

Forced Labour Report



2023
Annual Report

Our Business

Our History

What started out as small little company in a shop on an acreage, quickly grew and by 2013 work began on a new automated processing plant 6 kilometers south of Fort Macleod, Alberta, Canada.

Since that day, the Arjazon family has been proudly growing into a worldwide company. We specialize in the cleaning, processing and packaging of more than 18 products locally sourced from our valued producers in Saskatchewan, Manitoba, Montana and right here in Alberta. Including exporting more than 55,000 Metric Tons a year to over 120 destinations around the globe.

The Arjazon Family prides itself on making integrity, honesty and fairness a priority with our valued clients, producers and suppliers.

Our Bison Brand

At the end of 2018 one of our international clients requested their product be packaged and shipped in neutral branded bags that would still stand out on shelves. So, a creative employee freehandedly drew out what become the first two white and green Bison Branded bag designs. The release of the first 2,000 bags, went on to open up all new international markets for Arjazon Seed Trading. Then by the end of 2022, popularity for our Bison Branded bags had increased so much, clients were requesting a more colorful design, so their product could stand out from the rest.

So, by early 2023, work began on a completely new and colorful design while also incorporating the original hand drawn design, giving us the beautiful new Bison Branded bags we use today.

Our Facility

The Arjazon facility contains two fully automated processing lines, which include an advanced X-Ray sorter and optical sorters with infrared cameras, to eliminate impurities from the raw product that cannot be otherwise detected. The flexibility of the processing lines allows us to clean, process and package a large variety of products to meet each of our client's quality specification requirements.

Arjazon's facility is regularly audited by local and international governing bodies to ensure it surpasses the standards of all its certifiers. We are proudly in full compliance with the SQF Food Safety Standards, Canadian Organics, Kosher, the Canadian Food Inspection Agency and all HACCP standards.

Our Suppliers

We are proud to be partnered with our highly valued producers and suppliers who ethically source us only the finest products for our export clients. Our primary suppliers are our producers from Manitoba, Saskatchewan, Montana and Alberta whose crops we purchase for product to clean, process and package. We also have suppliers who provide us with the bags that match our clients' specifications, but these suppliers are all Canadian companies as well and are believed to have no risk of forced or child labour in Canada.

About this Report

This report represents our first reporting in the jurisdiction of Alberta, Canada, prepared by Arjazon Seed Trading Ltd. pursuant to Canada's new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act").

This report is for the 2023 Financial Reporting Year and is not a joint report.

Arjazon Seed Trading is a Canadian Company who also meets the size related threshold

Located at: 910079 Range Road 253, Fort Macleod, AB, T0L 0Z0, Canada

BN: 84260 8234

Our Commitment and Policies

Our Human Rights Policy

Arjazon Seed Trading is committed to upholding the principles of human rights as outlined in the Alberta Human Rights Act and other applicable legislation. We believe in creating and maintaining a workplace environment where all employees, contractors, clients, and visitors are treated with dignity and respect, regardless of their race, ethnicity, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law. Arjazon Seed Trading is an equal opportunity employer. We do not discriminate in hiring, promotion, compensation, or any other aspect of employment based on protected characteristics. We actively seek to recruit, develop, and retain a diverse workforce that reflects the communities we work in.

We prohibit all forms of harassment and discrimination in the workplace. This includes, but is not limited to, verbal, physical, and written harassment or discrimination based on race, ethnicity, religion, gender, sexual orientation, age, disability, or any other protected characteristic. Any employee found engaging in such behavior will be subject to disciplinary action, up to and including termination of employment. Arjazon Seed Trading is committed to providing reasonable accommodation to employees with disabilities to ensure they can perform their job duties effectively. Employees who require accommodation should contact management to discuss their needs confidentially.

We provide regular training and educational opportunities to employees to raise awareness about human rights issues, including harassment, discrimination, and accommodation. All employees are expected to participate in this training and uphold the principles outlined in this policy.

