



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

#### **Modern Slavery Statement for the Financial Year ended 2023**

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Caldic Canada Inc. to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing January 1, 2023 and ending December 31, 2023.

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

#### **Organisational Structure, Business and Supply Chains**

We are a procurer, supplier and distributor of food ingredients . We also carry out blending and repacking activities and are an independent company operating within Canada. Our business comprises of three operational sites and including an associated head office based at:

Caldic Canada Inc.  
6980 Creditview Rd.  
Mississauga ON  
L5N 8E2

Our supply chain consists of global wholesale or retail suppliers of food ingredients.

#### **Policy on Slavery and Human Trafficking**

We are committed to ensuring that each of our suppliers receives a copy of our supplier code of conduct. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure modern slavery and human trafficking is not an acceptable practice within our connections.

#### **Assessing and Managing Risk**

During the hiring process we evaluate and run background checks on all our new employees.

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

### **Risk Assessment**

Caldic Canada Inc. retains Sedex to complete the SMETA (Sedex Members Ethical Trade Audit) assessment biennially. The SMETA audit is designed to help protect workers from unsafe conditions, overwork, discrimination, low pay, and forced labour. The last assessment was completed Sept 23, 2022 in which there were no findings observed.

We at Caldic retain the services of Dun & Bradstreet to complete supplier risk evaluations around ESG ratings in order to choose ethical business partners and suppliers.

### **Training**

Caldic Canada Inc. provides training annually on our Code of Conduct to everyone of our employee which addresses modern slavery and how it is a violation of human rights.

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending 12/31/2023. It has been issued on behalf of Caldic Canada Inc.

Signed,

A handwritten signature in black ink, appearing to read 'Frank Coschignano', written in a cursive style.

Frank Coschignano  
CFO

May 31, 2024