



## Report

### *The Fighting Against Forced Labour and Child Labour in Supply Chains Act*

This report is made pursuant to Canada's "The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act")". It sets out the steps that JFC International (Canada) Inc. and our group have taken to ensure that forced labour and child labour are not being used within our business and supply chain during our previous financial year (from April 1 2025 to March 31 2026).

#### About our business structure, activities and supply chain

JFC International (Canada) Inc. ("JFC Canada") is established in Canada and our head office is located at 1025 Kamato Road, Mississauga, Ontario L4W 0C1. We have branch offices in Mississauga, Vancouver, Montreal and Calgary. JFC Canada is a subsidiary of JFC International Inc. of USA and we are part of the Kikkoman Group headquartered in Japan.

JFC Canada's primary business is importation and distribution of oriental food products into the Canadian market. We import high quality Japanese food products such as rice, soy sauce, sesame oil, noodles, green tea, seaweed, tofu, oriental seasoning/condiments /sauces, seafood, confectionery, snacks and so on.

The majority of our products are made in Japan or in the USA, while some goods are partially or wholly acquired/produced in other Asian countries including China, Taiwan, Korea, Vietnam and Thailand. Our suppliers are wholesalers (JFC Japan, JFC USA and Kikkoman) and individual vendors (e.g. sesame oil producer in Japan, rice producer in the USA.)

#### Policies, principles

The Kikkoman Group is a signatory of the United Nations Global Compact. As a member of the Kikkoman Group, JFC Canada supports the ten universal principles in the areas of human rights, labour standards, the environment and anti-corruption.

<https://unglobalcompact.org/what-is-gc/participants/5822-Kikkoman-Corporation>

The Kikkoman Group is committed to treating everyone with dignity and respect. We will not use any form of forced, bonded, involuntary labour or child labour.

See the Corporate Citizenship section of our website for more information on our policies and principles, including the Group's Management Principles and Human Rights Policy:

<https://www.kikkoman.com/en/csr/>

### Assessing risks, due diligence

As a member of the Kikkoman Group, we leverage the systems of the enterprise at large to minimize the risks of forced labour and child labour in our business and supply chains. Kikkoman has assessed human rights risks throughout its business operations, which include JFC Canada, through desk research, workshops and follow-up surveys.

Our main suppliers - JFC Japan, JFC USA and Kikkoman - conduct supplier verification and product verification prior to selling products to JFC Canada. Kikkoman, for example, requires its suppliers to certify that they are in compliance with all applicable human rights laws. Kikkoman is committed to doing business with suppliers that share our commitment to human rights.

When JFC Canada considers a direct importation from a foreign vendor, we will carefully select our supplier. We will first ask what certification(s) the manufacturer has. The establishment should be registered, inspected and licenced by a governmental body. We regard having a third party audit certification, such as BRC, SQF, or ISO22000, to be an asset, as it means they are required to complete announced or unannounced audits typically every other year and must meet all internationally recognized food safety compliance requirements. In our view, these on-site audits and inspections may also serve to identify infractions and violations of health and safety codes and best practices regarding working conditions and human rights in general.

In addition to foreign supplier certification and product specification, JFC Canada started to request forced labour and child labour statements or policies from our foreign suppliers, particularly those who own and operate facilities in South East Asia. We found that many of the producers already have written policies in place.

JFC Canada keeps all these records on site electronically. Every year, Kikkoman publishes Corporate Reports and posts them on its website. The non-financial section covers our policies and efforts.

<https://www.kikkoman.com/en/csr/corporatereport/>

### Remedial Actions

To date, we have not been made aware of any allegations of forced labour or child labour against us or against any of our suppliers. Loss of income to the most vulnerable families resulting from measures taken to eliminate the use of force labour/child labour has not been reported either.

## Training

November is Kikkoman Group's Compliance Enhancement Month and all employees must attend the training session. Kikkoman provides written materials each year and reminds employees to observe laws, corporate rules and social morals, in addition to acting with common sense. To increase employee awareness, JFC Canada posts the Kikkoman Group Code of Conduct within offices and other business sites to help ensure an understanding of internal policies.

## Effectiveness

While we do not have formal processes in place to assess the effectiveness of our measures in preventing forced labour and child labour, JFC Canada has a long-standing commitment to operate our business in compliance with all local, provincial and federal laws, including compliance with all applicable wage and hour laws and regulations. We are committed to treating everyone with dignity and respect.

JFC Canada is committed to combatting forced labour or child labour. We conduct thorough supplier verification and product verification to ensure that the products we bring into Canada are compliant with Canadian laws and regulations.

We have not been made aware of any allegations of forced labour or child labour against us nor against any of our suppliers. However, if an allegation of forced labour/child labour is found in our supply chain, we would immediately investigate and take appropriate action against it. We would work with the supplier to contain and correct the violation, or we may diversify our sources of supply elsewhere.

This report was approved by the Board of Directors of JFC International (Canada) Inc. in accordance with paragraph 11(4)(a) of the Act on April 17, 2026.

*Kazuhiro Shimizu*

---

Kazuhiro Shimizu  
Director, President

*I have the authority to bind JFC International (Canada) Inc.*