment in 2024. This assessment served as a foundation for developing a framework that will better guide the Company's actions regarding modern slavery in the future.

Risk Assessment

Redberry recognizes that due to the complexity of global supply, risks of forced and child labour may exist in our supply chain. Overall, we believe the risk of modern slavery is low due to the majority of our supply chain activities occurring in Canada (for food purchases and supplies) and the US (for equipment), where labour and anti-modern slavery laws are well established.

Redberry specifically addressed the risks related to the construction phase of the restaurants. As noted in the Structures, Activities, Supply Chains, and Due Diligence section of this report, Redberry relies on contractors and the raw materials that they procure to construct a new restaurant or remodel an existing location. Redberry has identified this as a potential risk for the company as it relates to modern slavery in the value chain.

As of the date of this Report, there has been no identified instances of modern slavery in Redberry's supply chain and we have not been subject to any investigation related to these matters. Redberry further notes that as no instances have been identified within the fiscal year 2024, there have been no remediation measures required.



Assessing Effectiveness

Redberry has conducted a review of specific aspects of its business operations to identify opportunities for enhancements. Through a review of the materials provided by our major food suppliers as well as the franchisor purchase groups, we have noted that they have regular reviews of their organizations' policies and procedures related to forced labour and child labour. The Company will continue to evaluate and develop our approach to address the risk of modern slavery.

Approval of Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in the report is true, accurate, and complete, in all material respect for the purposes of the Act, for the fiscal year 2024.

I have the authority to bind Redberry Restaurants.

A handwritten signature in black ink, appearing to read "Ken Otto", is written over a horizontal line.

Ken Otto
Chief Executive Officer and Director
May 16, 2025

