

TYERS FOODS INTERNATIONAL

D. TYERS FOODS INTERNATIONAL INC.

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR ANNUAL REPORT

This report (the “Report”) is prepared by D. Tyers Foods International Inc. (“Tyers Foods”, “we”, “our”) in compliance with its reporting requirements under the **Fighting Against Forced Labour and Child Labour in Supply Chains Act** for the fiscal year ended December 31, 2024.

Tyers Foods is committed to acting ethically and with integrity in all of our business practices and throughout our supply chains. We are committed to protecting the dignity and human rights of all people connected to our business and we will not tolerate any form of forced labour or child labour in our supply chain.

STUCTURE, ACTIVITIES and SUPPLY CHAINS:

Tyers Foods is a privately owned corporation headquartered in Oakville, Ontario. We have proudly led the Canadian dairy industry for over 30 years. Established in 1991, we have built our reputation on integrity, trust, and a commitment to excellence. Our unique organizational structure spans the globe, making us an unparalleled force in the dairy sector and one of the top dairy importers in Canada.

At Tyers Foods, we specialize in all aspects of cheese sourcing, distribution, importing, and exporting. We sell a wide range of high-quality products from both Canada and around the world for further processing, food service, and retail.

Our supply chain includes:

- Domestic dairy producers, cooperatives and vendors
- International dairy manufacturers, exporters and processing facilities
- Retailers and distribution partners
- Third-party warehousing and logistics providers

We do not directly manufacture dairy products but work closely with producers, processors, and distributors to ensure product quality, safety, and regulatory compliance.

OUR MISSION and CORE VALUES:

Our mission is to build and nurture enduring partner relationships by being the foremost experts in the international dairy market. We strive to be a trusted and reliable partner, dedicated to delivering high-quality goods with efficiency and punctuality. Our

commitment to excellence ensures that we support our partners success and contribute to the growth and innovation within the dairy sector.

At Tyers Foods, our core values reflect our unwavering commitment to human rights and sustainable business practices:

Integrity

We conduct our business with honesty, transparency, and fairness in all dealings.

Respect for Human Rights

We uphold the dignity and rights of all individuals, and we are committed to preventing all forms of forced and child labour.

Accountability

We take responsibility for our actions and hold our partners to the same ethical standards.

Transparency

We are open and honest about our operations, supply chains, and business practices.

Fairness

We treat all employees, partners, suppliers, and stakeholders with equity, justice, and impartiality.

Continuous Improvement

We constantly seek to learn, improve our practices, and strengthen our commitment to ethical sourcing.

Collaboration

We work with stakeholders—including suppliers and customers to promote ethical practices across the supply chain.

Compliance

We adhere to all applicable local and national laws along with international standards related to labour, environment, and corporate governance.

Diversity and Inclusion

We foster a workplace and business network that is inclusive, equitable, and accepting of all.

POLICIES and DUE DILIGENCE PROCESSES:

We are committed to ethical business practices and compliance with Canadian and international labour standards. To that end, implementation of the following has and/or will be initiated:

New Supplier Approval Screening: Written procedures for evaluating and approving suppliers based on their ability to meet food safety, regulatory, and quality requirements.

Suppliers must provide sourcing details, traceability procedures and 3rd party audit verification.

Supplier Code of Conduct: As part of our commitment to combat forced labour and child labour in our supply chains, we are in the process of enhancing our Supplier Code of Conduct. This document outlines our expectations regarding ethical labour practices, including strict prohibitions against the use of forced labour, child labour, and other forms of exploitation. The Code will be integrated into our supplier onboarding process and will form part of our contractual agreements.

Employee Handbook and Code of Conduct: Our employee handbook sets out internal standards for ethical behaviour, anti-harassment, non-discrimination, and compliance with labour laws. All staff are required to acknowledge receipt of and agree to abide by the policies and guidelines contained within the Code of Conduct. We are currently in the process of updating these documents to include a dedicated section explicitly prohibiting forced labour and child labour. This addition reinforces our organizational values and ensures all staff understand their responsibilities in supporting ethical labour practices. The updated policy defines forced and child labour in alignment with international standards and applicable laws and further establishes clear reporting mechanisms and consequences for violations. This internal measure is part of our broader due diligence approach, helping to embed human rights principles into our corporate culture and operations.

RISK ASSESSMENT and MANAGEMENT:

Many of our direct suppliers are located within Canada, where the risk of forced or child labour is minimal due to stringent labour regulations and oversight.

To assess and mitigate potential risks for imported dairy products that originate from regions with a higher risk profile:

- We prioritize suppliers that provide certifications or third-party audit reports.
- We utilize a risk-based verification process to identify suppliers that present a higher risk and conduct thorough reviews to ensure compliance against our New Supplier Screening process.
- We engage with suppliers to better understand their labour practices and encourage transparency.

At this time, no incidents of forced or child labour have been identified in our operations or supply chains.

REMEDATION MEASURES:

As we have not identified any forced labour or child labour in our business or supply chain, Tyers Foods has not had to take any measures to remediate any forced labour or child labour. Nor have we had to remediate any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our businesses or supply chains.

TRAINING:

As part of our efforts to strengthen awareness and capacity across the organization, we are implementing training focused on the prevention of forced labour and child labour. This initiative is designed to equip employees with the necessary knowledge and tools needed to both recognize and respond to risks, and to support our broader commitment to upholding human rights and compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

These training materials will be made available to all relevant employees and stakeholders and will cover key topics including:

- Overview of the Act and reporting obligations
- Proactive identification for signs of forced or child labour
- Best practices for supplier engagement

ASSESSING EFFECTIVENESS:

Tyers Foods has established several measures to prevent and reduce these risks; however, to date no actions have been taken to assess the effectiveness of the measures.

This Report has been approved by the Executive Leadership Team of D. Tyers Foods International Inc. on May 29, 2025.

I, Monica Cox, have the authority to sign the report on behalf of D. Tyers Foods International Inc. operating in Canada and attest that the information in this report is true, accurate and complete.



Monica Cox
Vice President of Operations
May 29, 2025