

## **Joriki Inc.: Forced Labour and Child Labour Report - 2023**

**Date:** May 22, 2024

**Revision:** 1

**Legal Name of Company:** Joriki Inc.

**Business Number:** 119426708

**Financial Reporting Year:** July 1, 2022 – June 30, 2023.

**Entity Categorization:** Joriki Inc produces goods in Canada and USA.

**Sector:** Manufacturing (Food and Beverage)

**Locations:**

3431 McNicoll Avenue, Scarborough, ON, Canada

885 Sandy Beach Road, Pickering, ON, Canada

695 Derwent Way, Delta, BC, Canada

575 Research Drive, Pittston, PA, USA

### **Report Summary:**

Joriki has assessed key operations in our Supply Chain and taken steps to prevent and reduce the risk that forced labour or child labour is used in the production of goods in Canada or elsewhere by Joriki Inc.

Joriki Inc's primary business is co-manufacturing products for our business partners.

Specifically, Joriki Inc produces food and beverage products using formulas, materials and ingredients selected and sourced by our business partners. These business partners have robust and thorough sourcing strategies and practices that include ethical sourcing and requirements with respect to Forced labour and Child labour. Their practices include rigorous assessment of vendors as well as 3<sup>rd</sup> party audits to ensure compliance. As such the risk related to ingredients and materials used in our operation is low.

As a result, Joriki Inc has our focused efforts related to preventing and reducing risks related to Forced labour and Child labour within our own supply chain operations.

We have reviewed key supply chain functions as summarized in the report and have determined we are at low risk. We have taken actions as summarized in section 3 (c) to further prevent and reduce risk.

This report summarizes those risks and covers steps Joriki Inc has taken during the fiscal year ending June 30<sup>th</sup>, 2023 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by Joriki Inc.

A handwritten signature in black ink, appearing to read "David Schelter".

David Schelter  
C.O.O Joriki Inc

## **Joriki Inc – Report on Forced Labour and Child Labour**

Date of Report: May 22, 2024

Revision: 01

Financial Reporting Year: July 1, 2022 – June 30, 2023.

### **Supplemental Information (as per Bill S-211 Questionnaire)**

3 (a)

Joriki Inc is a Canadian business with headquarters in Ontario, Canada and with operations in Ontario, Canada and British Columbia, Canada and Pennsylvania, USA. Joriki Inc has greater than \$ 20 Million in assets and greater than \$ 40 million in revenue and greater than 250 employees.

Joriki inc operates in the manufacturing sector, specifically producing food and beverages for customers.

Joriki Inc primary business includes packaging finished goods for customers using materials and ingredients sourced and procured by these customers and readying these finished goods for shipping to customer locations using carriers specified and managed by these customers.

Main activities include receiving materials and ingredients, batching and packaging materials, and loading finished goods on to carriers for delivery to customer specified locations.

3 (b)

Joriki Inc has a Human Resource Policy that specifies internal policy towards the use of forced labour and child labour – this policy was most recently updated on June 15<sup>th</sup>, 2023.

3 (c)

Based on an internal assessment, the manufacturing operations has a potential for low risk of forced labour or child labour specifically related to production employees and temporary employees hired through agencies. No evidence of actual forced labour or child labour was discovered.

Specific actions taken in fiscal 2023 to manage and reduce risk include:

- 1- Hired two HR Generalists to support recruiting, on boarding, record management and manage staffing agencies supplying temporary employees.
- 2- Conducted review of temporary staffing agencies – practices and wages.
- 3- Developed a “Master agreement” for staffing agencies with specific reference to compliance with Employment standards act, maintaining personnel records including eligibility to legally work in Canada (which covers child and forced labour conditions).
- 4- Updated Human Resource policy HRM-001 in the Human Resource Manual ( June 15, 2023) to include reference in section 1.1 and 1.5 the Joriki Policy on use of Child Labour and Forced Labour.

3 (d) N/A

No actions were required or taken to remediate any forced labour or child labour in fiscal 2023.

