



MODERN SLAVERY REPORT

For the financial year ended December 30, 2023

This report is made by Arctic Glacier Canada Inc. (“Arctic Glacier”) pursuant to section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

1. INTRODUCTION

Arctic Glacier is a manufacturer of packaged ice products and ice services in Canada with headquarters in Winnipeg, Manitoba. The company was founded in 1996 and has rapidly grown to become the largest producer of ice for the Canadian market.

2. REPORTING ENTITY LEGAL NAME

Arctic Glacier Canada Inc., British Columbia Corporation.

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Arctic Glacier offers a full range of premium packaged ice sizes, block ice, snow scenes, snow sculptures, and event rentals. Arctic Glacier’s business is conducted through (i) direct-to-store delivery (ii) co-packers and (iii) distributors; all located in Canada. Arctic Glacier also operates distribution centers where inventory is housed to support its distribution operations. Given its weather-dependent fluctuations in order volume, employment increases during the summer to meet the increased seasonal demand.

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

Arctic Glacier does not tolerate forced labour and child labour in our company or in those of our suppliers and business partners. We have implemented the Associate Handbook, which applies to all employees and sets fair employment practices that are respectful of workers’ rights. The Associate Handbook is signed and acknowledged by every employee upon hire.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

Arctic Glacier suppliers of products and services are based in North America which have stringent laws and regulations against child and forced labour. We do not source any products or services from suppliers located in other countries with less stringent standards around forced or child labour. At this time, we have not identified any areas of our supply chain that carry a higher degree of risk of forced labour or child labour.

6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

This is not applicable since Arctic Glacier have not identified any forced labour or child labour in our activities and supply chains.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

This is not applicable since we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

Arctic Glacier is committed to continuing to strengthen the processes it has in place to reduce risks related to forced labour and child labour within its operations and supply chains and is actively considering the development of appropriate training resources.

9. HOW DOES THE ENTITY ASSESS ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR ARE NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

In this reporting period, no instances of forced labour or child labour have been identified in Arctic Glacier's operations or supply chains, and, as such, no remediation measures have been taken. As Arctic Glacier explores and implements further measures to prevent and mitigate modern slavery risks in its operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken.

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.

Signature: Debra Rodd.

Name: Debra Rodd

Title: Chief Accounting Officer. I have the authority to bind Arctic Glacier Canada, Inc.

Date: November 20, 2024