



Ferrero Canada Limited
Report on Forced Labour and Child Labour Risks



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(Year ended August 31, 2025)



FERRERO CANADA LTD./ LTÉE
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Statement

Ferrero Canada Limited, as a subsidiary of the ultimate parent company Ferrero International S.A. (referred to herein as “**Ferrero**”), is committed to and fully supports the goals of the *Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff*, referred to as Canada’s “Modern Slavery Act” (the “**Act**”).

Overview

Ferrero began its story in the small town of Alba in Piedmont, Italy, in 1946. Today, with a consolidated turnover of 14 billion euros, Ferrero is amongst the leaders of the Sweet Packaged Foods market worldwide. The Ferrero Group is present throughout the world with over 50,000 people and 37 manufacturing plants. Ferrero produces many iconic brands that are loved by generations and sold in more than 170 countries, these include Nutella, Ferrero Rocher, Tic Tac, and Kinder. Our diverse range of products is produced by a value chain across the globe – from sourcing raw materials to the end of life of our products. To make our products, we source raw materials such as cocoa, palm oil, hazelnut, sugar, milk and eggs, relying on long term relationships with suppliers.

Our Approach and Documents | Ferrero Sustainability

Still a family-owned company, now in its third generation, Ferrero continues to share a commitment towards continuous improvement to achieve the highest quality and care, this is at the heart of everything we do for our consumers and the communities in which we operate. Our core values provide the foundation for our purpose and are a guiding force for our people and suppliers as our family company continues to grow. With a vision towards sustainability, improving the conditions of rural areas and the communities where raw materials are sourced, Ferrero has an umbrella program on the group's engagement in sourcing sustainable raw materials. Learn more in our latest Sustainability Report ([Ferrero Sustainability Report | Ferrero Group](#)).

This report has been produced pursuant to section 11(1) of the Act and constitutes our slavery, forced and child labour and human trafficking statement and report for the financial year ending 31 August 2025. We do not own or control any other Entities within the meaning of the Act.

Governance

Our Group Leadership Team is responsible for the approval of Ferrero Group’s Long-Term Guidelines, including Sustainability and our Group Human Rights Approach. The Sustainability Execution Committee is delegated by the Group Leadership Team and composed of members of the Group Management Team. The Committee is responsible for overseeing the execution of the Sustainability Long Term Guidelines, providing observations on the implementation of Ferrero’s Human Rights approach and endorsing relevant human rights projects and initiatives. The Sustainability Operative Committee comprises managers across cross-functional departments who are responsible for coordinating and collaborating with internal stakeholders and external expert advisors to ensure the effective implementation of human rights strategy and initiatives.

Our Human Rights Approach

Together with our company values, our respect for human rights guides our strategy, policies and everyday activities across our value chain.

Our human rights approach is built on three fundamental elements:

Governance: Ensuring transparency and accountability to manage risks

Policies and procedures: Strong commitments to foster respect for human rights

Human rights capabilities: Building internal awareness and competence to equip our people with the appropriate knowledge, skills and resources

Our human rights approach, reflected within our [Human Rights Policy Statement](#) reporting, goes beyond adhering to laws. It closely follows the Ten Principles of the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, and the International Labour Organization (ILO) Fundamental Conventions. We are committed to upholding and advancing human rights, while preventing, mitigating, and addressing any adverse impacts that may occur in our value chain.

Our human rights policy extends to all individuals and groups potentially impacted by Ferrero Group’s activities or business relationships. This includes vulnerable groups such as children, women, migrant workers, Indigenous Peoples and communities, and smallholder farmers, as well as other under-represented individuals may be impacted by our business. Additionally, our commitment encompasses all employees working at Ferrero, including permanent, temporary, contractual and seasonal employees.

Meaningful stakeholder engagement is fundamental to our human rights approach. We engage in external consultations by identifying trusted stakeholders, such as the ILO, Save the Children and Shift, and forming a core drafting group to refine our policy. This draft is shared for feedback. The endorsement phase involves securing approvals from our Executive Chairman, CEO, Global Leadership Team and Group Management Team, and aligning with the Responsible Sourcing Team on the Supplier Code. Communication is key, with translation handled by local teams to ensure the policy is communicated effectively both internally and externally. The [Human Rights Policy Statement](#) is shared with all employees through internal communication channels and with business partners via relevant business departments. Individuals at Ferrero can access the statement on our digital workplace and it is also distributed to all production plants through our social compliance program and integrated into our social audit procedure. It is translated into 12 languages and distributed across all the countries and regions we operate in. We have made the policy statement and human rights report available to the public on our [website](#).

