



Fighting Forced Labour and Child Labour Report FY 2025

Statement:

This report is made on behalf of Freson Market Ltd. o/a Freson Bros. in compliance with Bill S-211, an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act covering the fiscal year from June 1, 2024 to May 31, 2025.

Overview and Structure

Established in 1955, Freson Bros. with business number 13693 0443 is a business entity with headquarters based in Stony Plain, Alberta. Freson Bros. is engaged in food retail trade which includes the production, processing, sale and distribution of products within Alberta. We meet the threshold for the reporting requirement on the 3 criteria of assets, revenue and employees.

Supply Chain

Freson Bros. is a food and beverage retailer and a purveyor of typical goods sold in Supermarkets (fresh) and products purchased from a primary wholesaler and other Direct Store Delivery (DSD) vendors. We also partner with local Alberta producers for products such as meat, vegetable, fruits as part of our commitment to support local Alberta and Canadian products and services.

Policies and Due Diligence Processes

Freson Bros. is committed to respect and protect the human rights of all people who are engaged with our business and we recognize our responsibility to maintain a healthy and safe work environment with our policies on equal employment opportunities, harassment and violence prevention in the workplace, adherence to the Alberta Human Rights, Occupational Health and Safety legislations and regulations. We likewise expect our suppliers and partners will act with the same integrity and comply with federal, provincial and local city/municipal laws.

To ensure consistency in all aspects of the business operations, all employees are required to affirm our commitment to observe the policy and expectations on respecting human rights by acknowledging our Team Member Handbook. We also rely on both Canadian Federal and Provincial authorities such as the Border Services Agency (CBSA) and Canadian Customs Agency to ensure that the integrity of border, importation and public safety are met. To the best of our knowledge, they are meeting this requirement.

Risk Assessment and Management:

Freson Bros. is committed to respecting human rights and confirm the following steps are in place:



- Developing and implementing grievance mechanisms to address complaints in the workplace
- Developing and implementing a violence and harassment prevention plan

Modern Slavery and Loss of Income Remediation Measures

For this reporting period, Freson Bros. does not have information about parts of its activities and supply chains that carry a risk of forced labour or child labour being used. We rely on and are confident in the standards of operations implemented by suppliers. To the best of our knowledge, we have no knowledge of reported forced labour or child labour in our activities and supply chain.

Training

Freson Bros. provides mandatory employee onboarding orientation which incorporates the policy of respecting human rights, violence and harassment prevention plan, workplace health and safety.

Effectiveness Assessment

Freson Bros. implemented the policy respecting human rights and the supporting procedures on reporting acts or incidents to management for proper investigation.

Sign Off

We attest that we have reviewed the information contained in this report. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year list above. This report is approved by the following governing body members. This report is also available on our company website at www.freson.com.

Signature:

Printed Name: Michael David Lovsin

Title: Chairman of the Board of Directors

Company: Freson Market Ltd.

Date: May 28 / 2025

I have the authority to bind Freson Market Ltd.

Updated: May 27, 2025