



Modern Slavery Report

Introduction

This report is provided by Reinhart Foods Limited/Aliment Reinhart Limitee for the period of January 1, 2025 to December 31, 2025. In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, this report outlines the measures taken by Reinhart Foods Limited/Aliment Reinhart Limitee during the reporting period to prevent and reduce the risk of forced labour and child labour in its activities and supply chains.

Activities

Reinhart Foods Ltd. is a family business, with over 125 years of experience in delivering quality products (GFSI FSSC 22000 certified) and superior service to North American markets. Reinhart is Canada's leading producer of vinegars, maraschino cherries, glace fruit, and a respected name in the baking ingredient and hard cider industries. Reinhart produces private label for Canada's leading retailers as well as marketing and producing its own brands Allen's, Reinhart's, Daltons (1834), and Jaffa. Reinhart is also an industrial ingredient leader to both local food producers and North America's leading multi-national manufacturers.

Policies, Procedures and Due Diligence

Reinhart Foods Limited/Aliment Reinhart Limitee has taken steps to prevent and reduce the risk of forced labour and child labour in its activities and supply chains by embedding responsible business conduct into its policies and management systems, which include policies that explicitly address forced and child labour. These policies are reviewed and audited frequently for compliance purposes.

Code of Conduct

Reinhart Foods Limited/Aliment Reinhart Limitee is committed to treating all employees with dignity and respect and providing a workplace that is safe, healthy and free of recognized safety hazards. We have systems and programs in place to ensure fair and equitable compensation for all employees by providing wages, benefits and reasonable work hours in compliance with applicable laws and regulations.

We ensure workers are treated fairly and without discrimination of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, marital status, physical handicap, or any other applicable protected grounds. Discrimination, sexual harassment, or any other form of harassment of any kind will not be tolerated.

Head Office

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Supplier Code of Conduct

We are committed to the same code of conduct for our suppliers as we do for ourselves. Suppliers are expected to comply with our Supplier Code of Conduct Policy as part of their ongoing business relationship with Reinhart Foods Limited/Aliment Reinhart Limitee.

We understand there are general risks in global trade, however Reinhart Foods Limited/Aliment Reinhart Limitee has not identified any specific risks of forced or child labour in its own or its supply chain activities.

Risk of Forced or Child Labour – Remediation Measures, Training and Effectiveness

We operate with policies and practices designed to prevent forced and child labour within our own and our supplier operations. These include;

- Supplier Code of Conduct questionnaire and compliance reporting
- Training provided to employees regarding our policies against forced and child labour including but not limited to; Respectful Workplace, Ethical Code of Conduct
- Confidential reporting system should employees have concerns or suspicions of violations of such policies

We have not identified any instances of forced or child, nor have we identified any loss of income to vulnerable families and have therefore not taken any measures to remediate these issues during this period.

While we haven't fully formalized a process for evaluating the effectiveness of our actions, we have taken measures to monitor compliance by collecting supplier signed agreements, policies or attestations; spot checking and performing random searches to confirm compliance.

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Approval and Attestation

This report is approved by the Co-Presidents of Reinhart Foods Limited/Aliment Reinhart Limitee.

In accordance with the requirements of the Act, and in particular section 11 thereof, I the undersigned, attest to 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 attest that the information in this report is true, accurate and complete in all material respects for the purpose of the Act, for the reporting year listed above.

I have the authority to bind Reinhart Foods Limited/Aliment Reinhart Limitee

Sharon Syrota

Director, Human Resources

April 30, 2026

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