

Modern Slavery Report

Covering Fiscal Year 2024

(January 1, 2024 – December 31, 2024)

This report has been prepared as a requirement of the Government of Canada, in accordance with Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. As noted by the Federal Government, the purpose of reporting is not to certify that an entity is "risk-free," but rather to demonstrate that the entity has taken steps to identify and address risks. The reporting exercise is intended to encourage transparency, not to penalize entities for having identified risks in their activities and supply chains.

petcurean



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Who we are

Petcurean (legally registered as PPN Limited Partnership) is a Canadian-owned and operated pet food company headquartered in British Columbia. We formulate and make nutritionally-superior, premium-quality dry food, wet food, and treats for dogs and cats. Our food is sold in Canada and exported to more than 35 countries around the world. Although we don't operate our own manufacturing facilities, we are deeply involved in selecting our ingredient suppliers and supporting our manufacturing partners to ensure that our values — including ethical and responsible sourcing — are upheld.





Doing the right thing is at the heart of who we are

At Petcurean, we believe the food we make should reflect the same care and responsibility you'd expect for your family — because pets are family. That belief extends far beyond the ingredients in our recipes to the people involved in every step of the journey — from sourcing to manufacturing to distribution.

That's why Petcurean unequivocally supports Canada's Bill S-211, which was created to help eliminate forced labour and child labour from global supply chains.

We welcome this legislation as an important tool for transparency, accountability, and ultimately, impact.

We recognize that the presence of potential risk does not mean wrongdoing — but it does mean responsibility. This report outlines the meaningful steps Petcurean is taking to identify, prevent, and manage the risk of forced labour and child labour in our supply chains.

What we've done

In 2024, Petcurean strengthened our already strong approach to identifying and addressing the risk of forced labour and child labour. Here are the steps we take to safeguard our supply chain:

1. Screening new partners

Before entering into any relationship, potential manufacturing partners must complete a detailed Sustainability Screening Questionnaire. This helps us evaluate their labour practices and rule out any connection to forced or child labour.

2. Setting clear expectations

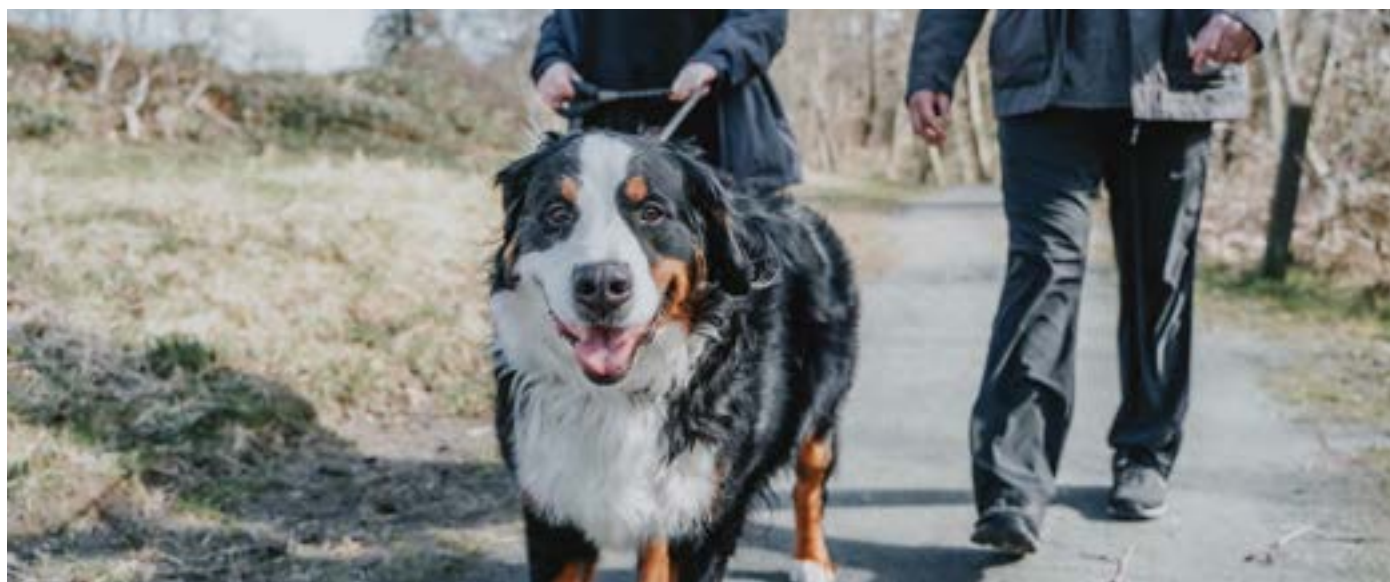
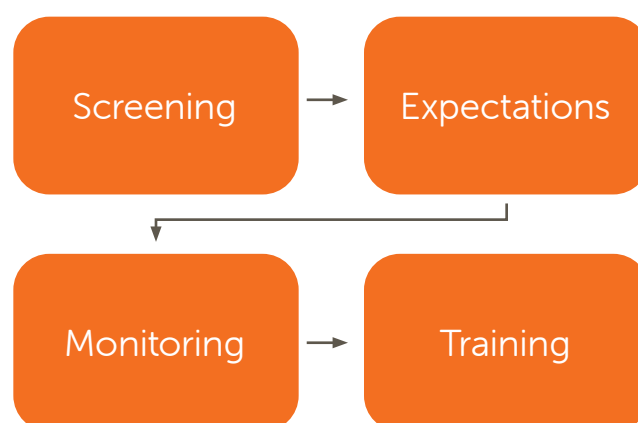
All major suppliers are required to sign our Supplier Code of Conduct, which states that workers must be employed voluntarily and must meet the minimum legal age for employment (never under age 15, or as specified by local law, whichever is higher).

