



Forced Labour in Canadian Supply Chains ~ Compliance Report ~

Fiscal Year JL 2024 - JN 2025

1. Introduction

In compliance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), which requires that subject organizations prevent and reduce forced labour and child labour within their supply chains, this report has been prepared for the single business entity DOM International Limited (“DOM”) for the period of July 1, 2024 - June 30, 2025.

2. Steps Taken to Prevent and Reduce the Risk of Child Labour and Forced Labour

The matters of child and forced labour are addressed through DOM’s Labour Policy and Anti-Human Trafficking Policy, respectively.

We require our supply chain partners to attest to using fair labour practices in their operations. These practices include

- Wages
- Payment practices
- Hours of work
- Health and safety
- Workers’ accident insurance coverage
- Freedom of association and the right to collective bargaining

3. Business Structure & Activities

DOM is a privately held corporation located in Toronto, Ontario. We are a food import and logistics wholesale company that specializes in seafood, particularly salmon, organic salmon, and value-added salmon. Established in 1988, we remain committed to bringing the world's finest seafood to Canadians. Our customer base is composed of retailers, distributors, and food service establishments.

We conduct processing, warehousing, and distribution activities for ourselves and other companies, in our federally inspected seafood processing operation and 77,000 square foot warehouse and cold-storage facility. DOM has rigorous food safety protocols and operates under a number of food quality certifications and regulations, including QMP/QMPi, BRC, MSC/ASC, Organic, and Kosher.

As importers, we sustainably source our products from around the world—including Norway, Sweden, Scotland, Denmark, Germany, Lithuania, Indonesia, Vietnam, Thailand, and Chile—distributing four (4) brands across Canada and into some U.S. markets:

- Norwegian Fjord
- DOM Organics
- DOM Reserve
- DOM Specialty

4. Company Policies and Due Diligence Processes Related to Child Labour and Forced Labour

Labour Policy

DOM's Labour policy documents the company's commitment to ensuring all employees—whether a company employee or temporary agency worker—are legally able to work in our jurisdiction and that they receive the compensation to which they are entitled. The policy further states that our labour suppliers must operate in a similar fashion.

We have verification processes in place regarding our employee's or temporary worker's age, identity, and ability to legally work in Canada. Anyone in Canada on a work or student permit must produce original work documents for verification. These documents must remain valid and our Human Resources department actively monitors eligibility status and renewal, flagging any compliance issues to be resolved.

Anti-Human Trafficking Policy

DOM's Anti-Human Trafficking policy proscribes engaging in any business, transaction, or endeavour that relates to or may relate to human trafficking-associated activities.

Stakeholders are required to report to DOM any concerns pertinent to the Labour Policy or the Anti-Human Trafficking Policy. Employees may be subject to disciplinary and/or legal action if they violate the policies themselves or fail to report others' violations or illegal behaviour. Supply chain partners found to be non-compliant with our policies will similarly face business and/or legal actions. Retaliation, or threat of retaliation, will not be tolerated in any way and offenders will be disciplined.

DOM is in compliance with many customer codes of conduct, completing surveys and passing rigorous audits. These codes are built on international labour standards that prohibit the use of child labour or forced labour, including

- Ten Principles of the UN Global Compact
- UN Guiding Principles on Business and Human Rights
- ILO conventions and recommendations

5. Identifying Forced Labour and Child Labour

Though DOM has not conducted our own risk mapping process, compliance with customer codes of conduct, involved the completion of audit surveys that required our own suppliers (and their suppliers) to report on the use of child labour and forced labour. No organizations were identified as part of those audits.

As a seafood importer, we are well aware, when sourcing product within this industry or from certain countries, of the potential risk of unfair labour practices. We continue to investigate how to best evaluate, audit, and monitor our supply chain partners.

Particular areas of focus we have identified:

- the industry in which we operate
- the types of products we import and source
- tier three suppliers
- the use of outsourced, contracted, or subcontracted labour
- suppliers closer to primary sourcing activities (e.g., fishing vessels)
- suppliers operating in countries with less stringent labour standards than Canada or the EU

6. Remediating the Effects of the Measures to Eliminate Child Labour and Forced Labour

We have not identified any loss of income to vulnerable families that resulted from measures taken to eliminate the use of child labour or forced labour in our activities and supply chains.

7. Training Employees on Child Labour and Forced Labour

Department managers and supervisors are trained on the Labour Policy and their responsibility to verify the age of temporary help agency workers when they are first assigned to DOM, using the worker's government-issued photo ID.

All employees receive the Anti Human-Trafficking Policy and are aware of both the issue and the related reporting responsibilities.

8. Assessing Effectiveness

DOM recognizes the importance of preventing forced labour and child labour and that everyone in the supply chain has a part in realizing this goal. At this time, we do not have a means of assessing the effectiveness of our efforts in this area and continue to investigate available options.

9. Approval and Attestation

This report is approved by the owners of DOM International Limited.

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.”

“ *Domenic Porporo* ”

Domenic Porporo

President

May 28, 2026

I have the authority to bind DOM International Limited

“ *Mario Porporo* ”

Mario Porporo

Vice-President, Operations & Logistics

May 28, 2026

I have the authority to bind DOM International Limited