



Bio Agri Mix LP | P.O. Box 399, 11 Ellens St. | Mitchell, ON | N0K 1N0 | Tel (519) 348-9865 | Fax (519) 348-4100 | www.bioagrimix.co

Bio Agri Mix LP – 2023 Bill S-211 Report

Name of Business: Bio Agri Mix LP

Financial Reporting Year: January 01, 2023 – December 31, 2023

Business Number: 802924472

Bio Agri Mix LP (“BAM”) meets all three Canadian business presence categorizations and meets two of three size-related thresholds. Therefore, a report must be completed and submitted. BAM operates in the Agriculture and Manufacturing sectors, with a head office located in Ontario, Canada.

Between January 01 – December 31, 2023, BAM took steps to identify the risks of forced labour and child labour in their supply chains. This included carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour and mapping the current supply chains. BAM also mapped out the plan for the current fiscal year of January 01 – December 31, 2024, which focuses on developing a supplier management system for tier-one suppliers.

Structure, Activities and Supply Chains

BAM is a Limited Partnership, owned by a private equity firm, that produces, sells, and distributes goods in Canada. Raw materials, packaging and finished products are imported from 5 countries: the United States, China, India, Spain, and Germany. These raw materials are manufactured into Medicated Feed Premixes and Medicated Water Soluble Powders which are sold in Canada.

BAM also imports Medicated Feed Additives manufactured in the United States for distribution in Canada.

Custom manufacturing services are provided for companies based in the United States and Ireland. In these instances, the supply chain is managed independently, and raw materials belong to the contracting company. The finished products are returned to the contracting company.

BAM operates with the intent of providing solutions for livestock and poultry health. As of December 31, 2023, BAM employed 97 people across Canada.

Due Diligence Efforts

The Company operates primarily in Ontario and is under the authority of the *Employment Standards Act* and its Regulations as well as all Ontario labour laws related to manufacturing facilities. As per the *Occupational Health and Safety Act* and Regulations (OHSA) sanctioned by The Ministry of Labour, Immigration, Training, and Skills Development; employees must be “a minimum age of, fifteen years of age in a factory other than a logging operation;” (R.R.O 1990, Reg 851, s. 3. Part 1, 4. (d)). BAM’s Canadian workforce is compliant with this regulatory requirement.



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While BAM does not currently have a policy in place related to forced and/or child labour in its supply chain, the company is in the process of creating one. Further, BAM is actively working to identify high-risk areas within its supply chain. To that end, in 2023, BAM visited several suppliers in China, including a visit to 5 production facilities. These facilities did not utilize forced or child labour, however BAM is continuing to explore what measures it can take to prevent and reduce the risk of this in the future.

As BAM is only commencing its efforts to identify, prevent and reduce the risk of forced labour or child labour within its supply chains, no measures have been taken to remediate any forced labour or child labour (as none has been identified to date) nor to remediate the loss of income to vulnerable families. The Company is currently canvassing what measures should be implemented and what training will be required.

In the 2024 fiscal year, BAM commits to further developing a supplier management system for tier-one suppliers which will address forced and child labour. The Company will assess its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

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 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.

Name: Jim Holliday Title: CEO

Signature: J. Holliday I have the authority to bind Bio Agri Mix LP.

Date: May 16, 2024