3. Monitoring supplier practices

We require ongoing compliance through a follow-up Sustainability Questionnaire, and we regularly visit our manufacturing partners in person. Every new partner is subject to a comprehensive onsite audit before we begin working together, and those site visits continue regularly as part of our quality assurance process.

4. Training our people

We provided mandatory training in 2024 to Petcurean team members involved in sourcing ingredients and packaging to ensure they understand what forced labour and child labour is, what it looks like, and how to spot red flags. We also trained our Customer Care Team so they can answer questions from consumers and customers.





Looking deeper into our ingredients

In early 2024, we undertook a detailed review of every ingredient used in our pet food products, with the goal of identifying potential labour-related risks. This assessment considered the country of origin for each ingredient, alongside the following independent sources:

- + The U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor
- + World Vision Canada's Supply Chain Risk Report 2023
- + The Global Slavery Index
- + The International Labour Organization's child labour country rankings

We identified that a very small portion of our ingredients — 1.5% of ingredients by count, representing less than 1% of total ingredient volume — may carry risk when sourced from certain countries identified as higher-risk for child or forced labour. Whenever possible, we seek to source those ingredients from alternative countries not associated with those risks.

It's important to note that all of our pet food and treats sold in Canada — with the exception of our wet food in pouches — are manufactured in North America, and the vast majority of our ingredients are sourced as close to our manufacturing facilities as possible. This proximity not only supports freshness and quality, and reduces greenhouse gas emissions associated with transportation, but also helps reduce exposure to sourcing regions with known labour risks. The image below, for example, shows the key ingredient locations for our Go! Solutions kibble and Tetra Pak recipes.



Go Solutions – Kibble

Made in Elmira, Ontario CAN

1. Whole Oats, Flaxseed & Quinoa sourced from ONT, MB & SK Canadian farms
2. De-boned Chicken, Duck and Trout from Ontario & Quebec, CAN
3. De-boned Salmon from BC, CAN
4. De-boned Wild Boar from AB, CAN
5. Chicken Meal from MS, USA & ONT, CAN
6. Turkey Meal from IN, USA & ONT, CAN
7. Herring Meal from Norway and Denmark
8. Pasture-raised Lamb & Venison from NZ & Australia
9. All grains sourced from farms in Western Canada and the USA in AR & MO

Go Solutions – Tetra (Wet Food)

Made in Wisconsin, USA

10. Pasture-raised Lamb & Venison from NZ & Australia
11. MSC certified Alaskan Pollock
12. All fruits and vegetables sourced from USA farms in WA, NY, WI, MN, ID & KS
13. All grains sourced from USA in AR, MN & MO and Canadian farms in ONT, SK, & MB

Focus areas for risk

Based on our assessment, the most relevant areas for potential risk in our supply chain are:

- + Raw agricultural commodities (e.g. fruits, vegetables, grains, and oils)
- + Tier 4+ suppliers, which are companies further down the supply chain from our direct partners
- + Although we haven't identified any cases of forced or child labour in our supply chain, we know the responsibility doesn't stop with absence. It continues with vigilance, improvement, and action.





What's next

We're proud of the work we've done — and we know there's more to do. In 2025, Petcurean will continue to evolve our responsible sourcing practices by:

- + Expanding the scope of our ingredient risk assessments to include those in new products that were launched since our initial 2024 assessment
- + Exploring new methods to increase transparency further down the supply chain
- + Delivering follow-up training to relevant employees to reinforce awareness and vigilance

We're also committed to reviewing the effectiveness of our efforts and continuously improving our approach to protecting human rights.

Our promise to you

At Petcurean, we make decisions guided by our Mission Statement:

We provide nutritionally balanced and superior quality pet food choices which always put the pet's overall health & wellness first; while embracing a deep-rooted sense of responsibility to our customers, our people, our community, and our planet.

We know our consumers care about how their pet's food is made — and who is impacted along the way. We share that care. And we're committed to ensuring that the food we make contributes to a world where dignity, fairness, and freedom from exploitation are the norm — not the exception.

If you have any questions about this report or our approach to responsible sourcing, we invite you to reach out at customercare@petcurean.com.



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 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.

Shelly Hein

Chief Supply Chain Officer

May 31, 2025

A handwritten signature in blue ink, appearing to read 'Shelly', followed by a long horizontal flourish.

I have the authority to bind PPN Limited Partnership and PCN Topco Holdings Inc.