Human Rights Pillars

Alongside our Company Values, we pledge to respect and promote human rights across our value chain through a due diligence-based approach, rooted in the following pillars:

1. Assess: identifying, assessing, and prioritizing human rights risks, including ethical audits and assessments.

We regularly evaluate salient human rights issues that may arise from our business activities and reassess priority areas as part of our ongoing efforts. During this process, we embrace legislation, international standards and feedback from consumers and non-profit organizations to ensure that we remain responsive to risks and actively contribute to driving systemic change.

Our 2023 double materiality assessment identified human rights in the supply chain as a “Top Priority” issue, and we continue to consider human rights within our own operations as fundamentally important. By measuring, enhancing and evaluating supplier practices, we aim to foster strong partnerships that contribute to our shared social impact goals across the value chain.

Analyzing risks and opportunities, maintaining compliance and developing capabilities of our suppliers are all part of our due diligence approach. Our due diligence procedure employs a rigorous methodology that mandates suppliers to abide by the Ferrero Supplier Code, which addresses social practices and human rights.

2. Address: integrating our human rights commitment into our operations, tackling identified risks by implementing measures to prevent, mitigate and remediate them.

We tackle the root causes which are fundamental to the issue (e.g. poverty, laws) and address them through suitable approaches like advocacy, institutional engagement and industry platforms.

We are particularly vigilant of the salient human rights issues that may arise from our sourcing activities, and have specific charters for each of our key raw materials: [cocoa](#), [hazelnut](#), [palm oil](#) and [dairy](#), to which suppliers are required to comply. These charters define required certifications, standards and level of transparency. Further, we co-developed the Child Labour Prevention and Remediation Guidelines for Cocoa in West Africa, which we are currently piloting. We are integrating human rights into our responsible sourcing strategy by ensuring traceability and external verification of raw materials through recognized standards like Roundtable on Sustainable Palm Oil (RSPO) and Fairtrade.

We regularly refine our due diligence process to better identify human rights risks. We conduct periodical supplier base risk analysis, annual self-assessments and ethical audits using both internally developed standards aligned with ILO regulations and the Sedex Members Ethical Trade Audit (SMETA) methodology.

In addition to sustainability-themed training provided to all employees, procurement professionals are enrolled in trainings around responsible sourcing to further embed sustainability awareness in driving purchasing strategies.

We support cocoa-growing communities through a comprehensive approach at household, community, regional and national levels, collaborating with key strategic partners. We also promote women's empowerment programs due to their pivotal role in driving and ensuring child protection.

We develop internal operational policies to guide implementation of addressing human rights topics across Ferrero.

3. Monitor: tracking and monitoring our activities and their effectiveness in addressing risks and continually improving our human rights approach.

Each business function within Ferrero takes responsibility and has accountability for their actions to monitor and address the salient human rights issues that are relevant to their activities.

Meanwhile, the ongoing due diligence of our value chain, including suppliers, sub-suppliers and contractors, involves a continuous cycle of assessment, third-party audits and remediation, alongside preventative measures when audits or assessments reveal instances of non-compliance. We work collaboratively to create remedial action plans that are effective. We seriously consider the engagement and commitment of our suppliers in our sustainability journey. In severe cases, non-cooperation may result in measures such as ending the business relationship.

We work to continuously embed findings and learnings from this ongoing human rights monitoring into our decision-making processes.

4. Communicate: reporting the implementation progress internally and externally.

Our updated [Our Code of Ethics](#), [Human Rights Policy Statement](#) [Human Rights Policy Statement](#) and the [Supplier Code](#), all of which cover human rights issues, are shared through various internal communication platforms, including the Ferrero digital workplace. New employees are encouraged to review these during their onboarding process, as they contain details to access the Ferrero Integrity Helpline, for individuals to flag concerns.

We annually publish progress reports for [cocoa](#), [hazelnut](#), and [palm oil](#), which highlight how we have progressed on our responsible sourcing and human rights initiatives for these key ingredients.

We provide training for buyers on responsible sourcing and offer sessions for employees relating to human rights issues.

We advocate to address challenges by collaborating with sector peers and non-profit organizations to advocate for EU legislation on mandatory due diligence across our supply chains.

For example, we are part of the [EU Sustainable Supply Chains Coalition](#), an informal alliance bringing together companies, civil society organizations and multistakeholder initiatives seeking to engage with EU policy developments and legislation that help to make agricultural and commodity value chains sustainable from a human rights and environmental perspective. Our co-signed position papers for the cause can be found [here](#).

