



# Prevention of Forced Labour and Child Labour at Cérélia Canada

**= Cérélia =**

Founded on trust, inspired by food

# STATEMENT

It is with great pride and a deep sense of responsibility that we present this report detailing our commitment and efforts to prevent forced labor within our supply chain. At Cerelia Bakery Canada LP, (“Cerelia Canada”) we recognize the gravity of the global challenge posed by forced labor and its impact on human rights. Our commitment to ethical business practices extends beyond mere compliance—it is a cornerstone of our identity.

In this report, we will share the comprehensive measures we have implemented to identify, assess, and mitigate the risk of forced labor in our supply chain. By embracing transparency, accountability, and

collaboration, we aim to set a standard for responsible business conduct that goes beyond mere compliance with regulations. Our journey towards eradicating forced labor is not just a corporate obligation but a moral imperative that we embrace wholeheartedly.

As you delve into the pages of this report, we invite you to join us on this journey of continuous improvement and ethical leadership. Together, we can create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all. Thank you for your interest in our commitment to preventing forced labor, and we look forward to your engagement and support in this critical endeavor.

This single report describes the actions Cerelia Canada has taken to increase the awareness of forced labour and child labour in the production of our goods, or the goods imported into Canada during the last fiscal year ending June 30, 2023.

For over 50 years, we have been producing a variety of unique and flavorful doughs and batters. As experts we proudly serve chilled dough and pancake products across Europe, Asia, and North America. Being a leading producer with cutting-edge production capabilities, we offer a large range of products: rolled dough, pizza dough, pastries, cookies, crêpes, and pancakes.

Cerelia Canada has three locations, two manufacturing facilities and a warehouse which are located in Ontario. The manufacturing facilities are managed by plant managers with the warehouse facility managed by the warehouse manager, both reporting to the Vice President, Operations. Within each of the facilities there are additional support teams who are responsible for production, packaging and labelling, shipping, receiving, storage among other key elements of production with a focus on human resources and safety matters. The facilities employ between 250-400 employees depending on the season and production schedules with a blend of permanent Cerelia Canada employees and workers through temporary staffing agencies. The company is led by a Managing Director, supported by a team of senior leaders who take the responsibility of guiding specific business areas and ensuring business objectives are met. Cerelia Group Code of Conduct

outlines the activities and supply chain of our business. All policies are managed effectively within all Cerelia locations. Cerelia requests all its collaborators to respect the laws of all countries in which we work or do business. Employees, subcontractors, and partners must systemically guaranteed compliance with all requirements:

- Law and local legislation
- International human rights standards: Universal Declaration of Human Rights and ILO Conventions and Recommendations.
- Cerelia's rules and procedures.

We respect our suppliers and the quality of the relationship between Cerelia and its suppliers of both goods and services is essential to the sustainability of our group. The relationship with our suppliers is based on the respect of the principles of loyalty, fairness, and impartiality. The selection criteria must be communicated in a transparent manner. It must be ensured that the supplier is not economically dependent on Cerelia. Ensure the supplier's ability to comply with the requirements of the Cerelia Code of Conduct, particularly regarding human rights, which incorporates forced labour.

In 2023, Cerelia Group started to implemented gradually a Supplier Code of Conduct. It is planned next year all suppliers of Cerelia Canada are presented with a copy of the Supplier Code of Conduct and must acknowledge with signature the expected requirements of performing business with Cerelia.

The Supplier Code of Conduct incorporates any provider, service provider, contractor, construction supervisor and any other entity that is a party to the contract concluded with Cerelia Canada. This Code of Conduct may not be considered as pretext to limit requirements of international standards relating to Human Rights, including local labour laws and regulations. The supplier is to comply, and endeavor to ensure that all its subcontractors, service providers and their respective plants comply with fifteen key requirements. For this document, two key principles being:

- **Forced Labour:** The Supplier shall not use forced or involuntary labour, whether prison labour, bonded labour, apprenticeship contracts or otherwise. All work shall be done voluntarily by the worker and not under threat of penalties or sanctions.
- **Work of minors:** The Supplier shall strictly comply with the national and European regulations concerning the employment conditions and work of young workers and minors regardless of their age the Supplier shall treat all its employees in accordance with all applicable laws and regulations.