Employees who experience or witness behavior that violates this policy are encouraged to report it to their supervisor, HR department, or any designated individual within the company. Reports will be promptly, and thoroughly investigated, and appropriate action will be taken to address the situation. Arjazon Seed Trading prohibits retaliation against any individual who reports a violation of this policy in good faith. Employees who retaliate against a coworker for reporting harassment or discrimination will be subject to disciplinary action.

All employees are expected to comply with this policy and conduct themselves in a manner that upholds the principles of human rights and dignity. Failure to comply may result in disciplinary action, up to and including termination of employment. This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any updates or revisions will be communicated to employees in a timely manner.

Arjazon Seed Trading is committed to fostering a workplace culture that values diversity, equity, and inclusion. We believe that by upholding the principles of human rights, we can create a more respectful and productive work environment for everyone.

Supplier Code

Arjazon Seed Trading is dedicated to upholding the highest standards of integrity, quality, and responsibility in all aspects of our business operations. As a valued supplier to our company, we expect our partners to share our commitment to ethical conduct, sustainable practices, and adherence to applicable laws and regulations.

Suppliers must comply with all relevant laws, regulations, and standards in the jurisdictions where they operate, including but not limited to labor laws, health and safety regulations, environmental protection laws, and trade regulations. Suppliers must also comply with Canada's Forced Labour and Child Labour Act, ensuring that their products are free from forced labor and child labor.

- a. **No Forced Labor or Child Labor:** Suppliers must not use any form of forced labor or child labor in the production of goods or provision of services. This includes but is not limited to prison labor, indentured labor, bonded labor, or any work performed by individuals under the legal working age.
- b. **Working Conditions:** Suppliers must provide safe and healthy working conditions for their employees, adhering to applicable health and safety standards. This includes proper ventilation, lighting, sanitation facilities, and personal protective equipment where necessary.
- c. **Fair Treatment:** Suppliers must treat their employees with dignity and respect, prohibiting any form of discrimination, harassment, or abuse based on race, gender, religion, nationality, age, disability, or any other protected characteristic.
- d. **Freedom of Association:** Suppliers must respect the rights of workers to join or form trade unions and engage in collective bargaining in accordance with applicable laws and regulations.

Suppliers must conduct their business with honesty, integrity, and transparency. They must avoid all forms of corruption, bribery, and unethical behavior in their interactions with employees, customers, and other stakeholders. Suppliers are expected to maintain accurate records and provide truthful information to Arjazon Seed Trading as required.

By adhering to this Supplier Code of Conduct, suppliers demonstrate their commitment to ethical business practices, environmental stewardship, and social responsibility. Arjazon Seed Trading reserves the right to assess supplier compliance with this Code and take appropriate action in cases of non-compliance, including but not limited to termination of the supplier relationship.

Our Attestation



This report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the directors of Arjazon Seed Trading 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 the entity or entities listed above. 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.

I make the above attestation in my capacity as a director of Arjazon Seed Trading Ltd, ("the Company") for and on behalf of Arjazon Seed Trading Ltd.

I have the authority to bind Arjazon Seed Trading



Piet Jansen
Owner
Arjazon Seed Trading Ltd.
May 28, 2024

I make the above attestation in my capacity as a director of Arjazon Seed Trading Ltd, ("the Company") for and on behalf of Arjazon Seed Trading Ltd.

I have the authority to bind Arjazon Seed Trading



Martin Jansen
Owner
Arjazon Seed Trading Ltd.
May 28, 2024

I make the above attestation in my capacity as a director of Arjazon Seed Trading Ltd, ("the Company") for and on behalf of Arjazon Seed Trading Ltd.

I have the authority to bind Arjazon Seed Trading



Adrian Jansen
Owner
Arjazon Seed Trading Ltd.
May 28, 2024

I make the above attestation in my capacity as a director of Arjazon Seed Trading Ltd, ("the Company") for and on behalf of Arjazon Seed Trading Ltd.

I have the authority to bind Arjazon Seed Trading



Jos Jansen
Owner
Arjazon Seed Trading Ltd.
May 28, 2024