We communicate to external stakeholders via our website and [sustainability reporting suite](#).

Further details of this can be found in the [Human Right Due Diligence Framework](#) section of our latest [Human Rights Progress Report](#). This approach is foundational to how we manage, mitigate and remediate any potential risks related to our 10 salient human rights issues, as discussed further in the Report. Further, as a member of the Consumer Goods Forum (CGF) Human Rights Coalition, we commit to implementing an approach to manage and address human rights risks across global operations in line with the industry forced-labour-focused due diligence framework. Given the complexity of human rights issues, we engage and collaborate with stakeholders such as suppliers, non-profits, expert organizations and industry platforms. We further collaborate with certification bodies and supply chain partners such as cooperatives to address child labour issues. We expect our business partners to share the same view and take appropriate steps and measures with a due diligence-based approach to identify, address and remediate any adverse human rights effects they may cause, contribute to or be linked to through their business relationships.

Codes and Policies

Our Code of Ethics, Code of Business Conduct, Human Rights Policy Statement and Supplier Code guide our human rights commitments within our own operations and influence business partners' actions across our supply chains. Our Codes and internal policies are regularly reviewed and updated.

a) Ferrero's Code of Ethics

Our [Code of Ethics](#) identifies the guiding principles for the resources that operate in and for Ferrero and defines the fundamental obligations for our stakeholders.

b) Ferrero's Code of Business Conduct

Our [Code of Business Conduct](#) establishes standards applicable to "business to business" relations, in conformity with the Ferrero Code of Ethics.

c) Ferrero's Human Rights Policy Statement

Our [Human Rights Policy Statement](#) sets expectations on human rights with respect to internal employees and external business partners regarding the 10 salient human rights areas, including forced labour, where we prioritize our human rights due diligence effort across our value chain.

d) Ferrero Supplier Code

Our [Supplier Code](#) outlines what responsible sourcing means for Ferrero, our priorities, and our engagement with suppliers on implementing our 3 responsible sourcing pillars: Human Rights and Social Practices, Environmental Protection and Sustainability, and Supplier Transparency. Our Code includes provisions against child labour, forced, bonded and compulsory labour, and requires our suppliers to carry out due diligence in their supply chains.

e) Reporting concerns

Individuals may raise any human rights issue related to Ferrero using the confidential [Ferrero Integrity Helpline](#). It is open 24 hours a day, 365 days a year and can be accessed in 43 languages via our digital workplace and website. It is managed by a third party. Once a report has been submitted, it is immediately made available to the Ferrero Steering Committee for review and investigation.

Our Activities in Addressing Human Rights Issues

Embedding Respect for Human Rights across Ferrero

Our social audit program disseminated our human rights approach across Ferrero. We offer a sustainability learning module which covers topics on human rights. This module is mandatory to complete for Line Managers and available for all employees. Additionally, we have an internal digital workspace, which also aims to increase awareness and promote a shared understanding of Ferrero's strategy and public position on sustainability topics, including human rights, among employees. We have developed and piloted a Human Rights Action Planning Toolkit that aims to build internal awareness and capability on human rights and help departments embed human rights thinking in their daily activities. Moreover, we ensure that our human rights commitment is embedded into the Ferrero Group's wider policies system, many of which are publicly available but are always made available to employees internally.

Human Rights across the value chain

Working with suppliers is one of the ways we implement our human rights approach, and we expect all our suppliers to adhere to the [Ferrero Supplier Code](#). We focus our efforts on carrying out due diligence and maintaining supplier management processes rooted in traceability/transparency, certifications and standards, and mitigation programs. Our multi-stakeholder approach sees us continuously monitor and challenge our suppliers with their compliance against human rights topics. We work collaboratively with stakeholders to remediate any compliance concerns whenever they are identified. We have published a series of dedicated Charters for our key raw materials: [cocoa](#), hazelnut, palm oil and dairy to tackle commodity and country-based human rights challenges. These Charters set out the minimum requirements our suppliers must meet, alongside the Supplier Code and due diligence process, and define the certifications and standards we require for each category. Other Charters will be published as we expand the list of key raw materials.

