



Report on Forced Labour and Child Labour in Supply Chain- 2025

For the fiscal year ending May 31, 2025



Table of Contents

1. Application.....	3
2. Steps to prevent and reduce Risks of Forced Labour and Child Labour.....	3
3. Structure, Activities and Supply Chains	4
4. Policies and Due Diligence Processes	5
5. Forced Labour and Child Labour Risks	6
6. Remediation Measures	7
7. Remediation of Loss of Income	7
8. Training	7
9. Assessing Effectiveness	8
10. Approval and attestation	8





This report has been prepared in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada).

This report outlines the actions taken by TWI Foods Inc. (hereafter referred to as “the Entity”) to prevent and reduce the risk that forced labour or child labour is used at any stage in the production of goods in Canada or abroad, or in the importation of goods into Canada.

TWI Foods Inc. recognizes its responsibility to uphold ethical labour practices and to promote transparency and accountability throughout its operations and supply chain. This report summarizes the Entity’s organizational structure, supply chain activities, risk identification processes, mitigation measures, training initiatives, and effectiveness review related to forced labour and child labour prevention.

2. Steps to prevent and reduce Risks of Forced Labour and Child Labour

During the 2025 reporting year, TWI Foods Inc. continued to strengthen its commitment to ethical sourcing and responsible labour practices by implementing practical measures to identify, prevent, and reduce the risk of forced labour and child labour within its operations and supply chain.

The following actions were completed during the reporting year:

Risk Assessment

TWI Foods Inc. conducted an internal review of its supply chain to identify materials and sourcing regions that may present elevated risks related to forced labour or child labour. Particular attention was given to imported ingredients, vegetable fats, and packaging materials sourced through international supply channels.

Policy Implementation

The Entity formally implemented its Forced Labour and Child Labour Prevention Policy, establishing clear expectations for ethical sourcing, labour compliance, and supplier accountability.





Supplier Due Diligence

Supplier evaluations were conducted to review sourcing practices, supplier declarations, and ethical compliance expectations. Suppliers identified as operating within higher-risk sourcing categories were prioritized for enhanced review.

Employment Screening Controls

Existing employment verification procedures were maintained and reinforced to ensure compliance with Canadian labour laws, including age verification, legal work authorization checks, and employee onboarding controls.

Supplier Engagement

The Entity engaged with suppliers to reinforce expectations regarding compliance with applicable labour standards and ethical sourcing obligations.

Management Oversight

Senior management reviewed labour compliance expectations as part of procurement and supply chain oversight activities to strengthen accountability and governance.

TWI Foods Inc. remains committed to continuously improving its due diligence systems to support ethical and responsible sourcing.

3. Structure, Activities and Supply Chains

TWI Foods Inc. is a Canadian company that works in the industrial and food manufacturing sectors. It specializes in producing a variety of cookies, cakes, cake rusks, flatbreads, and savory snacks. All of our production and operational activities are carried out domestically, and all of our workers are situated in Canada. Although palm-based vegetable fat is not a Canadian product, it is obtained from reliable vendors who uphold ethical sourcing standards. Although we rely on our suppliers to import goods as needed, we mostly procure within North America and place a great value on keeping them responsible for maintaining strict ecological and ethical standards.

Under the direction of a president, TWI Foods Inc. is organized with specialized departments for finance, sales & marketing, and operations. Additionally, we make use of fractional assistance for IT and human resources (HR). Because IT answers to the Vice President and the HR unit reports directly to the CFO, there is efficient strategic control in all areas and operations are streamlined.





We are dedicated to upholding moral sourcing procedures and complete adherence to relevant laws. In order to ensure the integrity and sustainability of our supply chain at every stage, our organizational structure is built to enable effective distribution, strict quality control, and excellence in procurement, quality assurance, and logistics.

4. Policies and Due diligence Processes

TWI Foods Inc. maintains policies and internal processes intended to prevent forced labour and child labour within its operations and supply chain.

