



Supply Chain Transparency Statement

TriMark USA and its affiliates* (collectively, “TriMark”) are committed to conducting business with integrity, and that commitment extends to our supply chain partners. Not only do we expect our suppliers to provide fair and safe working conditions for all their workers and to treat their employees with dignity and respect, but we also expect our suppliers to ensure no modern slavery, forced labor, child labour or human trafficking is used in making products sold to TriMark.

TriMark is a U.S.-based company that utilizes domestic and international suppliers to provide industry-leading commercial kitchen equipment, foodservice supplies and related services to our valued customers.

TriMark has no reason to believe that any component of its supply chain is engaged in any unfair labor practices, and TriMark is taking the following actions in compliance with applicable laws and regulations, including, but not limited to, California’s [Transparency in Supply Chains Act](#), Canada’s [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#), and the United Kingdom’s [Modern Slavery Act](#), to prevent slavery and human trafficking from our supply chain:

Verification: TriMark is committed to ensuring fair labor practices within our supply chain. To that end, all of our suppliers are required to agree and comply with TriMark’s [Supplier Code of Conduct](#) (the “Supplier Code”) as part of our supplier onboarding and contracting processes. TriMark’s Supplier Code prohibits child labor and forced or prison labor, and mandates that suppliers provide appropriate compensation and work environments for their workers. Our expectation is that suppliers will abide by our Supplier Code and that they will hold their suppliers to similar standards. TriMark maintains the right to audit any of our suppliers for compliance with our Supplier Code and to enforce strict penalties, including termination of the relationship, for any suppliers who fail to meet these requirements.



Supplier Certifications: TriMark's Supplier Code requires our direct suppliers to declare that the materials incorporated in the products they supply to TriMark comply with laws regarding slavery and human trafficking, general use of labor, and working conditions, among other relevant areas of focus.

Internal Accountability: Every TriMark employee is required to comply with TriMark's [Code of Business Ethics and Conduct](#) (the "Code of Conduct"). The Code of Conduct requires that our company, employees, and business partners follow the law wherever TriMark conducts business and behave with the utmost integrity. All new hires must review and acknowledge receipt and understanding of the Code of Conduct, and TriMark requires that all employees reacknowledge and certify their acceptance of the Code of Conduct annually.

TriMark has also implemented a [confidential reporting channel](#) which allows the company's Compliance team to receive and timely respond to anonymous reports from internal or external sources about suspected ethics violations, including supply chain risks. This site ensures anyone can raise a concern without fear of retaliation or that their concern may not be valid. The reporting channel is a third-party platform provided by an objective and unbiased source, which is tasked with providing all reports to TriMark Compliance, regardless of the basis of the complaint. The reporting channel is prominently featured in TriMark offices, on the TriMark website, the Supplier Code, and the Code of Conduct.

Internal Training: TriMark employees regularly receive training on key ethics and compliance issues including topics relating to labor practices and human rights. TriMark also provides internal training on supply chain-related risks including human trafficking and modern slavery to company employees who have direct responsibility for supply chain management. These internal groups include managers and individuals from Supply Chain, Purchasing, and Category Management.

Remediation: TriMark has not identified any instances of child or forced labour in its supply chains and has therefore not taken any remediation measures. If



in future TriMark does identify any child or forced labour, it will consider appropriate remediation measures.

Assessing Effectiveness: TriMark does not currently track performance indicators relating to labour practices in its supply chain.

*Current TriMark affiliated companies: Adams-Burch, LLC; CBA Workforce Solutions, LLC; Chefs' Toys, LLC; Gill Group, Inc.; Hockenbergs Equipment and Supply, LLC; R.W. Smith, LLC; S.S. Kemp & Co., LLC; TriMark Canada Holdings Corp.; TriMark Canadian Supply ULC; TriMark ERF, LLC; TMK Global Holdings, LLC; TriMark Marlinn, LLC; TriMark Private Brands Ltd., LLC; TriMark Raygal, LLC; TriMark Supply Chain, LLC; TriMark USA, LLC; TriMark United East, LLC and TMK Workforce Solutions, LLC.