

Barentz Ingredients Canada, Inc.

Canada Forced Labour Report for the calendar year ended December 31, 2023

Steps taken during our previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production or importation of goods include:

- Mapping our supply chains;
- Monitoring suppliers and their activities; and
- Training our employees on forced labour and/or child labour.

Structure, activities and supply chains

We are a wholly-owned subsidiary of Barentz B.V., a leading speciality ingredients solution provider headquartered in the Netherlands. We provide sustainable solutions to improve animal performance and well-being. While much of our supply chain is located domestically, we also source products internationally; however, we do not source from high-risk regions.

Policies and due diligence processes in relation to forced labour and child labour

Responsible business conduct is core to our company values and is embedded in our policies. Suppliers must adhere to certain requirements including ethical business practices.

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

We have not identified any risks of forced labour or child labour in our supply chains or activities.

Any measures taken to remediate any forced labour or child labour

We manage these risks by ensuring compliance to company policies and legal requirements. Further, all employees are provided with compulsory training that addresses these risks. As we have not identified any risk of such activities, we have not taken measures to remediate for loss of income.

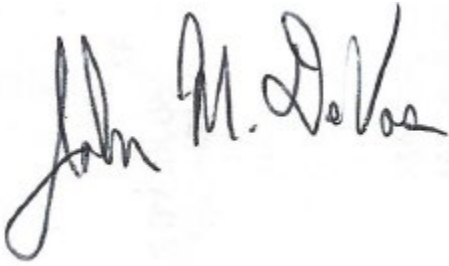
How we assess our effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains

In addition to regular employee trainings, we maintain a robust whistleblower program to provide a confidential outlet to report instances of misconduct. As industry leaders, our deep connections provide us with awareness of industry developments and concerns.

Further, many of our suppliers are large, global entities that vigorously audit their supply chains.

John DeVos

President

A handwritten signature in black ink that reads "John M. DeVos". The signature is written in a cursive style with a large, looping initial "J" and a distinct "M" and "D".