



FISCAL YEAR 2025

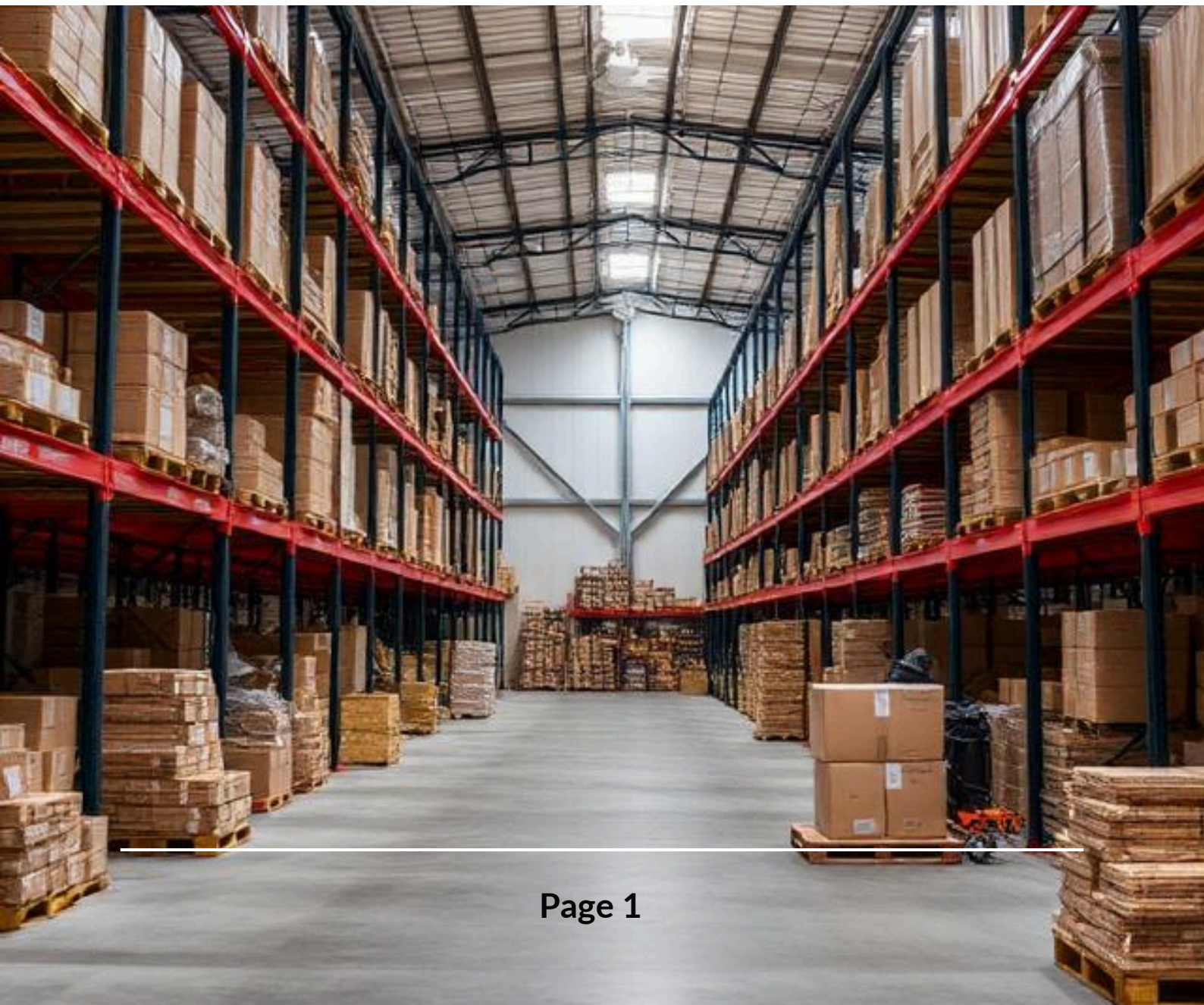
MODERN SLAVERY ACT REPORT

BUSINESS NO.: 10145 8883 RC0001

DORFIN INC.

ABOUT US

Established in 1954, **Dorfin Inc.** is a Montreal-based wholesale distributor and global sourcing specialist with over 70 years of excellence in the food packaging, retail, and industrial sectors. Our comprehensive portfolio includes high-quality PVC films, specialized food containers, and diverse retail solutions, all supported by expert custom private labeling services. As an active member of **Eco-Enterprise Quebec** and **SEDEX**, Dorfin is deeply committed to international standards for sustainability, labor rights, and ethical business practices. We leverage our extensive industry experience to provide innovative, eco-friendly packaging alternatives and tailored sourcing solutions to a global clientele, maintaining a steadfast dedication to excellent customer service.



