



# B-W FEED & SUPPLY

4022 Wilmot Easthope Rd. New Hamburg, ON N3A 3T1  
(519) 662-1773 • 1-800-267-8194 • Fax: (519) 662-1775  
www.bwfeed.ca

## **2023 Fighting Against Forced Labour and Child Labour Statement**

### **2024 Report Introduction**

This report has been prepared by B-W Feed & Seed Ltd, operating as B-W Feed & Supply (B-W Feed) in response to the reporting requirements under Canada's "Fighting Against Forced Labour and Child Labour in Supply Chains Act" (The Act) for our fiscal year ending October 31, 2023.

B-W acknowledges the potential risk of forced labour and child labour in the manufacturing and distribution of animal feed ingredients and supplies, and are committed to continuous improvement in our due diligence, risk assessment, remediation and training processes as we deal with suppliers.

### **Organizational Structure, Activities, and Supply Chain**

#### **Structure**

B-W Feed is a privately owned livestock and poultry feed manufacturer operating in South Western Ontario, delivering to farms in a 100 km radius of New Hamburg, Ontario. B-W has one location located at 4022 Wilmot Easthope Road, New Hamburg, where administration offices, production and distribution of feeds is located.

#### **Activities**

The Act requires B-W Feed to report on our activities in relation to the production, sale and distribution of feed in Canada, and the importation of goods into Canada.

B-W Feed is a growing livestock and poultry feed manufacturer in south western Ontario. 60% of feed is manufactured and delivered to poultry farms (turkeys, broiler chickens, egg layer hens), 30% to dairy farms (cows and goats) and 10% to various species (rabbits, swine, cattle, and sheep). Currently, B-W Feed does not ship feed outside the province of Ontario.

#### **Supply Chain**

B-W Feed sources 95% of commodities and ingredients from Canadian based suppliers. The majority of corn and wheat used in feed manufacture (approximately 50% of the total commodities used) are purchased directly from local farmers. Other products such as soybean meal, wheat shorts, distillers dried grains, and other bulk commodities are produced in Ontario and purchased directly from the manufacturer, or through a locally based commodities broker. Currently, B-W is purchasing a specialty soymeal product directly from one US based supplier.

B-W purchases many lower inclusion ingredients in bags and bulk from numerous Canadian based ingredient suppliers.



# B-W FEED & SUPPLY

4022 Wilmot Easthope Rd. New Hamburg, ON N3A 3T1  
(519) 662-1773 • 1-800-267-8194 • Fax: (519) 662-1775  
www.bwfeed.ca

## **Steps to Prevent and reduce the risks of forced labour and child labour**

Using voluntary standards and principles, B-W Feed is reviewing how to integrate human rights measures into our business activities, including social and environmental management, health and safety, procurement, security and human resources. These measures are described below:

- Developing and implementing an action plan for addressing forced labour and child labour where risks are identified
- Monitoring and tracking risks of forced labour and child labour relating to our direct suppliers and contractors
- Engaging with certain supply chain partners on the issue of addressing forced labour and child labour.

## **Policies and Due Diligence**

No new policies were created in 2023 in relation to forced labour and child labour. B-W Feed is currently updating our recruitment policy to ensure we implement a system for checking “proof of age” at the time of initial employment. B-W refers to a Child as any person under the age of 15, or under the age for completing compulsory education. A Young Worker refers to a worker who has reached the minimum working age but has not yet 18 years old.

## **Assessing and Managing Risk**

A risk assessment is being worked on for the Fiscal 2023-2024 year, including evaluating our supply chain.

## **Remediation**

B-W Feed has not identified any forced labour or child labour in its business or supply chain. B-W Feed has not taken any measures to remediate any forced labour or child labour, or to remediate any loss to income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chain.

## **Employee Training and Awareness**

B-W Feed has not completed any new awareness training due to this being new legislation in 2024.

## **Assessing Effectiveness**

B-W Feed is committed to setting up measures to prevent and reduce risks of Forced Labour and/or Child Labour.



# B-W FEED & SUPPLY

4022 Wilmot Easthope Rd. New Hamburg, ON N3A 3T1  
(519) 662-1773 • 1-800-267-8194 • Fax: (519) 662-1775  
www.bwfeed.ca

## Looking Ahead

Our steps to advance human rights is one of continuous improvement. As we develop our program, we plan to focus on:

- Completing a formal risk assessment for our company and supply chain
- Put a system in place for confirming proof of age, at the time of employment
- Integrating expectations into standard business processes
- Increasing employee awareness and training of human rights

## Approval and Attestation

In accordance with the requirements of the act, I attest that I have reviewed the information contained in the report for B-W Feed & Seed Ltd. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true and accurate, for the purposes of the act.

"I have the authority to bind B-W Feed & Seed Ltd."

Dave Bender  
President  
B-W Feed & Seed Ltd.  
May 25, 2024