

The following report is submitted for a single entity, namely Central Bernard Butchers Corp.

Central Bernard Butchers Corp. ("CB") is a Canadian company in the business of processing and distribution offering a high quality fresh poultry line of products designed to cater to the needs of the most quality demanding customers.

COMPANY STRUCTURE , ACTIVITIES AND SUPPLY CHAIN

Structure

CB is an owner-managed private company incorporated in Canada in its 55th year of operations. CB operates out of a single large processing facility located in Montreal Canada, and provides employment for over 150 full-time positions. Ownership of the family owned business has not changed since inception with the owners being active participants in leading an experienced Executive Team. Our mission is to be a top-performing value added poultry processor by offering an eclectic mix of top quality fresh and frozen poultry products, and to continue to respond to our customers growing need for innovation and reliable supply. The company has always maintained the founders reputation by providing our customers with the highest-quality at the best possible price and have built on that with our uncompromising and personalized customer service. CB is a customer driven company and we are dedicated to remaining flexible to meet the individual and changing needs of all our customers.

Activities

CB operates in the Canadian poultry processing market as a processor with the main activities being the cutting, deboning, trimming and packaging of fresh poultry to most of the major retail food chains in Ontario, Quebec and Atlantic Canada. Our facility is HACCP and SQF certified for over two decades now. In addition, our facility is a federally approved plant and houses a full-time inspector from the CFIA and is obligated to exceed all food safety protocols and standards. The setup to meet the specifications of CB's customer needs begins with a multitude of state-of-the-art processing lines that are linked with an elaborate fully automatic conveyor system. Poultry product is bulked or tray-packed accordingly, then proceeds to the weighing, labelling and case packing process where orders are shipped to retailer distribution centers by internal transport or by third party transport provider. CB is a secondary poultry processor. We procure fresh poultry from mainly primary processors who are large long established suppliers in the industry. We use a combination of local suppliers in Canada and additional import supply from the U.S.A. Our sales are by means of a retail brand, a no-name generic brand, and various value-added private label formats. Our customers are most of the major retail food chains in Ontario, Quebec and Atlantic Canada.

As a federal regulated facility we have measures in place to ensure complete traceability of all materials used in production and we continually monitor and inspect all outgoing product.

CB is committed to operating with the highest standards in the workplace. The Human Resource Department ensures that all applicable rules and regulations are adhered to. Staff training is always an ongoing process and the safety and security of our employees is of primary importance .

CB strives to operate in a sustainable and environmentally-friendly manner by improving its processes to reduce energy consumption and carbon emissions. Our willingness to reduce our carbon footprint has led us to invest heavily in various systems to reduce our environmental impact.

Supply Chain

We are committed to the highest standards of integrity and respect with all our business partners and all our business activities. We expect the standards to apply within our company and within our supply chain partners. Our supply chain consists of large and medium sized companies who we believe share the same commitment as we do: employee welfare and safety in the workplace. At a minimum we expect the largest of our suppliers to have the necessary policies and processes in place to prevent the use of forced and child labour in their facilities and in their own supply chains.

POLICIES / DUE DILIGENCE PROCESSES RELATED TO FORCED AND CHILD LABOUR

As of May 31st 2023, we have not started the process of implementing and documenting policies and due diligence processes directly related to forced and child labour.

BUSINESS / SUPPLY CHAIN RISK OF FORCED AND CHILD LABOUR & STEPS TO ASSESS AND MANAGE RISK

In our own facility, we consider forced and child labour to be unacceptable in our operations and therefore believe that the risk of forced and child labour among our employees is non-existent. Our dedicated Human Resource department oversees on a constant basis the entire workforce at CB. Our HR department ensures that we are in compliance with all of the current labour laws and standards in Canada, including forced and child labour laws. Our company Recruitment policy is based on equal opportunity and a fair hiring process based on required skill, knowledge and ability to perform.

Some details on our recruitment policies and controls we have in place:

- applicants are not employed through force, coercion or deception
- applicants are vetted for proper identification, work permits, residency, age (18 and over)
- work hours comply with the local laws
- compensation as per all applicable wage laws
- workplace harassment and discrimination is not tolerated
- work performed is voluntary, not forced labour

The company Employee Code Of Conduct is issued to all employees on an annual basis at the annual training seminar. The code has a zero-tolerance policies on violence, harassment, fighting, theft, vandalism, drugs and various other actions that could cause harm and damages to employees and property.

We are aware that there may be a risk of forced labour at all levels of our supply chain. Other than the fact that our suppliers must be HACCP and GFSI certified, CB does not have processes in place to determine the risk of forced labour or child labour within our supply chain.

MEASURES TAKEN TO REMEDIATE ANY FORCED OR CHILD LABOUR

As at June 30 2023, CB did not encounter any case where remediation would be required, therefore remediation measures were not taken.

MEASURES TAKEN TO REMEDIATE LOSS OF INCOME

As at June 30 2023, CB did not encounter any case where remediation of loss of income would be required, therefore remediation measures were not taken.

ASSESSING EFFECTIVENESS REGARDING FORCED AND CHILD LABOUR

As at June 30 2023, CB has not performed any procedures to obtain feedback on assessing effectiveness regarding forced and child labour.

GOING FORWARD- PLANNING FOR NEXT FISCAL YEAR

- Introduce a Business Code of Conduct to formalize workplace practices that we have been performing informally
- Introduce a Supplier Code of Conduct where we will reserve the right to monitor and verify compliance, increased traceability and transparency in our supply chain
- Implement Training and Awareness programs to include formalized training sessions regarding forced and child labour at our facility and supply chain
- We will introduce these policies and processes to show our commitment to prevent forced and child labour within our operation and in our supply chain. We will improve communications with our employees and introduce monitoring and compliance processes to assist in reducing the risk associated with forced and child labour.

Approval and Attestation

This report was approved by the Board of Directors of Central Bernard Butchers Corp. on May 1st 2024, covering the fiscal year ended June 30th 2023.

In accordance with the requirements of the Act, and in particular section 11 thereof, I hereby attest that I have reviewed the information contained in the report for the entity listed above. To the best of my knowledge, and after having exercised due diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

NAME: George Dedes
TITLE: President and CEO
DATE: May 30th 2024

SIGNATURE: _____



I have the authority to bind Central Bernard Butchers Corp.