



Osmow's
SHAWARMA



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Fighting Against Forced Labour and Child Labour in Canadian Supply Chain:

2023 Annual Report



1. Modern Slavery Statement for the Financial Year ended 2023

This statement is made pursuant to Bill S-211 to meet the applicable requirements of an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Act”). This statement outlines the approach and initiatives by Oscorp Limited to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing January 1, 2023 and ending December 31, 2023. We are committed to respecting human rights and ensuring our supply chain is free from forced labour and child labour.

2. Reporting Entities

This is a report under the Act for the following reporting entities (“the Reporting Entity”)

- Oscorp Limited;

In this report, “we”, “us”, “our”, “the Company” means, as appropriate the Reporting Entity as defined above and/or its subsidiaries.

3. Our Organization Structure and activities

The Reporting Entity is incorporated in the Province of Ontario. Oscorp Limited is a parent company of and owns Osmow’s Commissary Ltd. and Osmow’s Inc., and does not conduct business activity of its own or have any employees. Osmow’s as a brand is one of North America’s fastest growing quick-service restaurant chains, boasting more than 170 outlets. Our modern take on classic Mediterranean and Middle Eastern dishes has proven a hit with our ever-expanding customer base.

The registered address is located in Mississauga, Ontario.

4. Supply-chain

Our subsidiaries procure a variety of products from suppliers based inside and outside Canada through suppliers’ company representatives based in Canada. Osmow’s Commissary procures equipment, packaging/container and food products including raw protein. Osmow’s Inc. procures equipment, furniture and the like for the head office and the restaurants it operates.



We do not import goods into Canada as the broker of record. The majority of the suppliers are based in Canada, and we also have Canadian suppliers whose suppliers are based outside Canada.

5. Risk Assessment and Policies

In our fiscal year ending December 2023, we assessed the potential for forced labour and child labour in our activities and supply chain. We identified one country namely, China, as posing a potential risk for forced labour and child labour from which our suppliers source goods from time to time. We are currently reviewing the contracts with suppliers whose suppliers are based outside Canada to draft anti-forced labour and anti-child labour clauses to the contracts upon their renewal. We have trained our Procurement department of the potential for suppliers with foreign activities or suppliers to use forced labour and child labour and to explore the possibility of using local suppliers instead to reduce the risk of forced labour and child labour so that we may also inspect suppliers' sites more easily to confirm lack of forced labour and child labour.

We are tracking and monitoring risks of forced labour and child labour related to our direct suppliers and contractors. We have not encountered the risk of forced labour and child labour yet; however, we will not tolerate exploitation of children, abuse or servitude of any work. Our Human Rights Policy categorically prohibits the use of forced labour and child labour, or slavery, in our operations and extends this prohibition to our suppliers and contractors. We began developing formal training and awareness materials on forced labour and child labour for our procurement teams. We have confirmed with our HR department that all workers are recruited voluntarily and are maintaining internal controls to ensure we maintain this.

6. Remediation

We have not identified any instances of forced or child labour in our activities or supply chain. Accordingly, we have not taken any measures to remediate any forced labour or child labour. We have not yet taken measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in our supply chain. We are currently deliberating drafting a formal policy on how we would remediate any loss related to such activities.

7. Training



Our Human Rights Policy is the way that we hold ourselves accountable to the highest ethical standards as an organization. The policy is used as a yardstick against which our day-to-day activities and interactions are measured. We have trained Procurement department of the entities we control of the potential for suppliers with foreign activities to use forced labour and child labour and to explore the possibility of using local suppliers instead to reduce the risk of child labour and so that we may also inspect suppliers' sites more easily to confirm lack of forced labour and child labour. We began developing formal training and awareness materials on forced labour and child labour. We began developing formal training and awareness materials on forced labour and child labour for our procurement teams.

8. Effectiveness Assessments

We have not yet taken any action to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our supply chain. As described in this report, we are currently reviewing our contracts with suppliers whose suppliers are based in and outside Canada in addition to our internal onboarding policies.

9. 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 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 period specified in this report.

Bernadette Osmow, President

I have the authority to bind the corporation.

May 30, 2024