



## **Forced Labour and Child Labour Prevention Report Reporting Year: 2023**

### **Introduction**

This report outlines the efforts of Bassé Freres Alimentation Orientale (2013) Inc (“Bassé”) (**BN: 841724305**) in preventing and reducing the risks of forced labour and child labour in our operations and supply chains during the financial year ending June 30, 2023.

### **Company Overview**

Bassé is a Wholesale and Manufacturing corporation with operations located in Laval, Quebec. We are a proud Canadian Company with over 30 years experience. We source, roast, blend, pack and distribute dried fruits, nuts, seeds, and snack mixes. Our supply chain spans across the globe- mostly located in the United States, Canada, Asia and South America and includes Agricultural Supply Chains, Processing and Packaging Supply Chains.

### **Policies and Due Diligence Processes:**

Bassé has policies in place to address forced labour and child labour risks, including:

- Zero-tolerance policy: We strictly prohibit the use of forced labour and child labour in all aspects of our operations and supply chain.
- Supplier Code of Conduct: Our supply chains are required to adhere to our Vendor Code of Conduct. Vendors are required to sign a Vendor Code of Conduct Declaration which includes provisions against forced labour and child labour.
- Due Diligence Process: Internally we conduct regular due diligence assessments of our suppliers to identify and mitigate any risks of forced labour and child labour.

### **Policies Regarding Forced Labour in the Supply Chain**

Bassé expects that vendors will recognize the principle of Canada’s prohibition of forced labour, as well as the prohibition of the importation of goods produced, in whole or in part, by forced or compulsory labour. In cases where there is any doubt, Bassé may request at any time evidence of compliance and proof of commitment from our vendor partners.



Use of forced, bonded, compulsory labour or any form of modern slavery by the Supplier, including its subcontractors, vendors and service providers, is not acceptable to Bassé. This includes forced or compulsory child labour and applies to all goods, regardless of their country of origin. Bassé expects that its Suppliers' workers will work voluntarily and will not be subjected to any form of exploitation, such as human trafficking. Workers must not be required to surrender any government-issued identification or any other documents necessary for free movement and termination of employment. Bassé expects its Suppliers allow their workers the right to leave work and freely terminate their employment within legal notice period requirements.

### Policies on Hiring of Children and Young Adults

Bassé has established its policy on child labour and young adults based on the following principles:

- Work at Bassé allows a young person to gain valuable experience for their future benefit, and to develop a code of conduct towards their employer, colleagues, and the work to be performed;
- However, work should not have any negative effects on the young person's academic progress.

In this regard, Bassé aims to go beyond the obligations imposed by law:

For those under 14 years old:  
No hiring.

For young people aged 14 to 17:

It is prohibited to work during school hours or schedule a work block that prevents the child from participating in their classes.

A schedule is allowed for a maximum of 17 hours per week, with a limit of 10 hours from Monday to Friday;

These restrictions do not apply during periods when there is no school for 7 consecutive days.



## **Forced Labour and Child Labor Risks**

There are no identified parts of Bassé's activities that carry a risk that forced labour or child labor activities are being used.

With respect to Supply Chain, we understand that there is no guarantee that supply chains involved in production and importation are risk free. The agricultural supply chain in particular, maybe susceptible to forced labor and child labor due to some inherent risks:

**Labor-Intensive Nature** : Agriculture often relies heavily on manual labor, which can create opportunities for exploitation, especially in regions with insufficient labor regulations.

**Remote and Rural Locations**: Agricultural work typically occurs in remote and rural areas, where enforcement of labor laws is often weaker and oversight is limited.

**Economic Pressures**: Farmers and producers, particularly in developing countries, may face significant economic pressures and may resort to using cheap or exploitative labor to remain competitive.

**Migration and Trafficking**: Migrant workers are particularly vulnerable to forced labor and exploitation due to their precarious legal status and lack of local support networks.

To the best of our knowledge, none of our present supply chain partners are in non-conformance of labour regulations including forced labour and child labour. Our assessment is based on Vendor Code of Conduct Declaration that Vendors sign, including our due diligence from gathering information we receive from our peers in the industry, referrals and any publicly available information.

## **Measures taken to Remediate any forced labour or child labour or loss of income**

Not applicable as the entity has not identified any forced labour or child labour in its activities and supply chains.

Also, the entity has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.



## **Training of Employees**

It is mandatory that employees that are engaged in purchasing decisions, contracting, recruitment and Human Resources are provided with guidelines to ensure they fully understand their responsibilities and the potential risk associated with their activities.

External legal counsel that specializes in the field of labor law is available to employees for questions and clarification of regulations and standards regarding forced labor and child labor Act.

## **Policies & Procedures to assess effectiveness in ensuring that forced labour and child labour are not being used**

The entity will review regularly the organization's policies and procedures related to forced labour and child labour.

The entity also consults with legal counsel to ensure that Basse is up to date with any changes in Child Labour and Forced Labour Act and update policies and procedures if necessary.

As part of Basse's agreement with some of its major customers, external auditors are mandated to conduct Social Ethical audits on site at Basse every two years. The Social and Ethical audits includes assessment of compliance with Labour laws and regulations. The audits have never revealed any non-compliance with respect to forced labor or child labor practices.

## **Conclusion**

Bassé remains committed to upholding human rights principles and preventing forced labour and child labour in our operations and supply chains. We will continue to strengthen our efforts and collaborate with stakeholders to address these critical issues.



### **Attestation**

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. 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.

This report is attested and signed by Maurice Benisti, Chief Executive Officer , on behalf of Basse Freres Alimentation Orientale (2013) Inc. 's governing body.

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Maurice Benisti, CEO

May 29. 2024

Date

I have the authority to bind Bassé Freres Alimentation Orientale (2013) Inc

Bassé Freres Alimentation Orientale (2013) Inc.  
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