

Modern Slavery Report

Covering Fiscal Year 2025

(January 1, 2025 – December 31, 2025)

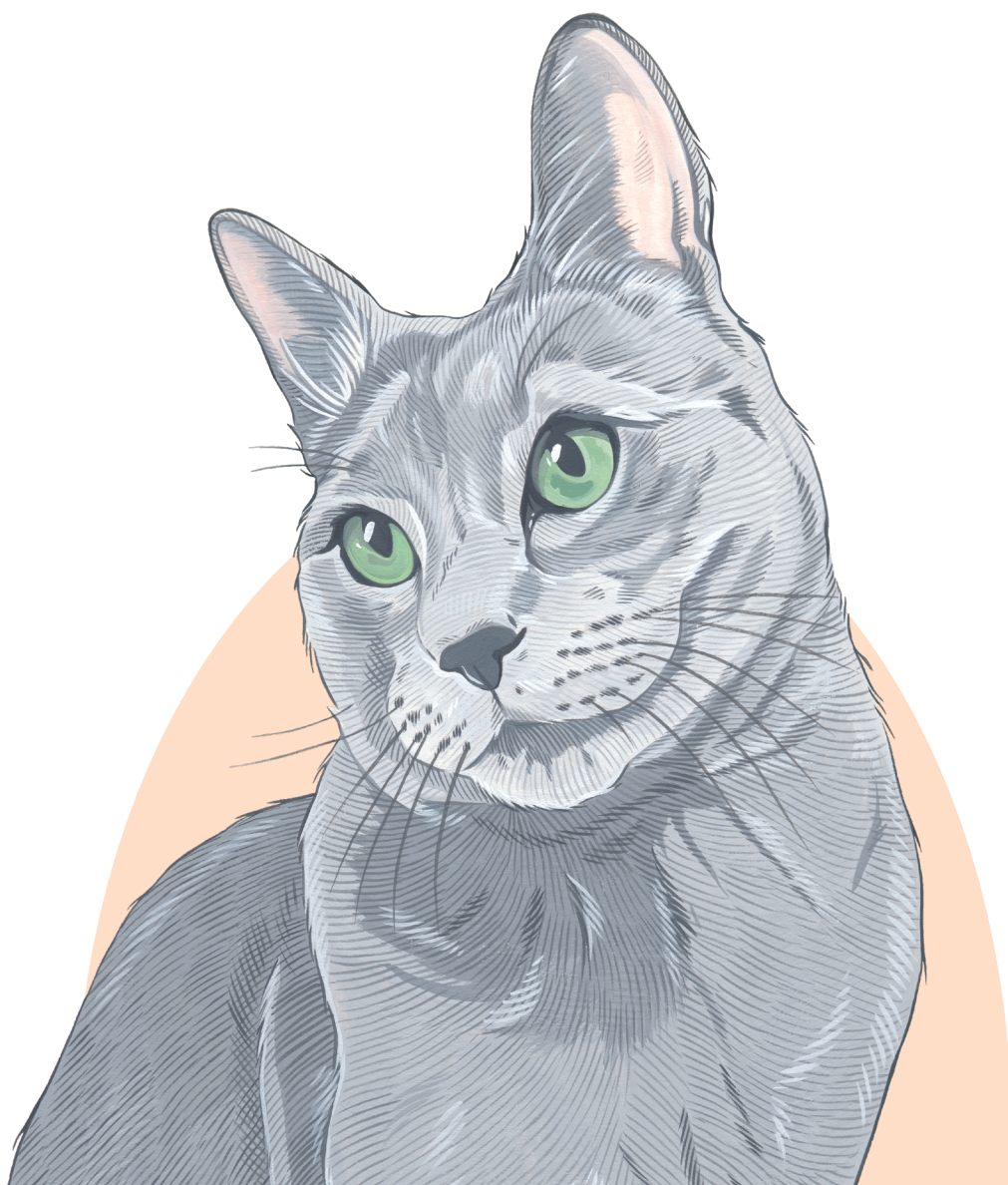
This report has been prepared as a requirement of the Government of Canada, in accordance with Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. As noted by the Federal Government, the purpose of reporting is not to certify 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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About Petcurean

Petcurean — operating legally 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 products reach customers across Canada and in more than 35 countries around the world.

Although we do not operate our own manufacturing plants, that doesn't mean we keep our distance. We are hands-on in choosing our ingredient suppliers and work closely alongside our manufacturing partners — holding them, and ourselves, to a high standard of ethical and responsible sourcing practices.



Petcurean
headquarters



Responsibility is built into everything we do

Good pet food starts with good values. At Petcurean, we've always believed that what goes into our recipes matters — and so does how it gets there. The people involved at every stage of our supply chain, from the farms where our ingredients begin to the facilities where they're transformed into food, are part of our story. We take that seriously.

Canada's Bill S-211 represents exactly the kind of accountability we stand behind. Legislation designed to expel forced labour and child labour from global supply chains isn't a burden to us — it's a framework that aligns with what we already believe. We welcome it as an important tool for transparency, accountability, and impact.

Risk and wrongdoing aren't the same thing. Recognizing where potential risks exist is not an admission of failure — it's a sign of diligence. This report outlines the meaningful steps Petcurean is taking to identify, prevent, and manage the risk of forced labour and child labour across our supply chains.

