



FIGHT AGAINST FORCED AND CHILD LABOUR REPORT

I- Introduction

This statement has been published in accordance with Bill S- 211, Fighting Against Forced Labour and Child Labour in Supply Chains. It constitutes Sunrise Markets Inc. Modern Slavery Statement 2024 for the fiscal year ending on December 31, 2024. The statement sets out the steps Sunrise Soya Foods (SSF) has undertaken and continues to take to identify, assess, manage, and monitor the risk of modern slavery and human trafficking in its business and supply chains.

II- Our Structure, Operations, and Supply Chain

Sunrise Markets Inc., dba Sunrise Soya Foods founded in 1956, pioneers the tofu and soy products market in Canada and North America. SSF is headquartered in Vancouver, British Columbia, Canada and employs approximately 420 employees across 3 sites in Eastern and Western Canada.

Our supply chain involves purchasing of goods and services from Canadian & international suppliers. SSF supply chain partners are subject to a Supplier Code of Conduct that sets out the principles and expectations to ensure social and environmental responsibility and ethical conduct by our suppliers throughout our operations and supply chain.

III- Risks of Modern Slavery in our Operations and Supply Chain

SSF has zero-tolerance for modern slavery, forced labour, child labour, or human trafficking in our supply chain and business. We believe to make progress, business, governments and civil society as a whole must work together to prevent forced labour.

Through our commitment to enforce our Supplier Approval Program, Supplier Code of Conduct, SSF Employee Code of Conduct, continuous employee training and supplier engagement, established policies and processes, and due diligence efforts described herein, SSF deems that there is minimal risk of, and

we have found no evidence of SSF causing, contributing to, or being linked to modern slavery, forced labour, child labour or human trafficking in our operations and supply chain.

We acknowledge we may in some instances be indirectly exposed to modern slavery risks due to sub-suppliers located in countries that may have a higher risk of modern slavery; potential exposure to entities that may not comply with human rights and labour laws; and certain products that may have higher modern slavery risks based on how they are produced.

We have developed close relationships with several key suppliers, particularly in the procurement of our ingredients, packaging, contract manufacturing, and selected services such as facility management.

Our supply chain involves purchasing of goods and services from Canadian & international suppliers. We follow a responsible and ethical sourcing process whenever possible while managing our supply chain effectively, and we continue to implement policies and processes to identify, assess, and monitor areas where there may be a risk of modern slavery. Our principal raw materials supply includes Soybeans, Sugar, Canola oil, other agricultural products, and chemical coagulant. We source most of our ingredients from Canadian sources, including soybeans and canola oil, because we believe Canadian suppliers have better transparency and conduct their business activities more responsibly. We also use carton board, corrugated board, and plastic, operating supplies, and energy; we use contract manufacturing, property and facilities management services, recruitment agencies and various other professional services.

IV- Our Policies and Standards

Our Corporate Policies and Standards apply to all SSF entities. They outline frameworks and objectives to appropriately identify, assess, manage, monitor, and report significant material risks.

SSF Labour Policy, Employee Code of Conduct, and Supplier Code of Conduct set out a zero-tolerance approach to modern slavery in our operations and supply chain.

1- SSF Employee Code of Conduct

Our corporate values outlined in our SSF Employee Code of Conduct guide the types of behaviors we want to foster, creating a transparent fair environment of mutual respect, equality, safety, integrity, and a trusting workplace. SSF Employee Code of Conduct applies to all employees and contract workers. It sets expectations for our ethical conduct and responsible decision-making to build and maintain the trust of our employees, consumers, customers, and stakeholders.

2- Supplier Code of Conduct

Our Supplier Code of Conduct is a key part of our commitment to social and environmental responsibility, promoting ethical conduct throughout our supply chain.

The code includes four pillars: i) Human Rights, ii) Health and Safety, iii) Environment, and iv) Business Integrity. It requires our suppliers to abide by all applicable employment standards, labor laws (including those prohibiting forced labor and child labor), non-discrimination legislation, and human rights protections.

In regions where local laws lack sufficient anti-discrimination or human rights protections, we expect suppliers to adopt policies and codes of conduct that align with the UN Guiding Principles on Business and Human Rights (UNGPs), endorsed by the UN Human Rights Council. This expectation extends to their own suppliers as well.

Our suppliers must have a zero-tolerance policy for any form of slavery, servitude, forced or compulsory labor, human trafficking, or child labor within their operations and entire supply chain.

Furthermore, harassing behavior, intentional or unintentional, is prohibited in all supplier workplaces.