Identifying Salient Issues

We continuously review the relevance of our salient issues to adapt to changing risks and local socioeconomic conditions. In doing so, we embrace legislation, international standards, and feedback from consumers and NGOs to stay responsive and drive systemic changes. Below are the 10 identified salient risks from our assessment and where the main impacts may occur across our value chain:

1. Child protection and no child labour

Key initiatives: We have several measures and initiatives in place to identify, mitigate and remediate the risk of child labour within our supply chains, particularly for our key raw materials. With the support of Save the Children, we have developed and are piloting the Child Labour Guidelines for our cocoa supply chain in Ghana and Ivory Coast. We are a long-standing member of the World Cocoa Foundation (WCF) and the International Cocoa Initiative (ICI), which aims to ensure a better future for children and to advance the elimination of child labour in Ivory Coast and Ghana. For more information on these initiatives, please refer to our latest [sustainability report](#).

- Since November 2020, Ferrero has partnered with CAOBISCO and the ILO on a multi-year project to eliminate child labour in Turkey's seasonal hazelnut agriculture. The initiative focuses on capacity building, awareness and direct interventions like providing educational activities and support materials.
- Child protection is integral to our [Ferrero Farming Values](#) (FFV) program, active in Turkey since 2012, with our team engaging farming communities to enhance social practices. We offer educational activities and distribute educational and hygiene kits. In collaboration with local municipalities, we also established sanitation units for families in temporary accommodations.
- Since 2020, we have partnered with Save the Children on a community development program to support cocoa farming communities in West Africa. In 2025, we announced that we'll continue and expand the scale of this program and our activities in Côte d'Ivoire.
- We are also a partner of the Child Learning and Educational Facility (CLEF) collective initiative between the Ivorian government, companies and foundations, that strive to improve access to quality education to children in the cocoa-growing areas of Ivory Coast.
- Ferrero has once again been recognized among the top-scoring companies in the 2025 State of Children's Rights and Business Report' by Global Child Forum. We received a 9.1/10 rating for the second consecutive year. The report highlights best practices in protecting and advancing children's rights. The full score and report can be accessed at Global Child Forum.

2. No forced, bonded, and compulsory labour

Key initiatives: We actively take appropriate steps to identify, prevent and address forced labour linked to our business relationships and supply chains.

SMETA+ is Ferrero's bespoke social audit program designed to enhance ethical standards in the realm of forced labour across Ferrero's global operations and supply chains. It represents a significant evolution in Ferrero's audit and compliance efforts, offering an enhanced framework to monitor ethical sourcing practices. Building on the existing SMETA framework, SMETA+ incorporates additional layers of assessment to address human rights concerns, integrating the forced labour due diligence framework developed by the Consumer Goods Forum.

Our Palm Oil Charter addresses forced labour in the supply chain, by highlighting that suppliers are obligated to recruit workers ethically, mandating that they adopt responsible recruitment practices and communicate these principles to their suppliers.

As we focus on achieving a fully transparent value chain, we partner with providers such as SourceMap, a leading provider of supply chain mapping, including farmer mapping, to collect key data within the supply to aid us in mobilizing targeting interventions, supporting sustainable livelihoods and preventing forced labour risks.

3. Fair wages

Key initiatives: Our Cocoa Charter integrates living incomes and income diversification, and we are currently evaluating methodologies, initiatives and research to amplify our impact. We are also currently working on developing impact measurement metrics, starting with living income metrics, with an expert organization.

Our employees' compensation is aligned with the market median, and we do not observe significant gender gaps. We are committed to continually enhancing our diversity and inclusion data analysis, metrics, gap assessments and Pay Equity Analysis.

4. Working hours

Key initiatives: We actively address employee concerns through our periodic employee surveys and additional ad-hoc surveys. Insights from these surveys have led us to implement a comprehensive global well-being program that covers physical, mental and social aspects.

Additionally, we engage closely with the European Works Council and other worker rights and consultation bodies worldwide to continuously enhance working practices. Our commitment to improving labour conditions is further reinforced by our annual ethical audit program, which assesses various factors, including working hours.

5. Diversity and inclusion, including no discrimination and harassment

Key initiatives: We have policies at the Group level to prevent key DE&I risks and promote inclusive practices, including the anti-discrimination and harassment policy, the global parental policy and the workplace adjustments policy. The implementation of these policies is supported by communication and training. Elsewhere we continue to rely on data to understand the representation of different groups within our workforce. We monitor representation across the employee lifecycle from recruitment, learning and development, performance, promotion, reward and separation to ensure these processes are free of bias and to guarantee fair representation.

We regularly launch DE&I-themed awareness campaigns. Key dates on our global agenda include International Women's Day, World Day for Cultural Diversity and Dialogue, Pride and International Day for People with Disabilities. We leverage global partners to advance our DE&I agenda and benefit from expert knowledge and proven practices; these include Catalyst, LEAD Network, Business Disability Forum and Country Navigator.

