

**FORCED LABOUR AND CHILD LABOUR
ASKEWS FOOD SERVICE LTD.
ASKEWS FOODS (SICAMOUS) LTD.
2023 ANNUAL REPORT**

In compliance with Bill S-211, the following reports on the operations of Askew's Food Service Ltd and Askew's Foods (Sicamous) Ltd. relating to forced and child labour for the 2023 reporting period.

NAME:

Askews Food Service Ltd.
Askews Foods (Sicamous) Ltd.

FINANCIAL REPORTING YEAR:

January 1, 2023 – December 30, 2023

BN:

100291681
890024631

REPORT TYPE:

Joint

REPORTING OBLIGATIONS:

More than 250 employees
Revenue exceeding \$40,000,000

ENTITY CATEGORY:

Private Corporation

SECTOR/ENTITY:

Grocery Retail

LOCATION:

Salmon Arm BC, Sicamous BC, Enderby BC, Armstrong BC

FORCED LABOUR AND CHILD LABOUR REPORTING STATUS

Section 11(1)

Askew's Food Service Ltd and Askew's Foods (Sicamous) Ltd. (the chain) did not have any active policies or procedures in place for the 2023 reporting year to mitigate the risks of forced labour or child labour in its local or international supply chains.

Section 11(3)

- a) Askews Food Service Ltd. and Askews Foods (Sicamous) Ltd. are privately held corporations. The chain operates 5 full service grocery stores in the North Okanagan. The stores operate autonomously taking advantage of collectively strong relationships with its

large vendors and small vendors to remain competitive in the market and support local suppliers. Sourcing of goods is done at the store level (not centralized) with individual departments (i.e. grocery, meat, produce, dairy etc.) responsible for managing inventory and supply. The stores supply chains consist of local vendors and artisans offering fresh produce, meats and baking and extend to larger vendors importing a wide range of both domestic and international products. The chain does not directly import any product from outside Canada. All vendors are resident in Canada. The chain employs between 360 – 380 employees. The chain is a member of the Canadian Federation of Independent Grocers.

- b) The chain did not have any policies or due diligence processes in place to mitigate risk of forced labour or child labour in its operations or supply chains.
- c) Elevated risk of forced and child labour could exist with any goods imported from outside the North Okanagan locale. Currently no steps have been taken to assess or manage these risks nor is management aware of any risks.
- d) No measures have been taken to remediate forced or child labour.
- e) No measures have been taken to remediate the loss of income to vulnerable families or persons in any of the existing supply chains.
- f) No training has been provided to employees regarding forced or child labour.
- g) The chain currently has no processes in place to assess any effectiveness of policies and procedures aimed at mitigating the risk of forced or child labour.

Forced Labour and Child Labour Report 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.

I have the authority to bind Askews Food Service Ltd. and Askews Foods (Sicamous) Ltd.

 *David Askew, President*
May 27, 2024

DAVID ASKEW, PRESIDENT