

Darling International Canada Inc.
Report on Forced Labour in Canadian Supply Chains
2025 Fiscal Year

Report on Forced Labour in Canadian Supply Chains
Darling International Canada Inc (DICI)

Business Information:

1. **Legal Name:** Darling International Canada Inc. (DICI)
2. **Financial Reporting Year:** Dec 28th 2024 – Jan 3rd 2026
3. **Is this a revised report?** No
4. **Business Number:** 841520836
5. **Is the entity subject to reporting requirements under supply chain legislation in another jurisdiction?** No
6. **Act Categorization**
 - a. DICI has a Canadian business presence and assets in Canada
 - b. DICI meets the size-related thresholds to include:
 - i. At least \$20 million in assets
 - ii. Generated at least \$40 million in revenue for fiscal year 2025
 - iii. Employing more than 250 people on average in the last two years
7. **DICI operates in the following industries:**
 - a. Agriculture, forestry, fishing and hunting
 - b. Manufacturing
8. **DICI is headquartered in Ontario, Canada**

Introduction

This compliance report is provided by Darling International Canada Inc. ("DICI") for the financial year ended January 3, 2026, and sets out the steps taken to help prevent and reduce the risk that forced or child labour is used within our supply chain.

This report constitutes the third report prepared by DICI pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. During the reporting period DICI undertook the following actions, which are summarized below, to help prevent and reduce the risk of forced and child labour within its operations and supply chains:

- Conducted a review of the human rights policies and supplier codes of conduct of our top 25 raw material suppliers and confirmed alignment with DICI's own standards. These suppliers represent approximately 70% of the raw materials collected by DICI.
- Reviewed procurement spend by geographic region to evaluate whether portions of our spend are concentrated in areas identified as having higher risks related to forced or child labour. With more than 99% of DICI spend in North America and more specifically 97% concentrated in Canada, we have deemed this to be low risk.
- Formalized internal controls to assess the effectiveness of existing policies and processes designed to reduce and prevent the risk of forced and child labour within our operations and supply chains.
- Provided mandatory training on DICI's Code of Conduct, which includes provisions addressing human rights and explicitly prohibits forced and child labour.

Our Structure

Darling International Canada Inc. (DICI) is a Canadian corporation incorporated in the province of New Brunswick on September 2nd, 2013. It is headquartered in Ontario, Canada, employing approximately 550 employees across seven locations in Canada with operations in Manitoba, Ontario, Quebec and Nova Scotia.

DICI is a subsidiary of Darling Ingredients, a publicly traded company headquartered in Irving, Texas, listed on the NYSE under the ticker symbol DAR. Including DICI, Darling Ingredients employees more than 16,000 employees at over 260 facilities, spread across 15 countries, on five continents.

At Darling Ingredients, Environmental Social Governance (ESG) is a critical element of the way we do business. Our more than 150 product innovations speak for themselves. We are always looking for ways to maximize resources and move the world to a more circular economy. With our unique skillset and scale, we make industries less wasteful and more sustainable.

Oversight of our ESG strategy starts at the highest level of the organization, with our Board of Directors; specifically, with the Board ESG Committee. The Board ESG Committee convenes quarterly to monitor and advance progress on strategy, programs and initiatives. This responsibility then filters from executive management to each Darling Ingredients employee across the globe—because it is the responsibility of every employee to deliver continued innovation and meaningful progress against our targets and commitments.

Our [2024 Sustainability Report](#) describes our environmental, social and governance (ESG) programs, progress and performance, and demonstrates how, at Darling Ingredients, sustainability is central to the way we operate.

In our report, we disclose information in line with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD). The report includes information from our 2024 fiscal year, December 21, 2023 to December 28th, 2024. Our 2025 Sustainability report is expected to be published on our Darling website in August 2026.

