



TREE OF LIFE CANADA, ULC

Report Prepared Pursuant to

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

1. Introduction and Identity

This Report is produced by Tree of Life Canada, ULC ("**Tree of Life**", "**our**", "**us**" and "**we**") for the financial reporting year May 1, 2024 – April 30, 2025 (the "**Reporting Period**") and sets out the steps taken to prevent and reduce the risk that forced labour and child labour is used at any step in the production of goods in Canada or elsewhere or of goods imported into Canada.

This Report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

Tree of Life Canada has taken the following steps during the reporting period to prevent and reduce risks of forced labour and child labour.

- Conducted a review of internal processes and policies in relation to Tree of Life Canada's hiring practices.
- A review of Tree of Life Canada's employee group was performed to prevent and reduce risk of forced labor and child labour.

3. Structure, Activities and Supply Chains

Structure & Activities:

At Tree of Life Canada, a corporation incorporated in Canada, we elevate brands and build customer demand. We are curators of unique brands, bringing elevated food and beverage experiences to Canadians. We are Canada's premier route to market for specialty, natural, fresh, and frozen foods, and are a wholly owned subsidiary of KeHE Distributors, LLC. Our full-service route-to-market reaches 95% of where food and beverages are sold & served across Canada. Tree of Life has been growing brands in Canada for over 75 years and is known for execution and operational effectiveness, and



strategic partnerships. We have an unbeatable track record and reputation for future-focused category expertise in the industry, serving supplier partners, retailers, and consumers.

Tree of Life Canada has three facilities throughout Canada, they are located in Mississauga, ON, Calgary, AB and Surrey, BC. Our head office is located in Mississauga, ON. The organization has approximately 400 employees across Canada ranging from office to warehouse employees.

Supply Chains:

Tree of Life Canada has suppliers in various jurisdictions including but not limited to the United States, Canada, Europe, India, Asia, and China. The primary items imported from these countries for Tree of Life are food and beverages.

The food and beverage items that are received from our various international suppliers are used at each stage of our supply chain including Consumer Packaged Goods, Transportation, Warehousing, and Distribution. Tree of Life is a distributor of ready to sell food and beverage products to our customers in Canada.

4. Policies and Due Diligence Processes

Tree of Life Canada is committed to fostering an ethical and safe environment that promotes efficiency, diversity, inclusion, and professional success for all employees.

Tree of Life Canada is currently preparing a company policy regarding Fighting Against Forced Labour and Child Labour in Supply Chains. The policy is pending review and approval by the Executive Leadership Team and is expected to be rolled out by the end of calendar year 2025.

In accordance with the release of new policies, we will require employees to review and sign off acknowledging the policy document.

5. Forced Labour and Child Labour Risks and Steps Taken to Assess and Manage

Tree of Life Canada has not identified any forced labour or child labour risks in our business' activities and supply chains during the FY25 Reporting Period.



6. Remediation Measures

During the Reporting Period, we did not identify any forced labour or child labour in our business activities and supply chains, and, consequently, no remediation measures were taken.

7. Remediation of Loss of Income to the Most Vulnerable Families

During the Reporting Period, Tree of Life did not identify any forced labour or child labour in our business activities and supply chains nor any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our business activities and supply chains. Consequently, no responsive remediation measures were taken.

8. Training

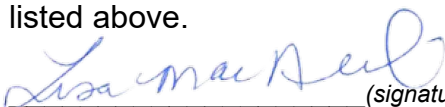
All employees at Tree of Life Canada receive annual compliance training including our Code of Conduct. Training specific to Fighting Against Forced Labour and Child Labour in Supply Chains has been developed and will be rolled out by calendar year end 2025, pending final review and approval by the Executive Leadership Team.

9. Assessing Effectiveness

The effectiveness of Tree of Life's policies and procedures have been assessed with a focus on hiring and recruitment practices. Specifically, recruitment and hiring policies and practices were reviewed to ensure no forced labour or child labour is used in the business.

10. 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 listed above. Based on my knowledge, and having exercised reasonable diligence, in my capacity as President, 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 Period listed above.


(signature line)

Date: May 31, 2025



Name: Lisa MacNeil

Title: President

I have the authority to bind the corporation.

The Report was approved by the Board of Directors of Tree of Life Canada, ULC on May 31, 2025 pursuant to Paragraph 11(4)(a) of the Act.