Pursuant to Supplier Code of Conduct, suppliers must be able to demonstrate that they have policies and procedures in place to comply with all Applicable Laws and Regulations and the Supplier Code of Conduct.

The Code is underpinned by additional policies to mitigate against the risk of modern slavery.

Respect in the Workplace Policy and Corporate Health & Safety Policy - define our approach to creating a safe workplace and supporting individuals who work for SSF and encouraging them to speak up about misconduct concerns without fear of retaliation.

V- Due diligence processes

1- Risk Assessment & Management

SSF has risk assessment and due diligence programs in place for suppliers including confirmation that suppliers acknowledge acceptance of the Supplier Code of Conduct expectations.

To assess modern slavery risk, we refer to external data sources including Responsible Sourcing Tool, Alliance 8.7 Global Estimates of Modern Slavery, US State Department's list of goods produced by child and forced labour, U.S. State Department 2023 Trafficking in Persons Report.

Modern slavery risk in our operations and supply chain including Tier 1 suppliers (direct suppliers of ingredients used in our food products or packaging) is an identified function of the following factors:

- Sector: reliance on low skilled workforce, dangerous or undesirable work, presence of migrant workers, presence of child labor, presence of labour intermediaries.
- Geography: country risk i.e. poverty, conflict, weak enforcement of international human rights standards.
- Supply chain complexity.
- Visibility of the brand and level of influence on its suppliers.

SSF prioritizes mitigating modern slavery risk through a comprehensive approach that leverages external assessments, industry insights, and our supplier experience. We are committed to ensuring supplier compliance with our expectations, policies, and legal requirements as well as to reduce the risk of modern slavery in our own business operations by:

- Continuing work on the implementation of a supplier screening and enhanced due diligence process for major suppliers on environmental and social risk, including human rights, forced and/or

child labour and modern slavery. This is a major consideration when reviewing vendors regularly and considering renewal of contracts or if we should change to a new vendor.

- Conducting internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains.
- Gathering information on worker recruitment and maintaining internal controls and auditing our employment and recruitment agencies. During 2024, we also significantly reduced our usage of temporary workers at all 3 sites and implemented stricter screening criteria for considering new recruitment agencies.
- Requiring all our Tier 1 suppliers to adhere to our Supplier Code of Conduct and certify compliance with the applicable laws related to modern slavery, forced labour, child labour and human trafficking of the country or countries in which they operate.
- Ensuring appropriate SSF employees are aware of issues regarding modern slavery, child labour and human trafficking, social, and environment particularly with respect to mitigating such risks within SSF's supply chain.

Pursuant to the Supplier Code of Conduct, SSF maintains the right to monitor supplier compliance and audit their control environment. We are also entitled to request information from our suppliers with respect to their compliance with the principles of the Supplier Code of Conduct.

2- Training

Through onboarding process, all our employees receive an overview about our values i.e. Customer Focus, Honesty and Integrity, Respect, Teamwork and Corporate Citizenship; key policies; and our commitment to respecting Human Rights and fostering care of our workplace and community.

Our key employees who oversee and engage with our supply chain are aware of the issues pertaining to modern slavery and trained on issues of human trafficking, modern slavery, forced labour, and child labour, particularly with respect to mitigating such risks within our operations and supply chain.

VI- Remediation Measures

All our employees and suppliers are required to report misconduct or risks of any kind immediately. Employee are encouraged to speak up and report to their manager, senior management, and Human Resources. If workers are found to be confined or abducted during recruitment, companies should report these offenses to law enforcement and work with local groups to provide victims with safe housing and necessary services.

To date there have been no identified or reported occurrences of forced labour or child labour in SSF's operations or supply chain.

Re-evaluating the commercial relationship with supplier is required if any supplier refuses to align with SSF's due diligence expectations.

VII- Assessing Effectiveness

As we continue our due diligence activities, we will assess our effectiveness by tracking the progress of the following goals:

- Educate our employees and suppliers on the importance of performing due diligence.
- Continue to implement suppliers' audits
- Continue to participate in cross-industry groups and collaborate/engage with peers.

VIII- Governance and Consultation

This statement is prepared in consultation with SSF key business entities including Finance, Human Resources, Procurement, Warehouse and Logistics. This engagement process continues to support our approach to modern slavery.

IX- Approval and Attestation

This statement is approved by the CEO of Sunrise Markets Inc. on May 20, 2025.

In accordance with the requirements of the Act, I attest that I reviewed the report, and that the information herein is true, accurate and complete in all material respects for the purposes of the Act, for the fiscal year 2024.

Peter Joe

CEO

Date: May 20, 2025