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Fighting Against Forced Labour and Child Labour in Supply Chains Act

Reporting Period - Fiscal Year 2025

INTRODUCTION

This is a Joint Report, as defined under the Act, made by the following entities: Sysco Canada, Inc., FreshPoint Vancouver, Ltd., Sysco Canada Financial Services LP, Sysco Guest Supply Canada Inc., and Sysco Merchandising and Supply Chain Services Canada, Inc. (collectively referred to as “Sysco Canada” or “the Company”).

As a leader in foodservice distribution, Sysco Canada takes an active responsibility to lead industry practices and distribute products from suppliers that meet high standards of safety, quality, traceability, and social and environmental stewardship. We believe all people deserve to work in a safe environment with fair treatment and equal opportunities to succeed. This is an integral part of our company values. Sysco Canada is dedicated to upholding human rights as a fundamental principle in our operations and supply chain. Sysco Canada considers child labour and forced labour – in any form – to be unacceptable within the Company and throughout its supply chains. Any act of human trafficking, slavery, forced labour, or child labour within Sysco Canada’s supply chain is unacceptable and, if identified, will be promptly addressed in compliance with our policies and procedures.

Sysco Canada is committed to transparency in the Company’s approach to tackling child labour and forced labour in its supply chains, consistent with Sysco Canada’s disclosure obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“The Act”).

The Sysco Canada Board of Directors has approved this report for the aforementioned entities.

This Report relates to Sysco Canada’s Fiscal Year 2025, from July 1, 2024, to June 28, 2025.

1. Sysco Canada’s Structure, Activities, and Supply Chain

Sysco Canada sells, markets, and distributes food and non-food products to restaurants, healthcare facilities, educational facilities, lodging establishments, and other customers who prepare meals away from home. With more than 5,000 colleagues across Canada, Sysco Canada operates over 20 distribution and/or manufacturing facilities which serve numerous customers and customer locations.

Sysco Canada purchases from numerous suppliers, consisting of large corporations selling brand name and private label merchandise, as well as independent regional brand and private label processors and packers.

2. Sysco Canada’s Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

Sysco Canada has demonstrated a longstanding commitment to safety and human rights throughout its supply chain. To this end, we expect all our suppliers to comply with the law and uphold the highest standards of human rights, as outlined in [Sysco’s Supplier Code of Conduct](#) (“Supplier Code”). Similarly, [Sysco’s Global Code of Conduct](#) (“Code of Conduct”) outlines the expectations for all colleagues to uphold the highest standards of conduct, respect in the workplace, and awareness about human rights including forced labour and child labour.

Both the Supplier Code and the Global Code affirm the Company’s Purpose: “*Connecting the World to Share Food and Care for One Another.*” As such, the Company expects its suppliers and colleagues to deliver exceptional service with the highest degree of integrity.

a. Sysco Supplier Code of Conduct

The Supplier Code applies to Sysco suppliers and their subcontractors, including those supporting Sysco Canada. Sysco expects suppliers to hold their supply chain—including sub-suppliers and their respective facilities, to the extent those facilities supply goods and services for ultimate sale to Sysco Canada—to the standards outlined in the Supplier Code.

Additionally, suppliers must comply with all applicable international, national, provincial, regional, local, and other laws and regulations.

The Supplier Code contains the legal, moral, and ethical standards Sysco expects of its suppliers, including the protection of human rights. Specifically, the Supplier Code makes clear that all suppliers, regardless of their geography or position in the Company’s supply chain, must respect their workers’ human rights within the context of the supplier’s business operations, as encompassed in the [United Nations International Bill of Human Rights](#), and the [International Labour Organization’s \(ILO\) Core Conventions](#).

The Supplier Code also contains an absolute prohibition against child labour, forced labour, and human trafficking anywhere in the supply chain. Any act of forced or child labour within Sysco Canada’s supply chain is unacceptable and will not be tolerated. Suppliers found violating the Supplier Code can face serious consequences, including temporary suspension or termination of the business relationship.

Not only does the Supplier Code espouse these principles, it also gives Sysco Canada the right to verify compliance with the Supplier Code through internal and external assessment mechanisms, such as self-assessment questionnaires, facility inspections (announced and unannounced), audits, confidential worker interviews, and review of supplier records and business practices. The Company expects that every supplier uphold these principles and will not knowingly work with suppliers who engage in any activity that violates the Supplier Code.

b. Sysco Code of Conduct

While the Supplier Code is outward-facing and directed at suppliers, the [Code of Conduct](#) outlines the ethical and behavioral standards to guide all Sysco Canada colleagues' conduct and decision-making.

