



## **Landmark Cinemas Canada Limited Partnership: Report on Forced Labour and Child Labour**

### **INTRODUCTION**

Welcome to Landmark Cinemas Canada Limited Partnership’s (“Landmark”) initial Report on Forced Labour and Child Labour in accordance with the “*Fighting against Forced Labour and Child Labour in Supply Chains*” Act (hereinafter “the Act”).

Landmark has a set of values and ethical principles that are the foundation of its commitment to conduct its business in accordance to the "Act" and its Supplier Code of Conduct details our commitment to respect the human rights of each of our employees, customers, communities, and the people who work for our suppliers.

We have embedded this commitment to human rights, and more specifically to the reduction of the risk of forced labour and child labour, in our supply chain, governance and policy framework.

We recognize the importance of remediation and access to remedy, and we commit to address allegations that human rights are not being properly respected.

This report, that reflects on the steps that Landmark has made during the financial year 2023 on the human rights covered by the Act, has been established by the Management of Landmark Cinemas Canada Limited Partnership and approved by the Board of Directors of Landmark Cinemas Canada Ltd, the General Partner.

## **1. Our structure, activities, and supply chains**

Landmark Cinemas (“Landmark”) is a theatrical exhibition company, where guests come to enjoy movies and concession items. Concessions sold include popcorn, soda, candy, chocolate, alcohol, merchandise, and other confection items.

Landmark is not involved in the manufacturing or production of goods or services, other than the preparation of food concession items in theatre.

Landmark’s supply chains are predominantly for the procurement of the above listed confectionary items. Landmark also procures the furniture and equipment required to operate the cinema, which predominantly consists of projection and sound equipment, concession equipment, and seating.

## **2. Our policies and its due diligence processes in relation to forced labour and child labour**

Landmark purchases predominantly from large, established suppliers of goods and services that have demonstrated strong governance in the operation of their respective businesses. Landmark has a supplier code of conduct, published on its website<sup>1</sup>, which is referenced in agreements with suppliers and requires the supplier to conduct their business in accordance with the code of conduct.

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<sup>1</sup> <https://www.landmarkcinemas.com/supplier-code-of-conduct/>

Along with many other environmental, social, and governance practices, the code of conduct sets out that suppliers shall *“refrain from forced labour practices, shall not engage or employ persons who have not reached the minimum working age required by local law or by national or international legislation and regulations, shall pay its employees not less than the applicable minimum wage and will ensure acceptable working hours and other adequate working condition.”*

Landmark complies with the employment laws and regulations of each province of Canada. Landmark employs many young people in its theatres. Landmark’s hiring processes include controls to prevent the hiring of people that have not reached the minimum working age required by law.

Moreover, Landmark has recently implemented a whistleblowing policy that provides past and current employees and service providers with an avenue to raise any concerns they may have relating to their workplace or Landmark’s business practices including those related to human rights. This policy supports Landmark’s commitment to establish and sustain an ethical workplace environment, a culture of trust and sound business practices.

**3. The parts of our business and supply chains that carry a risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk**

The key risk of forced labour or child labour is from the purchase of chocolate, as child labour is a recurring issue in cocoa production. Landmark purchases its chocolate products from major suppliers including Hershey, Mars, Mondelez, and Nestlé. Each of these suppliers have programs in place to ensure the ethical and sustainable sourcing of cocoa for their products, each of which is described on their respective websites.

These four companies are four of the five largest suppliers of chocolate in the world, and collectively represent approximately 80% of all chocolate sales globally. While they have not achieved 100% responsibly sourced and traceable cocoa, their programs strive to do so and are continuously improving.

Most other goods and services are procured from areas that have strong rule of law and worker protections and carry a low risk of forced labour or child labour.

**4. Any measures taken to remediate any forced labour or child labour**

Not applicable – Landmark Cinemas has not identified any instances of forced labour or child labour.

**Any measures taken to remediate the loss of income to the most vulnerable families that result from any measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.** Not applicable.

**5. The training provided to employees on forced labour and child labour**

While no formal training is provided to our employees responsible for supply chain activities, they are professionals with significant purchasing experience who are aware and conscious of responsible sourcing.

Landmark's theatre managers receive training on the labour laws and regulations in the province they operate, including the minimum working age of employees and working restrictions for young employees. Landmark's internal HR controls are designed to prevent the violation of labour laws and regulations in each province.

**6. How we assess our effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains.**

Landmark has effective internal controls, policies, procedures, and corporate culture to ensure forced labour and child labour are not being used in its own business.

Landmark has policies and a corporate culture that would prevent the procurement from suppliers that have obvious forced labour or child labour in their supply chains, but Landmark does not have specific policies or procedures to investigate and assess the supply chains of its suppliers.

May 9, 2024

Kinopolis Canada Limited, represented by Eddy Duquenne, President and Dave Cohen, Secretary, acting in the name and on behalf of Landmark Cinemas Canada GP Limited, Landmark Cinemas Holding Limited and Landmark Cinemas Canada Limited Partnership,

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Eddy DUQUENNE

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Dave COHEN