3 (e) N/A

No measures were required or taken to remediate loss of income.

3 (f)

All employees are trained with respect to this policy, records of such training are maintained in Human Resource files at each location.

3 (g)

Joriki assesses effectiveness of our efforts through review of any 3<sup>rd</sup> party audit findings and annual internal review of policies and actions.

### **Risk assessment**

This section of the report summarizes the risk assessment and activities taken in Fiscal 2023 (July 1, 2022 to June 30, 2023) to prevent and reduce the risk of forced labour or child labour in compliance with Bill S-211. The actions taken were based on a preliminary assessment of operations and exposure as detailed below.

*In general, the risk at Joriki Inc is relatively low due to the nature of our business model. In addition, we are subject to various 3<sup>rd</sup> party annual audits as required by our customers with respect to practices and operations. Audits cover hours of work, safety in the workplace, use of child labour and forced labour among other topics.*

### **Summary and Scope of Review:**

#### **1.0 Procurement of Services:**

- Joriki Inc sources services including but not limited to waste removal, local freight, maintenance services.
- Risk assessment – Low risk, Low exposure, low priority.
- Future consideration – Develop internal policy and practices including reviewing principal service providers and issue letter requesting them to share their policies and practices with respect to Child Labour and Forced labour in compliance with Bill S-211.

#### **2.0 Procurement of Packaging / Raw Materials:**

- Sourcing of packaging and raw materials is conducted by our customers. These customers have their own internal processes and controls for selecting and managing their suppliers, including programs that review labour practices.
- Risk assessment – Very Low risk, Very low exposure, low priority.
- Future consideration – Develop internal policy including reviewing principal material vendors and issue letter requesting them to share their policies and practices with respect to Child Labour and Forced labour in compliance with Bill S-211.

#### **3.0 Production of Goods – Direct Employees:**

- Joriki Inc employs personnel for manufacturing, quality and warehouse operations. Our recruitment processes include background checks, verification of identity and status to ensure that there is no risk of Child labour or Forced labour as described under Bill S-211. Our policies include topics such as payment above minimum wage, annual wage reviews, minimum age > 18, harassment and employment equity.
- Risk assessment – low risk, low exposure, medium priority.

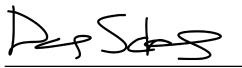
- Immediate consideration: Improvements made in hiring practices in fiscal 2023 including hiring HR specialists to manage recruitment, hiring and documentation to ensure compliance, updating HR-0001 policy.
- Future Consideration: Review HR-0001 and update accordingly.

#### 4.0 Production of Goods – Use Temporary employees through Staffing agencies

- Joriki Inc employes temp agency personnel at all sites. Our service providers are accountable to manage records, recruitment and compliance of the employees they hire.
- Risk assessment: moderate risk, moderate potential for exposure, medium priority.
- Actions: Developed master service agreement with all temp agency vendors including requirement to comply with applicable legislation, maintain documents for auditing purposes and to enure compliance with local wage and employment standards. We also reviewed practices of agencies and selected partners that complied with requirements and maintained documentation. Reduced use of agency employees -establishing target to be < 10% at all sites.
- Future Consideration: Review Master Service agreements and update accordingly. Develop audit program to review records at staffing agencies to ensure compliance.

#### 5.0 Shipping of Finished Goods:

- Shipping of finished goods is conducted by carriers sourced and selected by our customers. We do not manage, select or control the vendors selected. Joriki has a small number of local carriers that we select, however due to legal requirements to conduct motor vehicles, these are deemed low risk at this time.
- Risk assessment – Very Low risk, very low exposure, low priority.
- Future consideration – Develop internal policy including reviewing carriers and issue letter requesting them to share their policies and practices with respect to Child Labour and Forced labour in compliance with Bill S-211.



David Schelter  
C.O.O. Joriki Inc.

#### **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.*

Name: Daniel Sonshine

Title: Director, Joriki Inc.

Date: 24-05-2024

*I, Daniel Sonshine, have the authority to bind Joriki Inc*

Signed: 