6. Freedom of association and collective bargaining

Key initiatives: Our social audit program utilizes the SMETA methodology to monitor labour conditions across our value chain, including aspects such as freedom of association and collective bargaining. Findings from these assessments allow us to proactively address any instances of non-compliance through effective remediation processes, which we are continually refining to ensure better outcomes.

7. Health and safety

Key initiatives: Strengthening our safety culture aligns with our vision to foster a proactive, self-sustaining environment that continuously enhances the health, safety and well-being of our people and partners. Within our operations, we provide occupational health services such as access to workplace doctors and nurses, first aid and counselling. We have launched a training program in operations to empower line managers to engage their teams in meaningful safety dialogues.

We established Group-wide health and safety indicators and set targets for each Ferrero plant, with most sites meeting these goals. Consequently, the injury rate across the Ferrero Group decreased significantly. Moving forward, we will

focus on initiatives that involve all employees in actively managing and discussing safety, aiming to eliminate all injuries and accidents.

8. Privacy

Key initiatives: In addition to the Ferrero Fundamentals privacy module provided to all employees, we offer tailored e-learning modules and workshops to key departments and employees, including those in human resources, marketing and consumer care.

We pay special attention to emerging technologies, such as algorithmic decision-making and Generative AI, to ensure that our data processing practices are fair and beneficial to Ferrero, its consumers and business partners.

We continually enhance our internal processes to foster a culture of compliance and facilitate the exercise of privacy and data protection rights for our consumers, shoppers, employees and service providers. Our privacy notices are regularly updated to provide transparent information, and we ensure that data subjects can easily contact local privacy coordinators in their own language to ask questions or submit requests concerning their personal data.

The Group Privacy Counsel is actively involved in shaping our AI governance model to ensure that AI technologies are deployed in a manner that respects privacy and data protection.

9. Environmental-related human rights issues

Key initiatives: We collaborate with suppliers on issues specific to each commodity, such as tackling deforestation in palm oil and sugar cane cultivation and managing water use and pests in hazelnut farming (more details can be read in our sustainability report). Additionally, our farmer field schools offer training in sustainable agricultural and environmental practices. We also partner with international industry associations and certification standards like the CGF and RSPO to promote alignment and best practices. For more information, please see our corporate sustainability report.

10. Rights relating to consumer health and responsible marketing

Key initiatives: We are continually expanding and refining our analysis of our products' nutritional impacts and regularly report on the nutritional metrics, such as the glycemic index performance of our products, in our corporate sustainability report. In alignment with the International Food & Beverage Alliance product formulation and innovation framework, we eliminated partially hydrogenated fats from our products in 2006, meeting World Health Organization's (WHO) global request to limit industrial trans fats. We continue collaborating with other stakeholders in this area.

Kinder Joy of Moving is a global Ferrero Group social responsibility program active in Canada with a goal of encouraging children and families to embrace active lifestyles through play. Our Canadian program includes partnerships with Save the Children Canada to provide physical activities and training. Notably, we support communities in northern Ontario focusing on education, movement and well-being.

Ferrero's Actions

a) Our Own Operations

In our own operations, Ferrero takes steps to identify potential human rights issues and monitor our labour and human rights practices through implementing a third-party ethical audit program. Our operations plants undergo a yearly audit to verify the four-pillar standard within the SMETA approach - a methodology using best practice ethical audit techniques to help auditors conduct high quality audits that encompass all aspects of responsible business practice of labour, health and safety, environment and business ethics.

b) Our Supply Chains

Our responsible sourcing approach is built around traceability, certifications and standards, supplier responsible sourcing management and partnerships and collective engagements.

We carefully assess the risks and opportunities for each raw material to identify the best way to source it sustainably. We apply a deep understanding and knowledge of our ingredients, including their origins, the stakeholders involved and the processes they undergo.

We also believe the integration of our responsible sourcing approach is integral to achieving our human rights and responsible sourcing commitments. We provide our buyers with relevant tools and training, such as training on the Supplier Code.

C. Traceability and Certifications

We can only meet our responsible sourcing commitments, including human rights, if we know where our raw materials originate and how they were produced.

Traceability is essential to build a fair and sustainable supply chain and to mitigate potential issues such as forced labour and modern slavery. We expect our suppliers to address this topic with equal care.

