



**Fiscal 2024 Forced Labour and Child Labour Report**

**May 15, 2024**

## Introduction and Reporting Context

The Kooyman Group of Companies is an agricultural enterprise, consisting of 2 key entities as defined by the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”); being Chilliwack Cattle Sales Ltd. “CCS” and Meadow Valley Meats Ltd. “MVM”.

Chilliwack Cattle Sales is Canada’s largest dairy producer with farms in BC, AB, and SK and Meadow Valley Meats is a related company operating meat processing, distribution and retail stores in BC and AB. As an employer of ~400 staff across Western Canada, we understand the risks of forced labour and child labour within our workforce and within supply chains, both locally and abroad, and we must address these risks with our workforce, suppliers, and governments to mitigate the impacts of forced labour and child labour and all those it affects.

CCS and MVM are B.C. registered corporations that are subject to the reporting requirements of the Act. This report is a jointly filed report that outlines the Group’s governance, processes, and progress made in the 2024 Fiscal Year to prevent the risks of modern-day slavery across the supply chain we use.

## Our Structure, Activities and Supply Chains

Chilliwack Cattle Sales Ltd. and Meadow Valley Meats Ltd. are related companies, both wholly owned by Kooyman Management Services LLP, which is the Kooyman family holdings partnership. No subsidiaries of CCS or MVM meet the qualifications of “entity” under the Act. The Group is headquartered in Chilliwack, BC and operates 2 core businesses: i) dairy and livestock farms; and ii) meat & dairy processing, distribution, and retail sales. The Group is vertically integrated, producing much of our feed, dairy, and livestock inputs at our various farms, raising and distributing livestock to MVM and other meat processors, processing meat and dairy products and distributing to our local butcher shops and retail stores as well as other retailers in Western Canada.

Our supply chain is effectively made up of Canadian vendors and all sales are also domestic, except for a portion of live cattle sold to a US customer. Our suppliers provide inputs including grain and feed commodities, seed and fertilizer, fuel and equipment, beef, poultry and pork products, packaging, and services such as veterinary, crop consulting and financial services.

The only foreign component of our supply chain is imported pork products from the US which are supplied by North America’s largest meat protein supplier who attests to maintaining labour standards within their own business and supply chain and who have historically taken strong actions against any supplier who has been alleged of not upholding the same standards.

## Our Governance

The Kooyman Group’s Board of Directors and executive management team is accountable for the strategic objectives of our business. This includes operational objectives, risk management strategies, internal controls, and environmental and social matters. The Board and executive management team meet regularly to review our strategy and progress as well as any potential risks or opportunities present in our business.

## **Policies, Due Diligence Processes and Our Risk Exposure**

Operating within Canada's supply managed dairy regime and related meat business, the Group is governed by various provincial and federal codes of practice and our Human Resources (HR), as well as supply chain due diligence, fully adheres to the Canadian Labour Code, Canada Labour Standards Regulations, Labour Market Impact Assessments (for our temporary foreign workers) and the provincial labour codes and regulations in which we operate. Our executive team and HR administrators are trained within these codes and ensure continued compliance with all our employees, both the domestic and the foreign labour we employ here in Canada.

As a Canadian agricultural organization, the largest risks associated with forced labour and child labour in our industry and our business are present in our suppliers, primarily imported products from high-risk countries or geographies.

Our supplier policy is a Canada first approach, with selection of vendors being reputable Canadian providers. Nearly all the products we purchase are produced domestically such as seed, grain, crop inputs, and dairy supplies as well as meat and livestock inputs at MVM which are Canadian raised adhering to CFIA standards. The Canadian based supply chain helps to mitigate foreign forced labour and child labour risks where issues are more prevalent. The imported supply of pork products from the US is a small component of our overall supply chain which we source from large-scale distributor.

## **Actions Taken, Remediation Measures and Training**

The Group has completed an assessment of our supply chain and business to ensure we identified any potential risks in our own workforce or product and service providers in the Fiscal 2024 year. An operational review of our employment practices was completed with onsite assessment by management and supplier review and screening against the CBP Forced Labour List was also done. No issues of internal forced labour or child labour were found within our operations, and no suppliers were found in the screened list. As a new protocol, we will pre-screen any new suppliers against the CBP Forced Labour List to ensure our supply chain remains compliant with the Act.

Further online due diligence was completed on our US supplier to ensure appropriate attestations of labour compliance were present, any potential risks of forced labour or child labour had been remediated, and proper protocols are in place to ensure continued compliance with labour codes of our US supplier. Having completed this diligence, we are comfortable with the actions taken by our US supplier.

To ensure potential labour risks within our own businesses are eliminated, the executive team and HR personnel are trained on labour standards and codes of practice. Our training is internally provided to management at time of hiring and both HR and our executive management team have been trained on forced labour and child labour risks through a required review of the new Act. Additionally, both executive management and our Board play an active role in daily operations and are regularly onsite to provide diligent oversight of all locations and employees. This active form of governance ensures all employees within the Kooyman Group are treated with the high standard of care our organization promotes and reinforces our requirements for conducting business and expected behaviours of our employees.

All employees have a direct line to their HR administrator and to the executive management team. Our management framework and integrated family ownership within the workforce promotes asking questions and raising concerns, including any concerns or issues with forced labour or child labour. Staff are required to report any non-compliance with policies or practices to management whether it be animal care, environmental matters, or employee health and safety, all of which the Board takes immediate action to address and remediate.

### **Assessing Our Effectiveness**

The Kooyman Group is committed to ensuring our operations and our supply chain uphold the highest labour standards possible. To assess our effectiveness for the fiscal 2024 year, we have reviewed our staffing and workforce as well as completed a supplier screening with the CBP Labour List to ensure our protocols had prevented and instances of forced labour or child labour. Going forward, we will continue to complete this review in conjunction with our annual business assessment and, in compliance with the newly enacted Act, we will have specific focus on forced labour and child labour risks with the completion of this annual report and related assessment submission.

The Group also intends to continue developing and implementing additional diligence, training and safeguards for our business, workforce, and suppliers, to reduce the potential risks of forced labour or child labour in our business and our industry.

### **Report Approval and 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.

I have the authority to bind Chilliwack Cattle Sales Ltd. and Meadow Valley Meats Ltd.



Ken Kooyman  
President  
May 15, 2024