

**Bill S-211: Modern Slavery Act Report**  
**(Fiscal Year 2024)**

# Annual Report (Fiscal Year 2024)

## 1. Steps taken to prevent and reduce the risk of forced labour or child labour

Alpha practices to uphold the rights of customers, colleagues, and employees. Alpha is committed to protecting human rights founded on a strong belief in doing what is right. Alpha has initiated a communication process with its supply chain and employees in relation to forced labour and child labour; however, in fiscal year 2023, Alpha has not documented the policies. Alpha has started the process of formalizing policies in relation to forced labour and child labour.

## 2. Alpha Meat Packers' structure, activities, and supply chains

### Structure

Alpha Meat Packers Ltd. is a company founded in 1970, which operates a protein transformation business. Alpha is located at 10800 du Golf, Anjou, Quebec, H1J 2Y7.

### Activities

Alpha's purpose is to provide quality meats to the major food retailers in Quebec and Ontario. Alpha transforms beef, chicken, pork, and veal and packages the finished products into the offerings found in the major grocers.

### Governance

Alpha puts an emphasis on ensuring that its practices respect all human rights.

### Supply Chain

Alpha sources its raw material in 8 countries outside of Canada and the United States.

## 3. Company policies and due diligence processes in relation to forced labour and child labour

Alpha believes that its supply chain respects the forced labour and child labour act. Alpha intends to develop and document policies and procedures in relation to forced labour and child labour. Alpha will develop and formalize a process to ensure that its supply chain conforms to the Modern Slavery Act by obtaining their signature on a certificate.

Alpha offers labour while demonstrating flexibility. Alpha communicates to management that it is prohibited to coerce labour from individuals.

Alpha has policies in place in relation to acceptable conduct where there is a grievance mechanism in place. Alpha intends to formalize a code of conduct policy to include forced labour and child labour along with a grievance mechanism which will apply to employees and its supply chain.

## 4. Risk of forced labour or child labour being used and the steps we have taken to assess and manage this risk

Alpha has not started the process of identifying risks.



## 5. Remediation of any forced labour or child labour

This is not applicable, as Alpha has not identified any forced labour or child labour in our activities and supply chain.

## 6. Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

To date, there have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

## 7. Training to employees on forced labour and child labour

At present, Alpha has not trained its employees in relation to forced labour and child labour.

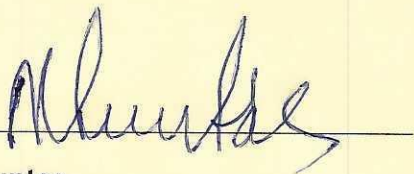
## 8. Effectiveness assessments to ensure that forced labour and child labour are not being used in our business and supply chain

To date, there have been no assessments to ensure that forced labour and child labour are not being used in our business and supply chain.

## Approval and Attestation

The report was approved pursuant to paragraph 11(4)(a) of the act by the board of directors of Alpha Meat Packers Ltd.

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 Alpha Meat Packers Ltd. 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.



**Nick Tountas**

President

Alpha Meat Packers Ltd.

May 31, 2024

I have the authority to bind Alpha Meat Packers Ltd.