Farmer mapping is an important tool for improving the traceability and sustainability of raw materials like cocoa, palm oil and hazelnuts. Knowing the locations and size of farms makes it possible to trace raw materials to farm gate level. This allows us to know where raw materials were grown, by whom and how – so that we can target our interventions to support sustainable livelihoods and ensure we do not source from farms where there are risks of issues such as deforestation, child labour, forced labour and modern slavery. Certifications schemes, when available and robust, are complementary to our approach.

d. Responsible Sourcing Supplier Risk Management

Responsible sourcing supplier risk management enables us to find ways to measure and improve the responsible business practices of suppliers to address issues of human rights, labour conditions, environmental protection and transparency. It is an ongoing process that includes risk and opportunities analysis, compliance and improvement, and capability building.

Each supplier is required to acknowledge our Ferrero Supplier Code. The Ferrero Supplier Code contains the key pillars of our Human Rights Policy Statement and engages suppliers on a journey of continuous improvement. It defines our minimum requirements and expectations for suppliers whom we have commercial relationship with. Suppliers are assessed to identify, prevent, and mitigate related risks.

Our due diligence-based approach comprises three steps: prioritization, assessment, and verification/audit. Depending on the results and risk categories, we may ask suppliers to undergo internal or third-party audit and assessments – such as risk and impact assessments, certification and accreditation – to ensure they are operating in line with our standards.

Among other tools, since 2015, we have been working with the Supplier Sustainability Assessment platform EcoVadis and the third-party audit management platform Sedex.

To reinforce our commitment to sustainable livelihoods, human rights and environmental protection across our supply chain, we have developed Commodity Charters (e.g., Cocoa, Hazelnut and Palm Charters) which vertically cover Ferrero's requirements and commitments for a specific spend category.

These Charters set out specific minimum requirements our suppliers must meet in full alignment with the Supplier Code and due diligence process and define which sustainability certifications and standards we require for that specific spend category. In addition, the Charter outlines the commitment Ferrero is willing to put forward to further improve the conditions of our supply chain ("Going Beyond"). The Action Plan outlines how we will work towards our ambitions.

To learn more about our Commodity Charters and Actions Plans, see [here](#).

e. Partnerships and Collective Engagements

Partnerships are critical to addressing complex human rights issues and we collaborate with a variety of stakeholders – including business partners, international organizations, governments, and NGOs – to tackle actual and potential issues in our supply chain.

AIM-Progress: Ferrero is an active member of AIM-Progress, a consumer goods manufacturers and suppliers forum that promotes human rights best practices in responsible sourcing. We support the process of mutual recognition of supplier audits and assessments to reduce assessment duplication and fatigue, and share challenges and best practices with members on human rights due diligence implementation in supply chain including the topics of modern slavery, responsible recruitment, etc.

Consumer Goods Forum (CGF) Human Rights Coalition: Ferrero joined the CGF Human Rights Coalition in 2021 and is currently part of the CGF Human Rights Coalition Steering Committee. The Coalition is committed to working to end forced labour in the consumer goods industry and drive collective actions to implement the Priority Industry Principles to eradicate forced labour in own operations and supply chains.

Sedex: Ferrero is a member of Supplier Ethical Data Exchange (Sedex), a global non-profit membership organization and a collaborative platform for sharing data on supply chains. We use its SMETA methodology to assess our suppliers covering four key areas: labour standards, health and safety, environment and business ethics. We also engage with Sedex and other members to find common solutions to address specific human rights issues such as modern slavery.

EcoVadis: Ferrero partners with EcoVadis, a supplier sustainability assessment platform, to monitor risks and rate the environmental, ethical, and human rights practices, including modern slavery, of suppliers.

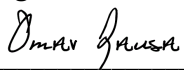
Ferrero supports the introduction of mandatory due diligence legislation covering human rights and environmental impacts. Ferrero is part of the EU Sustainable Supply Chain Coalition, an informal multistakeholder coalition with organizations across the value chain to engage in [joint advocacy](#) actions in support of sustainable supply chain policies.

This statement was approved by the Board of Directors and the management team, as the principle governing body, for the fiscal year ended August 31, 2025. This statement has been provided to the Minister of Public Safety and Emergency Preparedness in accordance with section 11(1) of the Act and has been published to Ferrero’s website.

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 this report is true, accurate and complete in all material respects, for the purposes of the Act, for the reporting year listed above.

Declaration

Signed



Omar Zausa
Director of Ferrero Canada Limited
May 26, 2026

Signed



Giorgio Teruzzi
Director of Ferrero Canada Limited
May 26, 2026