Our actions in 2025

Protecting people throughout our supply chain isn't a once-a-year exercise — it's woven into how we operate. Here's how we put that into practice:

1. Screening prospective partners

Every prospective new manufacturing partner is scrutinized and required to complete a rigorous Sustainability Screening Questionnaire before any relationship is formalized. This gives us a thorough basis for evaluating their labour practices and ruling out any connection to forced or child labour, right at the very start.

2. Establishing clear expectations

We put our expectations in writing. All major suppliers are required to sign our Supplier Code of Conduct, which makes clear that workers must be employed voluntarily and that no worker may be younger than 15 — or the minimum age set by local law, whichever is higher. There is no ambiguity about where we stand.

3. Monitoring supplier practices

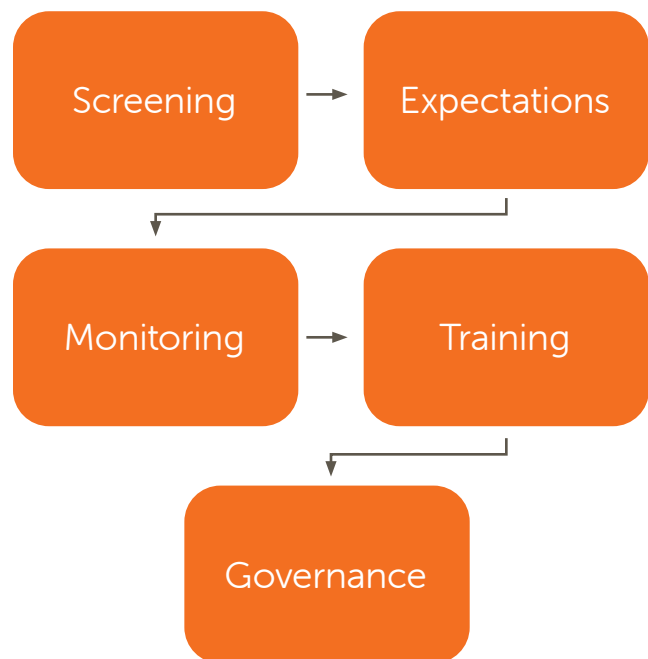
Accountability doesn't end at the contract stage. We follow up with suppliers through ongoing Sustainability Questionnaires and make regular in-person visits to our manufacturing partners. Every new partner is thoroughly audited on-site before production begins, and those visits continue as a routine part of our quality assurance process.

4. Building awareness through training

In 2025, Petcurean delivered mandatory annual training to all team members involved in sourcing ingredients and packaging. Developed in-house and tailored to the specific risks present in PPN's supply chains, the program builds a thorough understanding of what forced labour and child labour are, how they manifest in practice, and what warning signs to watch for. The training concludes with a quiz to confirm comprehension and reinforce key learnings. Our Customer Care Team completed the same training, ensuring they are well-prepared to address questions from consumers and customers with confidence.

5. Governance and accountability

Responsibility needs a home. At Petcurean, our Senior ESG Manager, in conjunction with our Director of Nutrition and VP of Operations are responsible for identifying, assessing and responding to any potential risks. Our Chief Supply Chain Officer provides senior leadership oversight — ensuring that this work has the attention and authority it deserves at every level of the organization.





A closer look at our ingredients

In 2024, we conducted a comprehensive review of all ingredients used across our pet food portfolio to assess potential labour-related risks within our supply chain. This assessment considered each ingredient's country of origin and was informed by the following independent sources:

- + 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)
- + Global Slavery Index
- + International Labour Organization child labour country rankings

The assessment identified that a limited subset of ingredients — approximately 1.5% by count, representing less than 1% of total ingredient volume — may present elevated risk when sourced from certain higher-risk regions. For these ingredients, our standard practice is to source from primary countries not associated with labour-related risk. Higher-risk countries are used only as secondary or tertiary supply options in the event of supply constraints.

All of our pet food and treats sold in Canada — with the exception of wet food in pouches — are manufactured in North America. The vast majority of ingredients are sourced as close to our manufacturing facilities as possible, which supports product quality, reduces transportation-related greenhouse gas emissions, and limits exposure to higher-risk sourcing regions.

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

Where we focus our attention

Our supply chain risk assessment identified the following areas as most relevant to monitor:

- + Raw agricultural commodities (e.g. like fruits, vegetables, grains, and oils)
- + Tier 4+ suppliers – companies further down the supply chain from our direct and secondary partners

We have not found evidence of forced or child labour in our supply chain. However, we know our responsibility doesn't stop with absence. Staying alert, asking harder questions, and pushing for greater transparency are how we uphold our approach to human rights due diligence.





The road ahead

There's always more to do, and we're not standing still. Looking ahead, our priorities are:

- + Bringing new products into scope — expanding our ingredient risk assessments to cover new products launched after our initial 2024 review
- + Keeping our people sharp — delivering annual follow-up training to relevant employees to reinforce awareness and vigilance
- + Transparency further down the chain — exploring tools and approaches that give us better visibility into Tier 4+ suppliers and beyond

We continue to assess the effectiveness of our actions and refine our approach to protecting human rights.

Our commitment

At Petcurean, every decision we make is 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 recognize that those who choose our food expect it to be produced responsibly, with consideration for the people involved at every stage. Consistent with our mission, we are committed to ensuring our practices uphold dignity, fairness, and freedom from exploitation across our supply chain.

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, 2026



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