

# Modern Slavery Statement

## 1 Introduction

- 1.1 Domino's (as defined below) has prepared this modern slavery statement pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the "**Act**") for its fiscal year of January 1, 2024 to December 31, 2024, and it will be reviewed annually hereafter. This is a joint report made on behalf of Domino's Pizza NS Co., Domino's Pizza Canadian Distribution ULC and Domino's Pizza Distribution LLC (collectively, "**Domino's**" or the first person notations of "we," "us" and "our"). Our reporting outlines the measures we have in place and the efforts we have commenced to assess and address risks of forced labour and child labour in our business and supply chains.
- 1.2 At Domino's, we are committed to acting ethically and with integrity in all of our business dealings and relationships, and are committed to promoting compliance with applicable laws and protecting the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers as designed to ensure their workforce, and the workforce of their supply chains, are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.

## 2 Our organisational structure and business operations

- 2.1 Domino's does not own or operate any stores in Canada; stores in Canada are operated by an independent master franchisee.
- 2.2 Domino's Pizza, Inc., a Delaware corporation and our ultimate parent company and a publicly-traded company on the Nasdaq Global Select Market, has a number of subsidiaries, including Domino's Pizza NS Co., Domino's Pizza Canadian Distribution ULC and Domino's Pizza Distribution LLC.
- 2.3 Domino's Pizza NS Co. is a food manufacturer in Canada in the quick service restaurant industry. As of the end of our previous financial period, Domino's Pizza NS Co. employed 214 people and has business operations in Canada. Its activities include the production of food products as well as non-inventory purchases.
- 2.4 Domino's Pizza Canadian Distribution ULC is a distributor in Canada in the quick service restaurant industry. Domino's Pizza Canadian Distribution ULC does not have any employees (as Domino's team members in Canada are employed by Domino's Pizza NS Co.) and has business operations in Canada. Its activities include the importation, sale and distribution of food products and other goods that are sold to Domino's franchised stores in Canada.
- 2.5 Domino's Pizza Distribution LLC is a distributor in the quick service restaurant industry. Domino's Pizza Distribution LLC does not have any employees (as Domino's team members involved in the operations of this entity are employed by Domino's Pizza LLC, Domino's Pizza, Inc.'s operating subsidiary and a Michigan limited liability company) and has business operations in the United States and, through its affiliates Domino's Pizza NS Co. and Domino's Pizza Canadian Distribution ULC, involving Canada. Through its Canadian affiliates, Domino's Pizza NS Co. and Domino's Pizza Canadian Distribution ULC, its activities include, among other things, the importation, sale and distribution of food products and other goods in Canada.
- 2.6 The goods used in the manufacture of our products, including ingredients and raw materials, are sourced from suppliers located in Canada, the United States and Mexico. We also purchase finished goods to resell in the Canadian market from suppliers located in Canada, the United States and Mexico. Our supply chain also includes ancillary services that contribute to our main production operations, such as transporters and carriers.

### **3 Our supply chain risk profile**

- 3.1 Within our operations, we have assessed our risk profile based on sector and industry risks as low. All of our employees are employed in Canada and the United States, where we believe we have fair and responsible employment practices in place that protect and promote workers' rights.
- 3.2 That said, we recognise that risks of forced labour and child labour may be present in our supply chains in areas such as agriculture and food manufacturing. We are aware of parts of our supply chains where unskilled and temporary labour is used. Since a majority of such workers are not employed directly by Domino's, we have less control and visibility over their working conditions and employment terms and we continue to tailor our risk management actions to address those risks. Namely, we continue to broaden our organizational efforts to classify supplier risks and map key parts of our supply chains to identify and improve our understanding of modern slavery risks.

### **4 Actions taken to combat modern slavery risks**

- 4.1 Building on the policies and procedures we already had in place, Domino's took further steps during its fiscal year 2024 to develop and implement additional strategies in order to:
- (a) Assess and better understand areas of potential risk in our business and supply chains;
  - (b) Monitor potential risk areas in our business and supply chains; and
  - (c) Reduce or mitigate the risk of forced labour and child labour occurring in our business and supply chains.

### **5 Our policies on modern slavery**

- 5.1 Domino's stands firmly against the use of forced labour and child labour, and we are committed to upholding the highest standards of ethics and integrity in conducting our business. This commitment is reflected in our policies, which require all Domino's employees to act ethically, in good faith and in accordance with all applicable laws. Domino's strives to work with suppliers who operate with the same sense of corporate social responsibility.
- 5.2 The Domino's Pizza, Inc. Supplier Code of Conduct reflects Domino's commitment to conducting business in a legal, ethical and socially responsible manner. Our Supplier Code of Conduct sets forth our expectations of all suppliers of goods and services to Domino's related to human rights and ethical business practices. A copy of our Supplier Code of Conduct can be found at: <https://biz.dominos.com/assets/images/supplier-code-of-conduct.pdf>.
- 5.3 In addition to the expectations regarding human rights set forth in our existing Supplier Code of Conduct, in this reporting period, we adopted a Domino's Pizza, Inc. Modern Slavery Prevention Policy, which was communicated to Domino's employees, key suppliers and key contractors. The Modern Slavery Prevention Policy reflects our commitment to acting ethically and with integrity in all our business relationships and our expectation that our contractors and suppliers operate in a manner consistent with the policy as designed to prevent forced labour and child labour from taking place in our business and supply chains.
- 5.4 Our commitment to strong corporate social responsibility is further supported by our Code of Business Conduct and Ethics for Directors, Officers and Employees, our Code of Ethics and Using Good Judgment, Team Member Handbooks for our corporate and supply chain centre employees and our Whistleblower Policy. During our 2024 fiscal year we continued the review of our policies and procedures as designed to ensure that we have a comprehensive suite of policies and procedures that support our human rights standards and outline our commitment to combatting all forms of exploitative labour in our business and supply chain.

