



## MODERN SLAVERY REPORT 2023 - 2024

This Modern Slavery Report (the “Report”) is published for the 2023 – 2024 financial year commencing on February 1, 2023, and ending on January 31, 2024.

This Report delineates Inno Foods Inc. (“Inno Foods” or the “Company”) strategy for eradicating modern slavery within Inno Foods or the supply chains we engage with, in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), effective from January 1, 2024.

Submitted on behalf of Inno Foods a corporation established in British Columbia, this Report underscores the firm commitment to responsible global corporate citizenship. Inno Foods recognizes the paramount importance of engaging with all stakeholders, exercising sound judgment, and making ethical decisions with unwavering integrity.

At Inno Foods, its core mission is to treat every individual we encounter with dignity and respect. The Company is dedicated to proactively preventing modern slavery, encompassing forced labor and child labor, from occurring within its operations or supply chains. To this end, Inno Foods has instituted measures to identify, mitigate, and eliminate instances of modern slavery in its business practices. Should such situations arise, Inno Foods pledges to promptly assess and address them.

### Structure, Activities, and Supply Chain

Inno Foods has offices at 5910 274 St., Langley Township, BC, V4W 0B8, and is registered under the Business Corporations Act (British Columbia). Inno Foods has four active sister companies; two holding companies (1127030 BC Ltd and 1311700 BC Ltd) which own the three properties, one motel business (1282478 B.C. Ltd. DBA Whiskey Point Resort) in Quadra Island, and an online retail business (1351454 BC Ltd). These companies are also registered under the Business Corporations Act (British Columbia). The Company and the sister companies have a total of 380 employees in Canada.

In 1989, our founder, Mr. Park, a Korean immigrant, embarked on the journey of Park’s Bread ‘n’ Buns, renowned for its commitment to crafting superior bread using simple yet top-notch ingredients. At Inno Foods, indulgent

flavors meet natural goodness. Crafted with love and care, our products offer indulgence and wellness in every bite. As a global leader in everyday food innovation, Inno Foods redefines your taste experience.

Inno Foods is dedicated not only to delivering top-quality products but also to nurturing a culture that upholds and respects human rights. Their ingredients hail from suppliers worldwide who share Inno Foods' commitment to ethical business practices. The Company holds its suppliers to the highest standards by contractually mandating adherence to its Supplier Code of Conduct, which mandates the preservation of human rights and the fight against modern slavery.

Within the Company, Inno Foods has developed a team (the "Supplier Team") that is responsible for supplier selection, contract negotiations, and supplier performance monitoring and has been trained on Inno Foods' policies for suppliers in relation to Forced or Child Labour, as set out below. The Supplier Team is also responsible for the day-to-day buying activities for their respective locations and reports to their management team.

As a leading manufacturer of high-quality premium snacks, we collaborate with numerous suppliers to source the essential raw materials and services needed for our products. Our partnerships with suppliers play a pivotal role in ensuring the enduring success of our organization. From the initial assessment phase and continuously thereafter, we assess supplier relationships based on their track records and objectives. We are committed to enhancing traceability and transparency across our global supply chain, which is why Inno Foods has implemented a robust supply chain due diligence process.

We require suppliers that we partner with for Inno Foods to undergo an approval process wherein they must furnish supporting documents as outlined below:

1. Global Food Safety Initiative (GFSI) recognized standard certificate
2. Full audit report
3. Product specification
4. Foreign object policy or statement
5. Allergen declaration (Inno Foods' form, or the supplier's form)
6. Proof of insurance
7. Kosher certificate (if applicable)
8. Organic certificate (if applicable)
9. Non-GMO certificate (if applicable)
10. Nutritional information
11. Supplier Approval Questionnaire
12. Gluten Free statement or Gluten-Free certificate.

13. Lot Code explanation
14. Sample COA (provide results of testing listed in product specification)
15. Image of product packaging (primary and secondary if applicable)
16. Image of product label (must include manufacturer name, lot#, Production date, and best before date)
17. RTE statement (if applicable)
18. Supplier Code of Conduct

We actively engage with and support external organizations involved in supply chain diligence, management, and verification processes. Compliance with all relevant laws and regulations is a contractual requirement for all our suppliers.

### Policies and Due Diligence Processes

Inno Foods has established a variety of relevant policies to address modern slavery and human trafficking:

1. Workplace Labor Rights Policy demonstrates our commitment to maintaining safe and inclusive workplaces that are based on recognized human rights, including the Canadian Human Rights Act.
2. Our Supplier Code of Conduct outlines standards to ensure that working conditions in the supply chain area are safe, that workers are treated with respect and dignity and that design and manufacturing processes are environmentally and ethically responsible. It also requires suppliers to comply with the Act. We aim to achieve our purpose only by working closely with our Supplier Partners. Inno Foods Inc. Supplier Code of Conduct explains how we expect farmers, producers, manufacturers, distributors, and others to work with us to fulfill that purpose, ethically and in compliance with applicable laws.

In all activities, suppliers must conduct business in full compliance with the laws, rules, and regulations of the countries in which they operate and with the laws, rules, and regulations of any other jurisdiction that applies to them. Suppliers are encouraged to go beyond legal compliance, drawing upon internationally recognized standards as indicated in each subsection of this code, to advance social and environmental responsibilities. When the country's laws and international standards address the same issues, we expect the highest standards to be applied.

Suppliers are expected to take all reasonable measures to ensure the respect of this Code across their entire business and within their supply chains.

To prevent slavery and human trafficking in our business and supply chain we have implemented internal accountability standards and procedures.

## Forced or Child Labor Risks in Our Business

Inno Foods has put in place measures to detect, minimize, and eradicate instances of modern slavery in our business operations. In the event such situations arise, the Company is committed to assessing and addressing them promptly. Moreover, we have recognized the presence of child labor within certain segments of our supply chains that may relate to:

- Purchasing or distributing products;
- Raw materials or commodities; and/or

in relation to agriculture, forestry, fishing and hunting sectors and we have proactively taken supplementary actions, including amending contracts, policies, and our Supplier Code of Conduct. This approach helps us prioritize our efforts and adjust our actions.

## Remediation Measures

Inno Foods has conducted an assessment of our operations and supply chains, including mapping and monitoring supply chains as explained in this Report. Inno Foods will continue taking steps to address any non-compliance that is identified. The company is committed to devising and executing corrective measures to rectify and enhance the situation such as reducing the purchase quantities and reliance on the supplier engaging in child or forced labor within their supply chain by prioritizing sourcing from our alternate supplier for the majority of our needs. Ultimately, the aim is to transition our sourcing activities to secondary suppliers.

## Assessing Effectiveness

Inno Foods evaluates slavery and human trafficking risks as part of some of the regular reviews conducted by our Supplier Team. We remain committed to consistently reviewing, reassessing, and enhancing our anti-slavery and human trafficking initiatives. Our aim is not only to meet legal requirements but also to uphold the core values articulated in this Report. This Report, together with the outlined policies, processes, and procedures, serves as a comprehensive framework to ensure that Inno Foods and its suppliers are steadfastly dedicated to fostering a workplace and supply chain devoid of slavery and human trafficking.

Inno Foods is requiring suppliers to review supply chains for compliance with the Act by modifying terms in supplier agreements requiring them to do so.

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 or entities 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.

I have the authority to bind Inno Foods Inc:

A handwritten signature in black ink, appearing to read 'Doo Yun Park', written over a horizontal line.

**Doo Yun Park**  
**President and Director**  
Date: