



Growth Partners Inc.

2024 REPORT UNDER THE *FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT*

Introduction

This joint report has been prepared by LFG Growth Partners Inc. (“LFG”) in response to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for our financial year ending January 1, 2024.

LFG is a private investment company that controls a portfolio of high-quality full-service restaurants in Canada. Unless specifically noted in this report, “we” or “our” refers to LFG and the restaurant portfolio companies we control. We are committed to promoting labour practices that protect the human rights of workers, including preventing and mitigating the risks of forced labour and child labour in our operations and supply chains.

Organizational structure, activities, and supply chain

LFG’s head office is in Vancouver, British Columbia. LFG employs approximately 25 employees. We control restaurants that operate in Canada, employing approximately 500 employees, and occasionally hiring temporary foreign employees and contractors. The restaurant workforce fluctuates seasonally. We comply with Canadian health and safety, human rights, and employment standards regulations governing hours of work, safe working conditions, and age of employment.

Our restaurants serve a variety of food and beverages, sourced from reputable Canadian suppliers. We also procure equipment and supplies from Canadian suppliers and distributors. Our restaurants have long-term relationships with suppliers. We occasionally import goods, such as equipment and furniture; also, certain products served in the restaurants, including wine and food ingredients, are produced outside of Canada, and certain equipment used in the restaurants is manufactured outside of Canada and purchased through local distributors. We carefully select our suppliers based on their reputation as well as the quality of their goods and services.

Steps to prevent and reduce the risks of forced labour and child labour

In this reporting year, LFG’s approach to preventing and reducing the risks of forced labour or child labour in our operations and supply chain was to engage with the management teams of our restaurant portfolio companies to:

- Continue implementing workplace safety and human rights procedures and verifying age requirements in accordance with applicable Canadian employment laws
- Educate workers on health and safety policies, responsible liquor service, and food safety certification
- Engage with and monitor suppliers to ensure respect for human rights by following industry-related news sources
- Procure from reputable, long-term suppliers and prefer sourcing local products

Policies and due diligence processes

To prevent the use of forced labour and child labour in our operations, LFG and our restaurant portfolio companies have adopted procedures to comply with applicable Canadian laws relating to health and safety, human rights, and employment standards regulations governing our hours of work, safe working conditions, and age of employment. These procedures apply to all employees of the restaurant, including temporary workers and contractors.

In our supply chains, we are committed to doing business with reputable, ethical suppliers. Our suppliers are located in Canada and therefore subject to Canadian laws governing working conditions and age of employment. We carefully select our suppliers based on their reputation as well as the quality of their goods and services. We meet with most major suppliers prior to commencing a business relationship.

We follow reputable news sources and industry publications in the restaurant and hospitality sector to monitor any potential human rights issues in our supply chain. If a supplier is not conducting business in accordance with responsible business conduct, we will cease our business relationship with them.

Assessing the risk of forced labour and child labour

Forced labour or child labour in the Canadian restaurant industry is more likely to occur when suppliers, labour agencies or subcontractors are not held accountable for the ethical and safe treatment of workers or for complying with Canadian employment, labour and safety laws.

LFG and our restaurant portfolio companies operate in Canada and comply with Canadian employment, labour, human rights, and safety laws. We conduct business with long-term reputable suppliers and contractors in Canada. To date, we are not aware of any reports or incidents of forced labour or child labour and have identified the risk of forced labour and child labour in our operations and direct supply chain to be low.

We rely on our suppliers to adopt ethical procurement practices and respect the human rights of workers in their supply chains. As transparency over the Canadian supply chain increases, we are committed to continuously improving our approach to engaging with suppliers and monitoring risks of forced labour and child labour in the extended supply chain.

Remediation measures and remediation of loss of income

We encourage our employees to report concerns relating to their health and safety and working conditions to our attention and are committed to adequately addressing concerns raised by our workers. To date, we have not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such have not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

Our employees undertake a range of onboarding training designed to share information and build knowledge on how to comply with our standards, the expected standards of conduct when interacting with others, and the avenues for raising and resolving issues and complaints. We ensure each employee has completed the requisite training programs required for working in their role.


Assessing effectiveness

LFG actively monitors our restaurant portfolio companies and risks associated with their operations. To date, we have not adopted any specific assessment mechanisms to assess, measure, and track the effectiveness of steps taken to prevent or reduce the risks of forced labour or child labour.

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 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.

Dated in the City of Vancouver, British Columbia, this 30 day of May, 2024.

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Richard Jaffray

I have the authority to bind LFG Growth Partners Inc.