

## **Fighting Against Forced Labour and Child Labour in Supply Chains**

This statement is issued in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act of October 17, 2023. It serves as a joint report, Modern Slavery Statement, for parent company Calkins & Burke Holdings Ltd and subsidiary Calkins & Burke Limited.

### **Introduction**

Established over 100 years ago, Calkins & Burke has long-term trust and collaboration with members of the supply chain, from the suppliers and packers through to our customers. As a trusted and valued partner, we are committed to sourcing and delivering high quality food products by enacting business in compliance with applicable laws in a socially responsible and ethical manner. Our sourcing standards meet or exceed the requirements of Governments and our customers' individual sourcing policies.

Calkins & Burke is committed to preserving our world marine ecosystems based on principles of responsible fishing and long-term sustainability of resources. We support the concept of independent eco-certification and will source from and work towards the sustainable management and traceability of our products based on our customers' requirements for specific certifications. These certifications are based on peer-reviewed scientific studies, regular audits, third-party certification, and the transparency of procedures and results. Among these are the following: Dolphin Friendly – as defined by Earth Island Institute, MSC Certified fisheries, Pole and Line Certified Fish and OceanWise Certified.

Our establishment of a Quality Management Program, parts of which are government licensed, demonstrates our adherence to high quality standards, food safety and compliance to environmental, social and Government standards. We are committed to ensuring that our trade partners procure goods legally and processors meet or exceed globally recognized fair labour standards, including but not limited to those defined by the United Nations International Labour Organization.

Calkins & Burke-disapproves all forms of slavery, servitude, forced or compulsory labour, child labour, and human trafficking. We are committed to continuous improvement and dedicated to expanding our current program by implementing robust measures for early detection, continuous monitoring, and effective remediation of any issues within our supply chains.

### **Organizational Structure and Supply Chains**

Calkins & Burke Limited  
Suite 301 – 2855 Arbutus Street  
Vancouver, BC, Canada V6J 0E6  
Tel: 604-669-3741  
Fax: 604-669-9732  
www.calbur.com

Calkins & Burke Limited is a trading company internationally importing and exporting food products ranging from fresh and frozen seafood to canned seafoods, fruits, vegetables as well as various miscellaneous products such as sauces and oils.

Our Import business primarily focuses on procurement, from our suppliers in USA, Canada, Asia and Europe, of corporate branded products for large retail and foodservice organizations. We take great pride in fulfilling our obligations and responsibilities to our customers to ensure their corporate branded food product are processed in adherence to Governmental and Customer mandated codes of conduct, ethical business practices, and high-quality standards.

Seafood exports constitute the majority of our business, and the primary trading product is salmon in three forms: canned, fresh and frozen. Procurement is primarily from domestic and US companies and the main export markets are USA, Australia, Europe and Thailand. We are committed to sourcing from fisheries who share our vision and Endeavor to increase the sustainability of the fishing industry.

The Calkins & Burke group of companies are family owned and operates from our office situated at 2855 Arbutus Street, Vancouver, BC Canada. Our open office environment, regular communication, and strong leadership enable our dedicated employees to contribute and collaborate aligned with our corporate values of high quality and ethical business practices.

### **Internal Policies**

Our company has a long history with the majority of our suppliers, which has included plant visits and Plant Audits over multi year periods. We deal with suppliers that are very reputable and have tended to work also with the biggest global Retailer and Food Service distributors. Our Quality Management Program has an established process for new supplier approval. In recent years, we have monitored some suppliers via Social Compliance Audits to meet our customers' demands and we have requested other suppliers provide their social compliance audits when available or complete a self-declaration questionnaire focusing on worker rights and safety topics such as forced labour, child labour, and health and safety programs.

Going forward we are expanding our Quality Management Program function to assess and monitor all current and future suppliers' facilities that are located in High or Very High Risk regions so they comply with the Fighting Against Forced Labour and Child Labour in Supply Chains Act of October 17, 2023. As part of our program, we will require suppliers in these Higher Risk regions to achieve internationally recognized social compliance management accreditation, via obtaining amfori BSCI, SA8000, SEDEX SMETA and other widely accepted social audits.

In medium risk regions, we will require at a minimum a self-declaration questionnaire to be completed.

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

Each facility's Social audit report or self-declaration questionnaire provides an insight into their ability to identify and control risks to worker rights and safety. If a facility fails a social audit, we will take immediate action by either placing the supplier on hold while we work on a remediation plan or by removal from our approved supplier list.

Below list shows the various categories based on information from the amfori BSCI Country Risk Assessment 2023 and the List of Goods Produced by Child Labour or Forced Labour (2022 edition by the US Department of Labour). Through this assessment, we will identify areas of vulnerability and strategize our corresponding measures.

- **Very High Risk:** Countries classified as very high risk display a notable susceptibility to child and/or forced labour infringements. Action: Requires Social Audit
- **High Risk:** Countries classified as high risk present a significant threat associated with child and/or forced labour indicators. Action: Requires Social Audit or self-declaration questionnaire
- **Medium Risk:** Countries categorized as medium risk signal the potential for incidents linked to child and/or forced labour indicators. Action: Self-declaration questionnaire
- **Low Risk:** Countries classified as low risk carry a low probability of risks associated with child and/or forced labour indicators. Action: Monitor for any concerns that might be present

Upon determining the risk category of each supplier, our Actions will be executed accordingly. Social audits will be carried out through independent third parties either commissioned by our supplier or at our directive. Throughout the term of our partnership, any non-compliances that are brought to our attention may prompt an internal review or further assessment of the supplier. We are pleased to confirm that in our 2023 financial year, there were no reported cases of forced labour or child labour in our supply chain.

### **Training**

Calkins & Burke recognizes that training and education for staff and our suppliers will be key in realizing our commitment to human rights in the supply chain. We have a workplace environment that fosters awareness, encourages communication, and will promote integrity in the supply chain to uphold our customers' values of socially responsible and ethical business practices as well as our own corporate values.

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### **Assessing Effectiveness**

Calkins & Burke recognizes that the road to eliminating forced and child labour from our supply chains is a continuous process. Our management team is committed to this journey and continues to work with our suppliers on achieving shared goals. These goals will be reviewed annually to ensure our continuous improvement in the fight against forced labour and child labour.

### **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.

Blair Calkins  
Director, Calkins & Burke Holdings Ltd

A handwritten signature in black ink, appearing to be 'Blair Calkins', written over the printed name and title.

I have the authority to bind Calkins & Burke Holdings Ltd and Calkins & Burke Limited  
May 31, 2024