



## LAW TO PREVENT FORCED LABOR AND CHILD LABOR IN SUPPLY CHAINS

### 2023 ANNUAL REPORT Naya Waters Inc.

#### 1. About This Report

This report is prepared by Naya Waters in conformity with the Fighting Against Forced Labour and Child Labour in Supply Chains Act concerns the fiscal year ending December 31, 2023.

This is the first annual report prepared by Naya Waters under this law, and we do not prepare any reports related to this subject under any other law.

#### 2. About Us and Our Supply Chain

Naya Waters is a Quebec-based Canadian bottler of natural spring water, with around 95 employees.

The Company develops, produces and commercializes bottled water for the retail market, including supermarket chains, independent grocers, mass merchandisers, warehouse clubs and large drugstore chains, as well as for foodservice, which includes sales to restaurants, hotels, hospitals, schools and food distributors. Sales of Naya products are handled by the Naya sales team and food distributors. Nearly 100% of our sales are in Canada.

Naya's supply chain is mainly made up of suppliers of raw materials, containers and packaging materials used at the Mirabel plant.

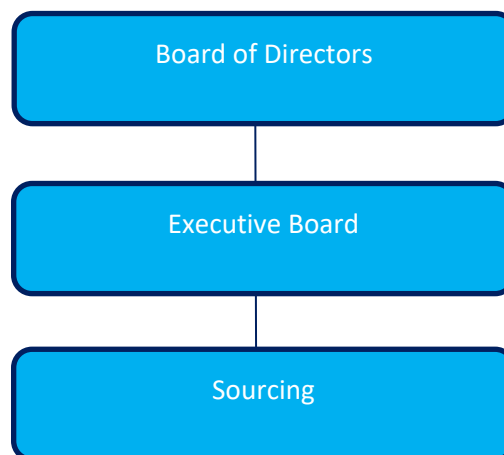
Our supply chains are built on transparent, loyal and long-standing partnerships that are essential to our business. When our supplier's size justifies it, our main suppliers' high standards of accountability and disclosure serve to reduce our own business risks. Having key supplier partners who have strong internal controls, who prioritize distribution processes, appropriate governance, and who are transparent in their disclosure of corporate policies, facilitates our supplier due diligence process.

Our supply chain mapping ensures that most of our raw material and product supply requirements are sourced directly from Canadian or European entities where laws regulating forced labor and child labor are in place. For those located in regions where practices may be less in line with our philosophy, we investigate their websites. In the case where we cannot find information corroborating their adherence to human rights programs, we investigate their practices with our supplier contact, but we cannot affirm that there is no risk of forced or child labor.



Our process of due diligence and supplier monitoring reflects the strong sense of corporate responsibility and high standards we set ourselves for responsible industry practice. We are committed to respecting human rights in everything we do and have a zero-tolerance approach to forced and child labor. We are determined to minimize any negative impact of our activities and operations, as well as to improve responsible practices at every stage of our supply chain.

Our corporate structure is the following:



Our purchasing team collaborates with the Executive Committee, which oversees our strategy and action plan. The Executive Committee reports regularly to the Board of Directors.

### 3. Policies and Due Diligence Processes

We continue to improve our processes to reduce the risks associated with forced and child labor, and although we have not yet implemented formal written policies and documented due diligence processes in our supply chains, we have integrated responsible business practices into our policies and our management systems.

So far, we have been seeking to better understand and have more visibility over our entire supply chain through our internal audits and discussions with our main suppliers on how their operations are conducted locally and abroad regarding forced and child labor.



Our employee guide for salaried employees emphasizes the importance of a positive and safe working environment which complies with health and safety requirements and applicable laws, and a denunciation mechanism is in place to deal with any potential problems. Our human resources policies and internal hiring processes are strictly complying to applicable employment and labor laws in the countries where we operate. We do not hire temporary foreign workers, which could have resulted in higher risks.

#### **4. Parts of the Company and Supply Chain That Contain a Risk of Forced Labor Or Child Labor/Risk Assessment and Management Measures**

Although we are vigilant to the potential risk of forced and child labour within our supply chain, we believe that the risk is minimized as we supply from large and reputable companies that have a high level of corporate responsibility and strict disclosure obligations with respect to their respective supply chains.

While we are in the early stages of mapping the details of our suppliers' entire supply chain and activities in detail, particularly in relation to raw materials and manufacturing, we are investigating, but cannot yet determine, the risks that these activities may entail in relation to forced and child labour. The reporting and disclosure of our supplier partners' own statements under the Act will be very helpful in this regard.

Also, we are also unable to determine what risk, if any, is associated with the recruitment of foreign workers by these suppliers.

We intend to maintain internal assessments of the risks of forced labour and child labour in our own operations and those of our supply chain partners. We continue to collect information on the recruitment of workers, including the countries targeted for recruitment of foreign workers and the means taken to validate compliance with applicable legal age requirements, and to maintain internal controls, to ensure that all workers are recruited ethically, legally and voluntarily to prevent and reduce human rights risks.

We also continue to encourage and support employees to disclose any suspected wrongdoing and to raise awareness of the risks of forced and child labour.

#### **5. Corrective Measures**

In the last reporting period, we have not identified or been informed of any specific cases of forced or child labor, and consequently no action has been taken during the year under review to remedy forced or child labor, or to remedy the loss of income for the most vulnerable families resulting from a measure meant to eliminate the practice of forced or child labor.





## 6. Training

As we continue to deepen our understanding of human rights risks in our company and supply chain, we remain committed to improving our practices to help prevent and reduce the risk of forced or child labor in our operations. We recognize that there are currently no formal training programs for our employees relating specifically to forced or child labor. However, through various channels such as internal communications, discussions and resource sharing, we strive to raise awareness of these important issues among our employees. Our commitment is based on continuous learning and open dialogue both internally and with our supplier partners, enabling our team to navigate and resolve these issues with respect and understanding until a more formal training program can be developed and implemented.

## 7. Evaluate the Efficiency of Our Process

Ensure that forced labor and child labor practices do not exist in our business and supply chains is and will always be a work in progress. We assess our efficiency in both preventing and reducing the risk of forced labor and child labor in our operations and supply chains by regularly reviewing and auditing the organization's policies and procedures relating to forced labor and child labor.

## 8. Report Approval

This report, for the fiscal year ending December 31, 2023, was approved by the Executive Committee of Les Eaux Naya Inc. on its behalf on May 31, 2024, in accordance with paragraph 11 (4) (b) (ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 of it, I certify that I have reviewed the information contained in the Report for the entities listed above. To the best of my knowledge, based on due diligence, I certify that the information contained in the Report are true, accurate and complete in every way within the meaning of the Act, for the reporting year indicated above.

I have the authority to bind Naya Waters Inc.

Full name: Marie-Josée Amyot  
Title : Vice President Finance  
Date : May 31, 2024

Full name: Pierre Simard  
Title: Administrator  
Date : May 31, 2024