INTRODUCTION

Amidst the fluid complexities of global economic landscape and the shifting dynamics of international supply chains, the eradication of forced and child labour remains a paramount imperative, as these practices constitute profound violations of fundamental human rights. In its capacity as a leading importer and distributor, **Dorfin Inc.** maintains an unwavering commitment to ensuring that its global operations and procurement networks strictly adhere to the most rigorous ethical benchmarks. This **Fiscal 2025 Report** serves to detail the comprehensive strategic measures implemented by the organization to systematically identify, assess, and mitigate the risk of such exploitative practices within both its internal operations and the lifecycle of its imported goods into Canada. Furthermore, Dorfin Inc. mandates that its vendors, suppliers, business partners, and subcontractors exhibit reciprocal accountability by upholding these essential human rights, employment standards, and labour laws within their own respective jurisdictions.

OUR STRUCTURE AND OPERATIONS:

At **Dorfin Inc.** our operation as the leader in importer and distributor of diversified retail and food service commodities composed of wood, resin, paper, and various synthetic materials. To ensure the integrity of its global operations, the corporation utilizes the Supplier Ethical Data Exchange (Sedex), an international platform dedicated to enhancing transparency and ethical business practices. Central to this framework is the implementation of the **SMETA (Sedex Members Ethical Trade Audit)**, a rigorous evaluative protocol designed to monitor and uphold international standards regarding labor rights, occupational health and safety, environmental, and corporate ethics. Through the engagement of accredited third-party auditors, Dorfin Inc. facilitates the issuance of **Corrective Action Plans** to its vendors, thereby fostering continuous performance improvement and safeguarding personnel against exploitative practices such as forced labor and substandard compensation. In addition, the organization recognizes the Business Social Compliance Initiative (BSCI) as a secondary, highly regarded methodology for the identification and remediation of systemic risks across its international supply chain.

OUR POLICIES

Dorfin Inc. maintains a resolute commitment to the execution of its commercial activities within a framework of rigorous legal and ethical integrity. Our **Code of Business Conduct and Ethics** serves as the etiquette cornerstone of our corporate policy infrastructure, articulating the fundamental principles of professional decorum and mandating that all personnel, in the discharge of their professional obligations, operate with absolute fidelity to statutory requirements, ethical imperatives, and the strategic interests of the organization.

A photograph of a large industrial warehouse with high ceilings and numerous blue metal shelving units. The shelves are filled with stacks of cardboard boxes and wooden pallets. The lighting is bright, and the overall scene depicts a well-organized storage facility.

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics establishes the core principles for professional behavior at Dorfin Inc. It mandates that all employees fulfill their duties by adhering to legal requirements, stringent ethical standards, and the organization's collective interests.

VENDOR CODE OF CONDUCT

Our Vendor Code of Conduct mandates that all vendors and their extended supply chains adhere to comprehensive legal and ethical standards. We only engage with vendors who demonstrate a steadfast commitment to inclusivity and accountability, requiring formal agreement to these principles as a prerequisite for partnership. To maintain alignment with evolving industry benchmarks, we conduct rigorous periodic reviews of these standards.

DUE DILLIGENCE

Our partnerships with third-parties are based on shared values and full regulatory compliance. Before making any commitments towards third-parties, we take steps to appropriately evaluate the relationship and mitigate any associated risks by carrying out risk-based due diligence and checks.

We acknowledge that employees working in our facilities and our supply chain are at potential risk of forced labour or child labour. In order to mitigate this risk, we follow a due diligence approach that includes the following steps:

Due diligences processes may include some or all of the following : supplier visits, supplier attestation/certification, third party audits, and include responsible business conduct into our policies and management systems, identifying and assessing adverse impacts in operations, supply chains and business relationships, ceasing, preventing or mitigating adverse impacts, tracking implementation and results, communicating how impacts are addressed, providing for or cooperating in remediation when appropriate.

To control possible risks within our supply chain, we use the Sedex SMETA audits and BSCI audits to assess risk factors among vendors located in higher risk regions. High risk countries are determined by our third-party auditors based on the collection of this data.

The **Sedex Self-Assessment Questionnaire (SAQ)** covers a range of questions on Labour, Health & Safety, Environment, and Business Ethics.

- The platform helps to easily prioritize areas that need action.
- SAQ is available in 11 languages, making it available to vendors around the world.
- Vendors are provided with Management Controls Reporting, guiding them, if needed, to take necessary actions.