Our Activities

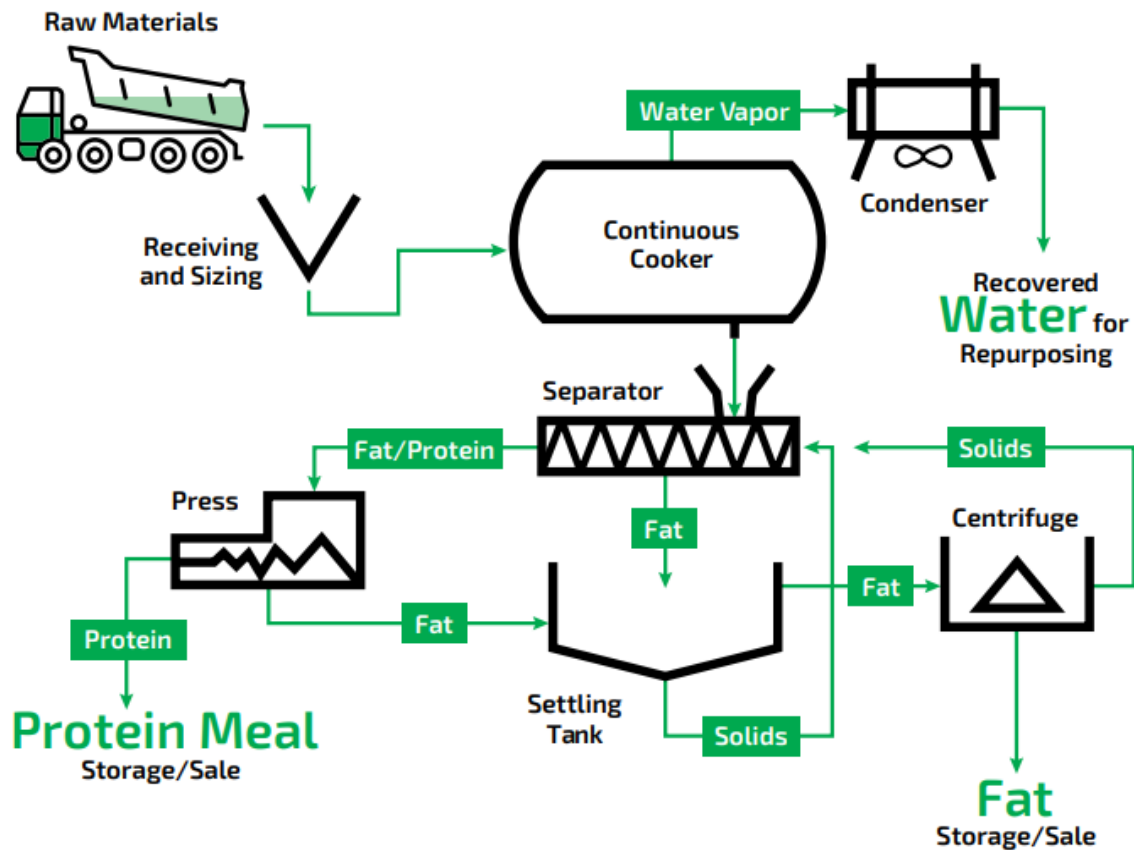
At Darling Ingredients, we transform the unused into the invaluable. Over the last 140 years, Darling Ingredients has become an important platform for extracting the hidden potential of our world's resources and turning them into sustainable solutions for everyday life. We take what would typically be considered refuse and efficiently transform it into invaluable ingredients and in-demand products.

In the meat production process, only about 50% of an animal makes it to a dinner plate. Keeping the other 50% out of landfills and incinerators requires innovative, sustainable solutions. Darling Ingredients creates those solutions, repurposing approximately 15% of the world's meat industry waste into value added products, including essential products like green energy, renewable diesel, collagen, fertilizer, animal proteins and meals, and pet food ingredients. Our innovative services not only prevent waste from entering landfills but also reduce waste-related emissions around the world.

In Canada, DICl collects animal by-products and used cooking oil from the food processing and restaurant industry. The animal byproducts are transported back to our facilities and rendered into fats and proteins. The fat is sold as ingredients into the renewable diesel market, agricultural feed or pet food market. The proteins are sold as ingredients into the agricultural feed, pet food or the fertilizer industry.

The finished products are shipped to customers within Canada and the United States by rail, an outside trucking company or our own truck fleet.

Our Rendering Process



Our Supply Chain

DICI's supply chain is primarily made up of agricultural and restaurant industries.

Animal by-products and used cooking oil, produced by the food processing and restaurant industries in Canada, are the main input of raw material that produces our finished products. Our suppliers', the food processing industry, primary input are animals that are grown on farms within Canada. The farmers' primary input is the feed used to help grow the animals, which DICI is a supplier through the sale of finished product fat and protein ingredients.

Other key suppliers for our production process are the utility companies that supply us with natural gas and hydro to operate our facilities, in addition to the rail lines and trucking companies that we use to transport our products to their end users.

Our Policies

At Darling Ingredients, we conduct business ethically and in compliance with all applicable laws and regulations. Our policies are based on our core values of integrity, transparency and entrepreneurship. We will not condone or tolerate efforts or activities to achieve results through illegal or unethical dealings. These policies extend to our operations throughout the world, including our operations in Canada.