## **6 Due diligence processes**

- 6.1 In order to identify and manage risks of forced labour and child labour in our own business, we carry out rigorous ID checks and periodically reassess our employment practices as designed to ensure we meet or surpass employment standards in all jurisdictions in which we operate.
- 6.2 As part of our ongoing initiative to identify modern slavery risks in our supply chain, we continued our supplier risk-mapping assessment during the reporting period. As part of this assessment and during the reporting period, certain key suppliers were asked to complete a comprehensive supplier-due diligence questionnaire, which we anticipate continuing to extend to our lower-tier and lower-risk suppliers. As we continue to receive responses from our suppliers, we reserve the right to undertake additional verifications and audits.
- 6.3 We will continue to take a targeted approach to supplier due diligence and will continue to assess additional due diligence measures that may be appropriate based on findings we may discover in our existing processes.

## **7 Supplier adherence to our values**

- 7.1 Domino's will not tolerate the use of exploitative labour practices within its supply chain, and does not intend to do business with any suppliers who do not demonstrate compliance with our high ethical standards.
- 7.2 Domino's has a dedicated compliance team working with all Domino's Pizza, Inc. subsidiaries, which consists of representatives and involvement across the business, including from the following departments:
  - (a) Legal.
  - (b) Finance and Accounting.
  - (c) Human Resources.
  - (d) Safety and Loss Prevention.
  - (e) Operations.
- 7.3 Domino's has processes designed to ensure its suppliers are aware of its policies and procedures. A contractual provision requiring Domino's suppliers to acknowledge and comply with its Supplier Code of Conduct is included in Domino's standard contractual agreements which are used with our suppliers.
- 7.4 As can be seen in Section 6 above, we are constantly in the process of reviewing and improving our approach to supplier due diligence with the aim of ensuring an evolving and relevant action plan to address risks of forced labour and child labour.

## **8 Training**

- 8.1 All Domino's corporate employees are required to complete training in key compliance areas on a quarterly basis, including business conduct and ethics, fair dealing, compliance with laws, rules and regulations and reporting of illegal or unethical behaviour. In addition, certain Domino's corporate employees are also required to complete additional training relevant to their job functions.
- 8.2 We maintain a training program designed to ensure certain key employees are aware and capable of recognizing and reporting the risks of forced labour and child labour in our business and supply chain. Taking a risk-based approach, we have prioritized this training course for key personnel on our

procurement team and those personnel with sourcing and/or supplier selection responsibilities at our Canadian supply chain centres.

- 8.3 In order to further communicate the above-mentioned policies, we also include information regarding forced labour and child labour risks in our employee training materials.

## **9 Remediation measures**

- 9.1 To date, we have not discovered instances of forced labour or child labour in our business and supply chain, therefore, we have not been required to take measures to remediate any forced labour or child labour, nor have we had to take measures to remediate the would-be loss of income to vulnerable families.

## **10 Effectiveness in combatting modern slavery risks**

- 10.1 Domino's policies, procedures, and training work together to mitigate the risks that Domino's suppliers engage in exploitative labour practices. Domino's is assessing the effectiveness of our actions by evaluating key performance indicators, namely the number of staff trained, the number of suppliers and contractors screened, the number of reported breaches, and the instances of remedial actions being taken.

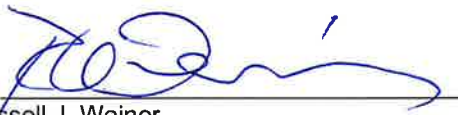
## **11 Approval of the Report**

- 11.1 Domino's has acted in consultation with Domino's Pizza, Inc. and its subsidiaries in preparing this statement.
- 11.2 This statement was approved by the Board of Directors of Domino's Pizza NS Co., the Board of Directors of Domino's Pizza Canadian Distribution ULC, and the Board of Directors of Domino's Pizza Distribution LLC pursuant to paragraph 11(4)(b)(i) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.
- 11.3 In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the report for the entities listed above. Based on our respective knowledge, and having exercised reasonable diligence, we 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.

Signed

By:   
Russell J. Weiner  
Director, President and Chief Executive Officer

I have the authority to bind Domino's Pizza NS Co.  
Date: May 28, 2025

By:   
Russell J. Weiner  
Director, President and Chief Executive Officer

I have the authority to bind Domino's Pizza Canadian Distribution ULC  
Date: May 28, 2025

By:   
Russell J. Weiner  
Director, President and Chief Executive Officer

I have the authority to bind Domino's Pizza Distribution LLC  
Date: May 28, 2025