



## BILL S-211

### Modern Slavery Act

Russell Hendrix is dedicated to promoting ethical and responsible business practices. The Modern Slavery Act serves as a critical tool to raise awareness among Canadians about unfavourable working conditions within the global supply chain. As part of our responsibility, we plan to work with our suppliers ensure their products are produced without the use of forced labour or child labour.

Russell Hendrix, a division of Russell Food Equipment Limited, is a Canadian entity.

During the reporting period of November 1, 2022, to October 31, 2023, Russell Hendrix has engaged in conversations with our trade partners to understand the depth of their supply chains, and to plan our approach to supporting the Modern Slavery Act.

Details below outline our intentions for the year following this report, November 1, 2023, to October 31, 2024.

### Supply Chain

Russell Hendrix procures finished goods, equipment, and supplies, to support the foodservice and hospitality industry. We primarily rely on North American Distributors and Manufacturers, with some limited direct importing.

- Supply Chain Discussions:
  - o Initiating supply chain discussions with our suppliers to review the origins of the product they offer. This helps us understand the journey from source to end-user.
- Risk Identification:
  - o Recognizing that risks exist at various points in the supply chain, we collaborate closely with our supply partners.
  - o Our focus includes identifying where suppliers source their materials and understanding global regions with a higher risk of forced and child labour.
- Remediation Approach:
  - o If forced or child labour is identified, we will ask the Supplier to take immediate action.
  - o Working collaboratively with the supplier, they will outline a remediation plan to address the issue effectively.

### Transparency and Reporting

- We are committed to providing annual reports and honouring our commitments outlined within.
- Reports will be available to our customers upon request, and to the public on our website.
- Company initiatives are communicated internally through periodic company updates.



## Russell Hendrix

a division of Russell Food Equipment Limited  
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### Education and Training

- Executive Leadership Team have scheduled discussions on the Modern Slavery Act and are actively involved in supporting these measures.
- Staff educational materials will be provided to all employees and included in Employee Onboarding processes.

### Effectiveness Goals

- Obtain signed commitments from Supplier partners, confirming their intentions to support the Modern Slavery Act.
- Ensure Staff have been made aware of, and/or completed training on the importance of the Modern Slavery Act.

Russell Hendrix is committed to ethical business practices and actively supports the fight against forced labour and child labour. Our supplier discussions, risk identification, and supplier remediation approach demonstrates our dedication to transparency and accountability. We look forward to continuing our efforts in the coming years to create a more responsible and just global supply chain.

Stan Dabic

CEO

Russell Hendrix