

May 31, 2024

Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”) was enacted by the federal government to require certain entities doing business in Canada to disclose the steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity. This report relates to the financial year ended December 31, 2023.

About Brewers Retail Inc. and its Supply Chains

Owned by Ontario-based brewers, Brewers Retail Inc., operating as The Beer Store, is the largest beer retailer in Ontario. The Beer Store listed 1,107 brands, which more than 267 brewers provided in 2023. With 26 points of distribution strategically located across the Province, The Beer Store proudly distributed 2.9 million hectoliters of beer in 2023. The Beer Store is deeply committed to responsible sales and not selling to minors and people who are intoxicated. More than 1.5 million customers were challenged in 2023 alone. It is also one of the greenest retailers in the world, annually collecting for reuse and recycling approximately 1.7 billion beverage alcohol containers, including beer, wine and spirits. The Beer Store employs 6500 hard-working Ontarians with well-paying full- and part-time jobs.

All beer products sold at or distributed through The Beer Store are approved for sale in the Province by the Liquor Control Board of Ontario (the “**LCBO**”). The LCBO’s report pursuant to the Act can be found on its [website](#). In addition, manufacturers of beverage alcohol in the Province of Ontario and local agents within Ontario acting on behalf of manufacturers located outside of the province are required to be licensed by the Alcohol and Gaming Commission of Ontario (“**AGCO**”) and must comply with all licence requirements and enforcement activity conducted by the AGCO on an ongoing basis.

The following additional information about The Beer Store is published and publicly available on its [website](#) pursuant to its Master Framework Agreement with the Province of Ontario, as amended:

- Audited Annual Financial Statements
- Annual Operations Report
- Annual Stewardship Report

Policies, Risks, Remediation, Training and Effectiveness

The Beer Store operates in accordance with five core values: respect, health & safety, excellence, customer experience and sustainability leadership. To support legal compliance and ethical business practices, The Beer Store requires vendors that enter into written agreements with The

Beer Store to affirmatively represent that their supply of products and/or services are in compliance with all applicable laws, including the Act. It also requires suppliers to adhere to The Beer Store's standard Supplier Manual.

The Beer Store has in place a Code of Business Conduct and Ethics (the "Code") to govern its employees' engagement with internal stakeholders and third parties. Any suspected violations of the Code can be reported anonymously through The Beer Store's whistleblower telephone or online service. Third parties can submit any business or ethical concerns through The Beer Store's customer service center or the beer [ombudsman](#). To date, The Beer Store has not received any reports of any instances of forced or child labour related to its business or supply chains.

Since The Beer Store has not identified any instances of forced or child labour in its supply chains, it has not had to enact any remediation measures to date. Any vendors found to be in non-compliance with applicable laws, including the Act, could be subject to immediate termination of their business relationship with The Beer Store. Failure to follow the Code may be grounds for discipline up to and including termination of employment.

Employees of The Beer Store are subject to initial onboarding training, which includes training on the Code. Annual training requirements again include the Code given its important risk management function at The Beer Store. The Beer Store annually reviews the Code and other corporate policies to assess their effectiveness, alignment with The Beer Store's core values and determine whether updates are advisable or required.

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 this report for the entity 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.

Yours truly,

(signed) *Patrick D'Anjou*

Patrick D'Anjou
Brewers Retail Inc.
Chair, Governance and Human Resources Committee

I have the authority to bind Brewers Retail Inc.

This Report was approved by the Governance and Human Resources Committee of the Board of Directors of Brewers Retail Inc. as of May 31, 2024.