Just as with the Supplier Code, the Code of Conduct contains an absolute prohibition against the use of child labour, forced labour, or human trafficking, anywhere in the Company's supply chain. Among other things, the Code of Conduct also reminds colleagues that:

- The Company expects its suppliers to uphold the UN Global Compact and the Universal Declaration of Human Rights;
- The Company refuses to knowingly work with business partners who violate these standards; and
- The Company expects actual or suspected human rights abuses to be reported to any of the resources in the "Speak Up" section of the Code of Conduct.

c. Reporting Processes

Suppliers are responsible for prompt reporting of actual or suspected violations of the law and/or the Supplier Code, including regulatory compliance failures or other events that may put Sysco or our customers at risk. Suppliers are expected to have an effective grievance management system in place for grievances raised by workers within their operations or by third parties, in order to elevate potential violations to management.

Violations or suspected violations by any worker or agent acting on behalf of either the supplier or Sysco may also be reported to a Sysco representative or through Sysco's Ethics Line, a third-party monitored, independent service available 24/7 in multiple languages via:

Phone: Sysco's Ethics Line 1.877.777.4020

Web: ethicsline.sysco.com

The Ethics Line is also open to Sysco Supplier employees to report any violations of the Supplier Code of Conduct, and all reporting will be treated confidentially. Sysco will maintain confidentiality to the extent permitted by law and will not tolerate any retaliation against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of the Supplier Code.

Sysco Canada colleagues can also submit reports of violations or suspected violations via various open-door channels (including reporting to Human Resources, their immediate leaders, directly to Sysco's Global Ethics & Compliance team, or the Company's Legal Department).

3. Sysco Canada's risk of forced labour or child labour and the steps the Company has taken to assess and manage that risk.

For nearly 20 years, Sysco Canada has implemented a Social Responsibility Program ("the Program"). This Program is required for all suppliers that produce Sysco Brand products in high-risk geographies (identified as countries in Asia, Latin America, and Africa) and focuses on protecting workers in the supply chains that produce Sysco Brand products.

Sysco initiated an expansion of the Social Responsibility Program to include facilities in regions previously considered low risk, with phased implementation underway. This effort builds on coverage of approximately 350 facilities in historically high-risk regions and will extend to over 1,650 additional facilities in lower risk regions over time.

The Program includes the following parameters:

- A requirement that Sysco Brand Suppliers in high-risk geographies undergo audits that cover several areas, including environmental, health and safety, and labour standards. Within the review of labour standards, our third-party auditors aim to identify potential risks related to child and forced labour, wages, working hours, discrimination, worker safety, and living conditions.
- Audits are conducted by a third-party provider with global expertise in assessing human rights practices and strong knowledge of the ILO conventions, as well as applicable federal, state, provincial, and local laws. The third-party auditor conducts audits that include reviewing the effectiveness of labour management systems, conducting confidential interviews with workers and managers, assessing health and safety management practices, and evaluating responsible recruitment practices. All findings are reviewed by the auditing firm and Sysco's Food Safety and Quality Assurance team (FSQA). Facilities are expected to address audit findings under a corrective action plan that is reviewed and confirmed during the next audit cycle.
- Audits may be conducted on-site where possible. A virtual audit approach may be utilized when travel to a supplier's location is deemed unsafe by the third-party audit provider.

If a Business-Critical issue is identified during an audit, the facility will be suspended while the issue is investigated and addressed. This program of routine audits, including corrective actions, has mitigated human rights risks and improved working conditions in facilities that supply the Sysco brand. Specifically, the Supplier Code states that "if instances of noncompliance are identified, the supplier will be required to develop and implement corrective actions. If [the supplier is] unable or unwilling to make measurable improvements, appropriate follow-up actions will be determined. Such actions may include temporary suspension of business or, if warranted, termination of the business relationship in addition to any other rights or remedies available to [the Company]".

4. Measures taken to remediate any forced labour or child labour.

Our dedication to responsible sourcing is unwavering. In Fiscal Year 2025, we took the following actions to further mitigate the risk of forced labour or child labour in our supply chain:

- In the United Kingdom, Sysco has used Sedex, a software platform, for several years to review and analyze supplier audits and share data with supply chain partners. Building on this established approach, Sysco is expanding the platform into Canada and other regions to enhance visibility into supplier audit data and strengthen responsible sourcing practices.
- In support of this expansion, Sysco onboarded a Social Responsibility Manager to strengthen oversight of supplier audit programs, including in Canada.

- Sysco also maintains a webpage to increase transparency into our human rights policies, statements, and actions to help ensure all stakeholders have easy access to the information. The webpage can be accessed [here](#).

Strengthening our dedication to responsible sourcing is a continuous journey at Sysco. We continuously evaluate the effectiveness of our compliance program and make appropriate enhancements to better respond to new and emerging global supply chain challenges.

5. Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.

In Fiscal Year 2025, the Company is not aware of any loss of income to the most vulnerable families as a result of any measures taken regarding instances of forced labour or child labour in its activities or supply chain.

6. Training provided to colleagues on forced labour and child labour.

The Company's commitment to human rights as a fundamental principle is reflected in and reinforced through its onboarding and computer-based training programs. At the start of their employment, every employee of the Company is required to review and attest to their understanding of, and commitment to, Sysco's Code of Conduct.

