

## **2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act***

This report has been prepared by Tap & Barrel Group Ltd. (“**Tap & Barrel**”) in response to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act) for our financial year ending May 26, 2025.

### **Organizational structure, activities and supply chain**

Tap & Barrel is a privately-owned company with a head office in Vancouver, British Columbia. We operate eight full-service restaurants and a craft brewery in British Columbia. We employ approximately 1,200 to 2,000 employees, with seasonal workers hired as the seating capacity of our restaurants increases in summer months. We employ our employees directly and do not use temporary agencies or other labour intermediaries.

Our restaurants serve a variety of food and beverages. Our craft brewery produces and sells beer to brewery and restaurant customers as well as retailers in British Columbia.

To the extent possible we source food and beverage products and most of the ingredients for our beer from Canadian distributors. We also procure packaging, labelling, cleaning supplies, small wares, and food service equipment from Canadian suppliers. We import certain ingredients for our beer from suppliers in the United States.

### **Steps to prevent and reduce the risks of forced labour and child labour**

Our approach to preventing and reducing the risks of forced labour and child labour in our activities and supply chains focused on maintaining workplace safety standards and training in accordance with the laws in British Columbia and continuing to procure goods from reputable Canadian suppliers.

### **Policies and due diligence processes**

Tap & Barrel has adopted policies and processes to comply with laws relating to health and safety, human rights, and employment standards. Employees are required to complete training related to health and safety, responsible alcohol service, and food safety. This training is mandatory and tracked through a learning management system. We have a Health & Safety Orientation Manual that applies to all restaurant and brewery employees.

To uphold safe working conditions and encourage reporting of any misconduct, we have available a third-party application that enables employees and managers to report any workplace concerns. Information about this platform is provided to employees during our onboarding process and in our mandatory health and safety training and is also posted in the employee break rooms. This platform allows the employee to maintain anonymity through the process to reduce the perceived fear of workplace retaliation.

We select suppliers based on their reputation for providing high quality products and their alignment with our values. All our supplier relationships are long term. The responsibility for making decisions about suppliers sit at the executive level of our company. We are committed to engaging with our suppliers to ensure we continue to align on values relating to sustainability, responsible sourcing, and respect for human rights. Our primary food supplier is a well-established Canadian food distribution company that has operated in Canada for over 125 years. Its Supplier Code of Conduct requires its suppliers to adopt fair labour practices as set forth in the United Nations Declaration of Human Rights and have controls in place that prohibit any form of forced labour or child labour. We have also reviewed the Codes of Conduct, sustainability policies, ESG policies, and ethical procurement policies of our Canadian suppliers.

## **Assessing risks of forced labour and child labour**

Tap & Barrel operates in British Columbia and complies with legal requirements protecting workers from forced labour and child labour. As such, we have not identified risks of forced labour or child labour in our restaurant or brewing operations.

We are aware that risks have been identified by the Canadian government and other international organizations relating to forced labour and child labour in global supply chains. To manage potential risks in our supply chain, we rely on our long-term relationships with our suppliers and will continue to engage with our suppliers to encourage responsible business practices that are aligned with our values.

## **Remediation measures and remediation of loss of income**

Tap & Barrel has not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families because of forced labour or child labour.

## **Employee training**

We have mandatory training for employees relating to health and safety, which is monitored through our learning management system. We have not established a program to train our employees about the risks of forced labour and child labour in supply chains.

## **Assessing effectiveness**

Our Health and Safety Committee assesses each of our business locations to ensure safe working environments for our employees, reducing or eliminating risks of hazards, violence and bullying and harassment. We actively monitor the compliance of our management, supervisors, and employees with the standards and requirements set out in our Health and Safety Policy and Bullying and Harassment Policy. We have not adopted any specific mechanisms to assess, measure, or track the effectiveness of steps taken to prevent or reduce the risks of forced labour or child labour in supply chains.

## **Approval and 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 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.

Dated in the City of Vancouver, British Columbia, this 27th day of May, 2025.



Daniel Frankel

I have the authority to bind Tap & Barrel Group Ltd.