During the reporting year, the following due diligence measures were in place:

Ethical Labour Policy

The Entity implemented a formal Forced Labour and Child Labour Prevention Policy outlining expectations for compliance with labour laws, ethical employment practices, and responsible sourcing.

Hiring Controls

All prospective employees are subject to employment screening procedures, including:

- Employment application review
- Identity verification
- Social Insurance Number validation
- Legal work authorization verification
- Age verification where applicable
- Employee onboarding documentation review

These measures support compliance with Canadian labour standards and reduce the risk of unlawful or exploitative labour practices.

Procurement Oversight

Procurement processes include supplier selection review and assessment of supplier credibility, sourcing practices, and regulatory standing.

Supplier Accountability

Where appropriate, suppliers are expected to comply with applicable legal and ethical labour standards and to support responsible sourcing practices.



Management oversight is maintained through procurement review, quality systems, and business compliance processes.

TWI Foods Inc. continues to strengthen supplier due diligence processes as part of its ongoing compliance framework.

5. Forced Labour and Child Labour Risks

TWI Foods Inc. recognizes that forced labour and child labour risks are generally higher within certain international supply chains, particularly where raw agricultural commodities or outsourced manufacturing inputs may originate from regions with elevated labour vulnerability.

Based on internal assessment, the following areas were identified as presenting relatively higher potential risk:

Vegetable Fats / Palm-Derived Ingredients

The Entity uses vegetable fats and shortening as part of its bakery manufacturing processes. Palm-related supply chains are recognized globally as presenting elevated labour risk in some regions.

Imported Packaging Materials

Certain packaging materials may be sourced through international manufacturing supply chains where labour practices may be less directly visible.

Specialty Imported Ingredients

Selected imported ingredients sourced through global distributors may present limited upstream transparency.

Risk Mitigation Measures Implemented

To address these risks, TWI Foods Inc. has:

- prioritized higher-risk supplier review
- reinforced supplier ethical compliance expectations
- strengthened procurement oversight
- increased internal supply chain awareness
- maintained documented labour compliance controls





At the time of this report, no confirmed incidents of forced labour or child labour have been identified within the Entity's operations or known direct supplier relationships.

6. Remediation Measures

During the 2025 reporting period, TWI Foods Inc. did not identify any confirmed instances of forced labour or child labour within its operations or direct supply chain.

Accordingly, no remediation actions were required.

If any such instance is identified in the future, the Entity will take prompt corrective action, which may include:

- supplier investigation
- corrective action requirements
- supplier disengagement where necessary
- escalation to senior management
- review of procurement controls

7. Remediation of Loss of Income

During the reporting period, TWI Foods Inc. did not identify any cases requiring remediation measures that resulted in loss of income to vulnerable families.

As no such incidents were identified, no income remediation measures were required.

Should such circumstances arise in future, the Entity will assess appropriate remediation actions consistent with legal obligations and responsible business practices.

8. Training

During the reporting year, relevant management personnel involved in hiring, procurement, and operational oversight were provided internal awareness regarding ethical labour expectations and labour compliance controls.

Training and awareness included:

- lawful hiring requirements
- age verification procedures
- legal work authorization verification
- ethical employment practices
- awareness of forced labour and child labour risks in supply chains





TWI Foods Inc. intends to continue strengthening formal training programs as part of its evolving compliance framework.

9. Assessing Effectiveness

TWI Foods Inc. assesses the effectiveness of its efforts through:

- management review of labour compliance practices
- hiring process controls
- supplier review processes
- procurement oversight
- internal compliance monitoring

As part of its 2025 assessment, the Entity determined:

- no known cases of forced labour or child labour within direct operations
- no identified violations through hiring controls
- continued opportunity to strengthen supplier due diligence documentation

TWI Foods Inc. recognizes that supply chain due diligence is an ongoing process and remains committed to continuous improvement.

10. Approval and attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and specifically section 11 thereof, I hereby attest that I have reviewed the information contained in this report for the entity listed above.

Based on my knowledge, and having exercised reasonable diligence, I confirm that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act for the reporting year indicated.

Ali Kizilbash

President

14th May 2026

I have the authority to bind TWI Foods Inc.