Equally, we have a specific policy for forced and child labour. The principles are based on the International Labour Organization and national laws and recognize regional and cultural differences. It reaffirms Cerelia's continued worldwide commitment to restrict employment to those ages fifteen (15) or older, or the local minimum employment age, or the mandatory school age, whichever is higher. Our policy also included an explicit ban on the user of any forced labour or exploitative working conditions.

At Cerelia, we care about sustainable palm oil and incorporated seven key principles. The principles adopted by Cerelia are in line with the initiatives taken by industry and the highest standards recognized by civil society in respect of NDPE (No Deforestation, No Peat, No Exploitation). These principles apply to all our ingredients containing palm oil or palm kernel oil, purchased by any Cerelia subsidiary. They apply to the direct suppliers of Cerelia and to third-party suppliers and their operations. The seven principles:

- Oil with known origin: transparency to identify the intermediaries in the supply chain and trace it back to the original mill. This exercise is carried out every year and the results are published annually.
- Oil that has not contributed to deforestation or the conversion of peatlands and High Conservation Values areas.
- Oil that is not produced through slash-and-burn agriculture.
- Oil that is produced by farmers using farming practices that are the safest for the environment.
- Oil that is produced in a manner that upholds the rights of local communities.
- Oil from a supply chain that includes and supports smallholders and the improvement of their livelihood.
- Oil is produced in a manner that upholds rights and workers' rights, specifically noting we do not tolerate the use of child labour, forced labour or modern slavery in the supply chain.



We restate that our suppliers are required to comply with local, national, and international laws and regulations and international human rights standards, as described in our business code of conduct. We count on our suppliers to help us implement these principles, and to provide guarantees of such implementations. The roll-out of our rules is defined in our Sustainable Palm Oil Action Plan. It is organized around major measures, for which we have defined the goals and commitments.

These principles are presented as a Supplier's Commitment. The supplier undertakes, upon signing the charter, to respect it and to ensure that its suppliers and subcontractors respect it. Cerelia maintains all copies of fully executed supplier commitments which includes supplier company name, first and last name and position of the signator with date and signature.

Cerelia Canada has not identified non-compliance in its supply chain practice specific to forced labour and child labour.

A whistle-blowing procedure was established in 2020 to allow employees and partners to report any situation or behaviour that goes against the principles of the Code of Conduct via a dedicated internet platform. It is available 24/7 with the click of a link or a call to the human resources manager. Retaliation in any form against anyone who reports, in good faith, concerns or possible violations of Cerelia's Code of Business Conduct, or the law even if the report is mistaken, is prohibited.

All communications will be treated confidentially either to the whistleblower or to those involved in the notification. All incident reports entered by the launcher on the platform or phone will be forwarded to

an ethics committee. Cerelia Canada has an ethics committee. The ethics committee is responsible for managing incidents and reports based on (i) the type of reported concern, (ii) applicable laws. Depending on the nature of the complaint, an internal investigation may be decided but a report also be processed by an external investigator. You can also be referred to the police or justice. The duration of an internal investigation cannot take more than three months and must in all cases contain a plan to prevent or stop the issue/abuse. In the event additional time is required, all parties will be notified.

Training is provided to all employees including temporary employees. Any individual who is required to work in a Cerelia facility must be inducted and trained like a regular Cerelia employee, regardless of how long or short their task may be. Human resources assist with the onboarding process of all employees and provide support with both the new and existing team members with training programs. Cerelia takes pride in the vast training and certification extended to all employees for their own personal growth within our business; we also ensure all team members are provided the employee handbook, all Codes of Conduct options for additional training programs. Team members within the supply chain group are provided with all support documentation to assist in their success which would include Supplier Code of Conduct and Terms of Purchase.

At Cerelia Bakery Canada LP, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented measures to prevent the scourge of forced labor from our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes and partnerships to ensure compliance with internationally recognized labor standards.

Furtmade, we acknowledge that eradicating forced labor requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labor.

While we are proud of the strides we have made, we acknowledge that eradicating forced labor requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

# 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.

Full name: Stephane Blanchier  
Title: Vice president People & Services  
Date: May 29, 2024

Signature 

I have the authority to bind 'Cerelia Bakery Canada LP'.