Dorfin Inc. requires vendors who need to take action based on compliance, and are required to formulate and then implement a corrective action plan. Dorfin Inc. also has instructed our vendors that we can conduct audits with very short notice. Dorfin Inc. has the right to terminate a vendor's contract or purchase orders if they do not meet the SAQ requirements for compliance or do not comply with the Dorfin Inc's Vendor Code of Conduct.

Vendors are required to address compliance gaps by formulating and implementing formal Corrective Action Plans. Dorfin Inc. operates with an open-audit policy, inspections may be performed at anytime. Vendors are in formal agreement that must comply with the SAQ and the Vendor Code of Conduct is a condition of business partnership; failure to meet these standards may result in the immediate termination of contracts or purchase orders.

OUR RISK ASSESSMENT

Dorfin Inc. engages in various activities to identify, assess, and manage supplier risk. In assessing the risk of forced and child labour in our business and supply chains, we routinely conduct and review SEDEX and BSCI audits, engage with our peers, consult with external experts, map supply chains, and conduct risk assessments. To identify the business activities with the greatest exposure to these risks, we consider the following factors:

- labour is voluntary / uncoerced labour;
- workers are timely & properly compensated;
- workers are not exploited;
- facilities comply with applicable employment standards (including minimum age);
- facilities meet health and safety laws and regulations;
- safeguard are in place to protect workers at all times;
- working hours are consistent with local laws and standards

Social compliance audits are typically conducted by third-party auditors using the SMETA framework. Vendors can also provide Dorfin Inc with facility compliance audits using an alternative acceptable global framework (such as BSCI), our team then conducts a review of these audits to ensure they meet our standards.

If an audit identifies any compliance violations, such as; child or forced labour, unsafe working conditions, inadequate facilities, or exploitative labour practices. Dorfin Inc. will immediately suspend business with the affected facility. The company will then work with the vendor to determine whether the issue can be reasonably corrected; however, it will terminate relationships with vendors who are unwilling or unable to address the non-compliance.



OUR COMMITMENTS

Remediation Measures:

Our Code of Business Conduct and Ethics requires all employees and contract workers of Dorfin Inc to report actual or possible misconduct. We also undertake diligence efforts (as further described in this Report) to ensure that the risk of forced labour and child labour is mitigated in our business. In the event that we discover any forced labour or child labour in our business and supply chains, we take the following measures to remediate such forced labour or child labour:

- Suspension or termination of a vendor, sub-vendor or contractor;
- Actions to prevent forced labour or child labour and associated harms from reoccurring;
- Actions to support victims of forced labour or child labour;
- Formal apologies;
- Capacity-building measures, enhanced supervision and/or monitoring of vendor, sub-vendor or contractor;
- Actions to support victims of forced labour or child labour and/or their families such as workforce reintegration and psychosocial support;
- Compensation for victims of forced labour or child labour and/or their families;
- Community and stakeholder engagement or wider capacity-building measures

We have established a whistleblowing process that encompasses the reporting of various forms of misconduct, including concerns related to workplace harassment and safety. This reporting mechanism is accessible to all Dorfin Inc. employees and allows for anonymous submissions.

TRAINING

Dorfin Inc. delivers mandatory, ongoing training to all procurement staff to ensure a strong understanding of its Vendor Code of Conduct, as well as its core principles and values. Developed internally, this training covers key topics such as labour rights and the prevention of forced and child labour. All new employees in purchasing and sourcing roles are required to complete this training as part of their onboarding.



OUR PROGRESS AND EFFECTIVENESS

As part of our governance processes, we monitor compliance with our policies continuously. We also review any concerns raised through our Whistleblower Policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified.

We are dedicated to maintaining transparency in our operations and promoting responsible practices throughout our supply chains.

Dorfin Inc. vendors undergo SEDEX Members Ethical Trade Audits (SMETA) audits that cover a variety of topics, such as labour, health and safety, environment and business ethics. These audits are intended to help protect workers from unsafe working conditions, forced overtime, prejudice, low/untimely remuneration, and forced labour. We also review our vendors current BSCI (Business Social Compliance Initiative) social audits, a recognized methodology for identifying and remediating risks in global supply chains.

We recognize the importance of maintaining continuous vigilance to identify and address any instances of forced and child labour within our operations and supply chains. Accordingly, we are committed to conducting an annual review of the progress, efficiency, and effectiveness of our procedures designed to mitigate and prevent such risks, ensuring they remain robust and aligned with best practices.

ATTESTATION

This Report was approved by Dorfin Inc's executive management team on 2026-05-01 and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This Report is also available on our company website at www.dorfin.com.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the Dorfin Inc. Based on my knowledge, and having exercised reasonable diligence, I 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 listed above.

Stanley Aranoff

Stan Aranoff
President & CEO
2026-05-26

I have the authority to bind Dorfin Inc.