All networked Sysco Canada employees are required to complete periodic Code of Conduct certification, reinforcing awareness of the Company's core ethical and behavioural standards, including expectations related to human rights, labour practices, and responsible sourcing. Every new employee is also required to review the Code of Conduct as part of the onboarding process.

Both the Code of Conduct and the Supplier Code of Conduct are publicly available and accessible to colleagues through Sysco.com and Sysco Canada's website at Sysco.ca.

In addition to Code of Conduct training, the Company provides targeted, role-based training modules focused on human rights, child labour, and forced labour. These modules are incorporated into onboarding and learning programs for employees involved in the procurement of goods that enter the Canadian market and are designed to raise awareness of forced labour risks, indicators, and expectations within Sysco Canada's supply chain.

7. How the Company assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

Sysco Canada regularly conducts reviews of various aspects of its business operations to identify opportunities for enhancements and is specifically focused on assessing the effectiveness of its business practices in relation to forced labour and child labour. The Company reviews and makes appropriate changes to its policies concerning forced labour and child labour, guided by changes in law, business conditions, supplier input, and the input of key stakeholders such as customers and industry groups. Ongoing dialogue between colleagues, customers, and suppliers reinforces a consistent understanding of the Company's ethical stance.

Sysco's Supplier Code reinforces the Company's longstanding commitment and clear expectation that the Company **will not** tolerate the use of forced labour or child labour in its business and supply chains.

Furthermore, the longstanding social responsibility program of conducting routine audits and corrective actions has mitigated human rights risks and ensured compliant working conditions in facilities that supply Sysco brand products. Sysco Canada's dedication to responsible sourcing is unwavering, and we will make continuous process improvements as needed.

As mentioned above, the Ethics Line is also available for our suppliers' workforce to report any violations of this Supplier Code of Conduct. All reporting is treated confidentially. Sysco Canada colleagues can also submit reports of violations or suspected violations via various open-door channels (including reporting to Human Resources, their immediate leaders, Sysco's Global Ethics & Compliance team, or the Company's Legal Department).

Lastly, Sysco welcomes the opportunity to work with government and non-governmental entities to help identify solutions and take action to address human rights violations within the global supply chain. We stand ready to collaborate with others in our industry and beyond. Sysco recognizes that addressing these issues is critically important to promoting consumer trust in the products they purchase. Knowing that this is a broad-based supply chain concern, Sysco will continue to do our part by leading our industry in upholding human rights.

Posting

This Report will be made available at:

- [Sysco's Products Sustainability Webpage \(sysco.ca\)](#)
- Public Safety Canada website at www.publicsafety.gc.ca in a searchable catalogue; and
- All other locations, as required by law

The Report will also be provided to shareholders along with the Company's annual financial statements. This Report will not be mailed to shareholders, but rather, shareholders will be provided with notice indicating where to find this Report online or how to request a paper copy.

BOARD APPROVAL

The contents and delivery of this Report were approved by the Board of Directors of Sysco Canada, Inc., FreshPoint Vancouver, Ltd., Sysco Canada Financial Services LP, Sysco Guest Supply Canada Inc., Sysco Merchandising, and Supply Chain Services Canada, Inc., being the governing body of each entity included in this Report, on May 13, 2026.

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.



Chris Jasper

Senior Vice President, International Americas

Sysco Corporation

May 13, 2026

I have the authority to bind Sysco Canada, Inc., FreshPoint Vancouver, Ltd., Sysco Canada Financial Services LP, Sysco Guest Supply Canada Inc., Sysco Merchandising, and Supply Chain Services Canada, Inc.

Disclaimers

This Report has been prepared for informational purposes. It should not be relied upon as a basis for any investment decision or as a representation of future performance. This report does not constitute or form part of any offer to sell or issue, or any solicitation of an offer to purchase or subscribe for, any securities.

Forward-Looking Statements

Statements made in this Report that look forward in time or that express management's beliefs, expectations or hopes are forward-looking statements under the Private Securities Litigation Reform Act of 1995. These statements concern, among other things, our future performance and results, business strategy, plans, goals and objectives, including certain outlooks, business trends, our expectation of suppliers and colleagues and other statements that are not historical facts. Such forward-looking statements reflect the views of management at the time such statements are made and are subject to a number of risks, uncertainties, estimates and assumptions, including those outside of Sysco's control.

For more information on Sysco's risks and other concerning factors that could cause actual results to differ from those expressed or forecasted, see our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q and other filings with the U.S. Securities and Exchange Commission. Additionally, we operate in a highly competitive and rapidly changing environment; new risks and uncertainties may emerge from time to time, and it is not possible to predict all risks nor identify all uncertainties. The forward-looking statements contained in this Report speak only as of the date of this Report and are based on information and estimates available to us at this time. We do not undertake to update our forward-looking statements, except as required by applicable law.