



MODERN SLAVERY ACT REPORT 2024





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Overview

Berryhill Foods operates three production sites dedicated to processing blueberries and raspberries. At these locations, all employees undergo training and are expected to adhere to Berryhill Foods' Child and Forced Labour Policies. Below is an overview of the activities at each facility:

Abbotsford: 40,000 sq. ft. in an industrial area. This facility receives raw blueberries and raspberries, inspects them, sorts them and then freezes them into various sized containers and employs 50 full time employees and approximately 100 seasonal employees.

Chilliwack: 70,000 sq. ft. in an industrial area. This facility receives raw blueberries and inspects them, sorts them and then freezes them into various sized containers. There are 25 Full time employees and approximately 80 seasonal employees.

Lineage (Valley): Blueberries are received at the Abbotsford facility and are shipped to the Versacold location using our Berryhill truck. Only 1550 lbs totes are produced at this location. Some fruit is stored at Versacold during repack and gradually pulled out. 0 Full time employees and approximately 20 seasonal employees.

Labor

Berryhill Foods is committed to upholding the human rights of all workers, and to treat them with dignity and respect.

All employees at Berryhill Foods will work on a voluntary basis and will not be subject to exploitation - such as forced, bonded or indentured labour or sexual exploitation. Berryhill Foods employees shall not be subject to any forms of coercion, fraud, deception, or giving up control of their person for the purpose of exploitation.

Child Labor

At Berryhill Foods, all employees must meet the legal working age requirement set by local regulations. Proof of date of birth must be provided to Berryhill Foods at the time of hire. Employees under eighteen will not be assigned hazardous tasks that could endanger their well-being or that of their peers.

All employees are advised to decline any work they consider unsafe.



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Discrimination and Inhumane Treatment

Berryhill Foods has implemented a non-discrimination policy that prohibits bias based on factors such as race, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status in all aspects of hiring and employment practices, including promotions, rewards, and access to training.

Individuals in the workforce or seeking employment will not undergo medical or pregnancy tests that could lead to discrimination. Employees with disabilities will receive reasonable accommodations to carry out their job duties effectively.

Berryhill Foods is committed to ensuring a work environment free from harsh treatment, which includes sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse towards employees, and any form of such treatment will not be tolerated.

Wages and Working Hours

Wages and benefits compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. In compliance with local laws, employees shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure is not permitted.

After working eight hours in a day an employee must be paid time-and-a-half for the next 3 hours worked, and double time for all hours worked in excess of 11 hours in a day. This applies even if the employee works less than 40 hours in a week. Employee's working more than 40 hours in a week must be paid overtime based on the employment standards for BC.

All employees have the right to refuse overtime hours & unsafe work. Therefore, no employee is expected to work overtime if they are not willing.

Assessment and Training

Berryhill Foods offers training to employees at the beginning of their employment and during yearly refresher sessions to guarantee that all staff members are familiar with the company's Child and Forced Labor policies.

Berryhill Foods management conducts annual assessments of suppliers and carriers to verify adherence to regulations and policies.



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Supply Chain Risk

PACKAGING



Packaging suppliers are considered a low risk for Child and Forced Labor. Packaging suppliers are required to be assessed annually by Berryhill Foods management. All Berryhill Foods packaging suppliers originate from Canada or USA

BLUEBERRY SUPPLIER



Blueberry suppliers are considered a moderate risk for Child and Forced Labor. Growers are subject to field visits from the Berryhill Foods Field Manager. Starting 2025, grower contracts will include, "Grower will not use forced or child labor" All Berryhill Foods blueberry suppliers originate from Canada or USA

RASPBERRY SUPPLIER



Raspberry suppliers are considered a moderate risk for Child and Forced Labor. Growers are subject to field visits from the Berryhill Foods Field Manager. Starting 2025, grower contracts will include, "Grower will not use forced or child labor" All Berryhill Foods raspberry suppliers originate from Canada or USA

CARRIERS



Carriers are considered a low risk for Child and Forced Labor. All Berryhill Foods carriers originate from Canada or USA. Carriers are required to be assessed annually by the Berryhill Foods shipping department. Carriers are required to be CTPAT certified or complete a Berryhill Foods questionnaire.

CUSTOMERS



Customers are considered a moderate risk for Child and Forced Labor. Risk is mitigated through open communications and positive relations with customers. Customers are located in Canada, USA, Korea, Japan, China.

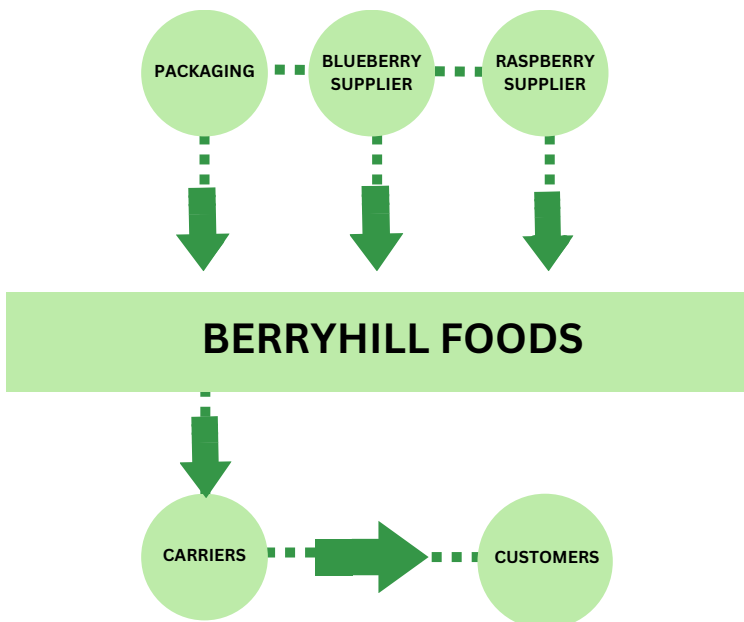


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Supply Chain Management

Berryhill Foods is working towards monitoring all suppliers for the use of forced labour prior to acceptance by 2025.

Berryhill Foods is committed to the highest standards of product quality and business integrity in ensuring that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible.



All future and existing carriers and customers will be required to provide a statement ensuring that the use of forced or child labour is not permitted.

To ensure compliance with our Code, Berryhill Foods shall have the right to monitor suppliers and carriers through audits by Berryhill Foods personnel. We seek relationships with suppliers and carriers that are committed to providing services or products under fair and safe labor conditions and sound environmental practices.

If we determine that a particular supplier or carrier does not comply with our Code, we typically strive to work with the supplier to develop and implement an appropriate corrective action plan. Nevertheless, depending upon the circumstances, Berryhill Foods may elect to end its relationship with a supplier or carrier at any time for failing to adhere to our Code.

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.”

Iris Walling
Quality Systems Manager
May 28 2024

I have the authority to bind 'Berryhill Foods'