



## Reuven International Limited

Report Pursuant to the Fighting Against Forced Labour and Child Labour  
in Supply Chains Act (“Modern Slavery Act”)



Reference:	SUS 0003.03
Report Date:	May 2, 2025

## **1. Introduction**

Since its founding in 1977, the vision and core values at Reuven International Limited (“**Reuven**”) have been at the heart of its culture. Reuven remains committed to promoting its vision and values which are essential for long-term success. Part of this vision includes operating with business integrity and protecting human rights.

*The Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**” or “**Modern Slavery Act**”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. Reuven has an obligation to publish a report under the Act. This report refers to the 2025 fiscal year end.

## **2. Steps taken to prevent and reduce risks of forced labour and child labour**

Reuven’s commitment to responsible business conduct includes respecting human rights and playing its part in eradicating forced labour and child labour in all its forms. Reuven strives to do business with suppliers, third-party contracted warehouses, and third-party contracted logistics services (“**Partners**”) who share these values and commitments. Reuven does not tolerate any form of forced labour or child labour in its operations or supply chains.

Reuven took the following steps to prevent and reduce the risk of forced labour or child labour being used within its operations and supply chain:

- Annual review of the Partner Code of Conduct “the Code”. Updated the terms of the Code and communicated the updated Code to Partners.
- Development and implementation of a Human Rights Due Diligence program to manage potential and actual adverse human rights impacts arising from operations and supply chains.
- Training and awareness material development on the human rights due diligence program, the Code and fighting against forced labour and child labour.
- Conducted internal training sessions on the human rights due diligence program, the Code and fighting against forced labour and child labour.

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

Reuven International Limited is a 100% Canadian-owned and operated company since 1977. Reuven employs 50 full time employees and is headquartered at 1881 Yonge Street, Suite 201, Toronto, Ontario, M4S 3C4 Canada.

Reuven is an importer of frozen poultry products sourced from suppliers located in Asia, USA, Europe, and South America.

## **4. Policies and due diligence processes in relation to forced labour and child labour**

Reuven is committed to responsible business conduct by respecting human rights as guided by the United Nations (UN) Universal declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

Reuven requires all Partners to abide by applicable law, respect human rights in their operations including their supply chains and adopt best practices and internationally respected guidelines.

Reuven’s Partner Code of Conduct “the Code” sets forth standards business partners must meet while conducting business with Reuven. The Code details expectations in respect to business integrity, human rights, labour practices, protection of information and data privacy. The Code specifically includes provisions prohibiting forced labour and child labour and requires Partners to exercise due diligence within their own supply chain by evaluating and addressing risk of forced labour and child labour.

The Code has been embedded into Partner management systems and is a policy embedded into business relationships with Partners.

Reuven developed and implemented a Human Rights Due Diligence program for identifying, addressing and prohibiting the use of forced labour and child labour within its operations and supply chains. Framework includes:

- Due diligence measures applied within company operations such as responsible recruitment and hiring, employee resources, grievance mechanisms and internal risk assessments on workplace health and safety including forced labour and child labour risks.
- Due diligence measures applied within the company supply chains such as the Code, establish priorities based on areas of highest risk and conducting risk assessments.
- Action plan for addressing and investigating forced labour and child labour concerns.
- Detailed remediation efforts (and remediation of loss of income) if forced labour and child labour is reported or discovered.
- Measuring effectiveness.

#### **5. Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk**

The nature of the global supply chain and the industry in which Reuven operates may present a risk of forced labour and child labour as no sectors or industries involving the production or importation of goods are assumed to be entirely free of forced labour and child labour risks.

Reuven completes annual risk assessments to identify potential risks to the best of its knowledge and will continue to strive to identify emerging risks.

The risk assessment approach helps Reuven with improvement of its policies, processes and to prioritize ongoing efforts in the global fight against forced labour and child labour in supply chains.

#### **6. Remediation of any forced labour or child labour**

Reuven has not identified any forced labour or child labour in its activities and supply chains.

#### **7. Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains**

Not applicable. Reuven 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 its activities and supply chains.

#### **8. Training provided to employees on forced labour and child labour**

Training is mandatory for employees making contracting or purchasing decisions. In 2025, training was provided to additional employees in other business areas.

#### **9. Effectiveness assessments to ensure that forced labour and child labour are not being used in our business and supply chains**

Effectiveness measures as part of ongoing efforts to enhance its human rights program include:

Area	Measuring Effectiveness
Governance	<ul style="list-style-type: none"> <li>• Annual content review of the Partner Code of Conduct</li> <li>• Partner Code of Conduct training for employees making contracting or purchasing decisions with Partners</li> <li>• Human Rights Due Diligence within the Supply Chain training for employees making contracting or purchasing decisions with Partners</li> <li>• Supplier screening and assessments including a regular review of the supplier’s due diligence measures related to fighting against forced labour and child labour</li> </ul>
Risk Management	<ul style="list-style-type: none"> <li>• Annual risk assessments are performed on Reuven operations and supplier due diligence measures to identify emerging risks, risks that may require further control and potential impact of those risks</li> <li>• Grievance reporting</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>• Supplier screening and annual risk assessments</li> <li>• Reporting (internal and external) and report tracking</li> <li>• Monitoring media reports related to forced labour and child labour risks and investigating as required</li> </ul>

**Approval and Attestation**

This report was approved by the Board of Directors on May 12, 2025.

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, in the capacity of President, attest that I have reviewed the information contained in the report for Reuven International Limited. 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 within this report.

John Barker  
 President  
 May 20, 2025

I have the authority to bind Reuven International Limited