



# **MODERN SLAVERY REPORT**

Fiscal Year 2024

## **About this Statement**

This report is made by Winland Foods Canada, Inc. pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). This report covers actions Winland Foods Canada, Inc. has taken during the 2024 fiscal year to prevent and reduce the risk of forced labor or child labor within their supply chain.

As it has direct relevance to our structure, operations, and supply chain, this report also includes information more generally related to the activities of Winland Foods, Inc., which applies to its subsidiaries and affiliates, including Winland Foods Canada, Inc. (collectively, “Winland Foods”).

## **Winland Foods’ structure, activities and supply chains**

Winland Foods Canada, Inc., an affiliate of Winland Foods, Inc., is a British Columbia corporation headquartered in Ontario. Winland Foods established in October 2022, is a global manufacturer of private-label and branded foods headquartered in Oak Brook, Illinois, with operations in the United States, Canada, and Italy. We focus on the meal preparation category and specialize in pasta, sauces, syrups, dressings, jams and jellies, pie fillings, pita chips, dry dinners, dry baking ingredients, plant-based protein, and more. In addition to our owned brands, we provide custom private-label solutions across retail, food-away-from-home, and co-manufacturing markets.

At Winland Foods, our supply chain is more than just a mechanism for delivering products; it is a cornerstone of our sustainability strategy. We work with nearly 700 vendors to source the crops, commodities, spices, and other ingredients that go into our products. In 2023, we began integrating sustainable practices throughout every stage of our supply chain, from ingredient sourcing to product distribution. By collaborating with our suppliers to drive innovation and accelerate the adoption of sustainable practices, we aim to build a resilient supply chain that fosters environmental stewardship, social equity, and economic prosperity for current and future generations.

## **Steps taken to prevent and reduce the risk of forced labor or child labor:**

Our organization took steps in the previous financial year to address and mitigate the risks of forced labor and child labor within our supply chains, and remains committed to continuously strengthening and expanding our efforts to prevent and reduce these risks:

1. **Supply Chain Mapping:** Maintained visibility of manufacturing country of origin for all ingredients and food contact packaging, with regional traceability for certain commodities.
2. **Risk Assessment:** In 2024, we worked with a third party to complete a comprehensive supply chain risk assessment to evaluate environmental and social risks across ten key commodities to inform our sourcing activity. Additionally, we conducted internal assessments to screen vendors operating in high-risk regions where child and forced labor is a known concern.
3. **Supplier Compliance:** Required suppliers to certify adherence to our Supplier Quality Expectations Manual, which prohibits forced and child labor and outlines compliance with local and international labor laws.

4. Due Diligence Policies: Building on existing policies in our Code of Conduct and supplier contracts, we plan to strengthen our approach through a Supplier-Specific Code of Conduct.
5. Contractual Safeguards: Embedded anti-forced labor and child labor clauses in all purchase orders, requiring supplier compliance with ethical labor standards.
6. Training: All employees are required to complete training on our Code of Conduct, which includes coverage of human rights topics, including forced and child labor.
7. Ethical Recruitment: Our policies require recruitment to be conducted in a manner that respects and protects internationally recognized human rights. We participate in audits to ensure all employees in our operations are employed voluntarily and not subject to recruitment fees.
8. Grievance Mechanisms: Our publicly available Code of Conduct includes a hotline, operated by an independent third-party, where concerns can anonymously be reported for investigation. We track key metrics related to our hotline reports and ensure they are independently reviewed. These findings are regularly presented to our Board Audit Committee for oversight and accountability.

#### **Attestation and Approval**

In accordance with the section 11 requirements of the Act, I attest that I have reviewed the information contained in the report for Winland Foods Canada, Inc. 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 respects for the purposes of the Act, for the reporting year listed above.



Katherine Roberts, General Counsel

Date: May 28, 2025