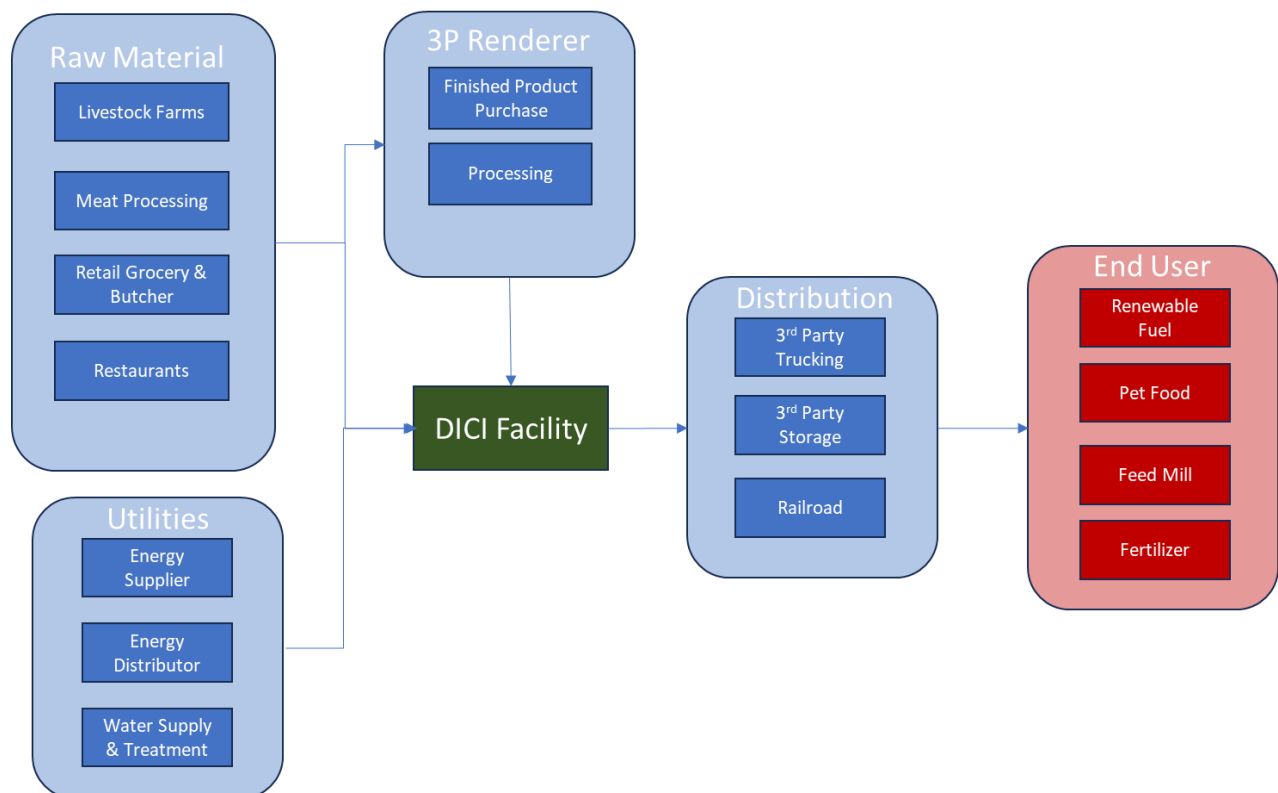
We have developed an [Employee Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#) to set clear expectations for our employees and suppliers. These documents outline the way we conduct business and are intended to embed responsible business conduct into our everyday actions. Specifically in our Supplier Code of Conduct and Human Rights Policy, we prohibit the use of child labour, forced or compulsory labour, and human trafficking. We will not do business with individuals or companies that abuse the rights of others.

In addition, we have developed a Speak up and Retaliation policy. This allows and encourages employees and third parties to report any violations to our Code of Conduct or policies in an anonymous and confidential manner. Darling Ingredients, including DICI, uses an independent third party to operate a hotline that is available 24/7, 365 days a year with translation and interpretation support.

Due Diligence

When evaluating our supply chain, we have taken a risk-based approach to focus our efforts on areas that would pose the greatest risk. To evaluate this risk, we mapped our supply chain and grouped by major classification. Using these categorizations, we then evaluated our direct suppliers. Within our supply chain, Canadian based companies represent 97% of our spend in 2025. Based on this exercise, we do not see significant risk due to the geographic location of our direct suppliers and the nature of the agricultural industry in which we operate.

Darling International Canada Inc. – Supply Chain Map



Remediation Measures and Remediation of Loss of Income

DICI has not experienced forced or child labour within its activities or supply chain, as such the question of remediation is not applicable.

Training on Forced and Child Labour

Annually, Darling Ingredients requires all employees, including DICI employees, to review and complete training on our employee Code of Conduct. The employee Code of Conduct includes a section on human rights, which specifically cites forced and child labour as a prohibited practice.

The training is an interactive web-based program. Employees watch videos and read sections of content and answers knowledge testing questions throughout the training. The training is adaptive learning which means employees will continue to test until questions are answered correctly. Furthermore, at the end of the training all employees attest to follow Darling's Employee Code of Conduct.

Assessing effectiveness

DICI has continued to formalize controls to assess the effectiveness of the policies and processes to reduce and prevent the risk of forced labour and child labour within our operations and supply chain. This includes:

- Darling's Chief Compliance Officer provides annual updates to the Board of Directors on ethics reporting through Darling's anonymous hotline.
- Darling's Chief Compliance Officer conducts benchmarking on Darling's Code of Conduct every two years to include both internal and external reviews and provides updates to Darling's Board of Directors.
- At a minimum, all Compliance policies are reviewed every two years to include Darling's Supplier Code of Conduct and Human Rights Policy.

Through our Supplier Code of Conduct and Human Rights Policy, DICI has engaged with their top suppliers to ensure there is alignment of high ethical standards and being a partner of choice that uphold fundamental human rights, including the prohibition of forced and child labour.

Report Approval and Attestation

In accordance with the requirements of an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff, and in particular section 11 thereof, I, in the capacity of Chief Compliance Officer, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Name: Chris King

Title: SVP, Chief Compliance Officer

Signature: Christopher King

Date: May 26, 2026