

## **ANNUAL REPORT OF EASTERN FISHERIES, INC. FOR YEAR 2023**

**This ANNUAL REPORT is furnished in compliance with An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act assented to May 11, 2023 being Bill S-211 Statutes of Canada 2023, Chapter 9.**

**Eastern Fisheries, Inc. (hereinafter “Eastern”) located at 214 Samuel Barnet Boulevard, New Bedford, Bristol County, Massachusetts 02740 (USA) is a privately held corporate entity, incorporated in Massachusetts, USA as a for profit business entity Federal Identification number 04-2654500.**

**Eastern has provided goods for sale in Canada in the form of frozen seafood for human consumption. The said goods are processed in Eastern facilities in Massachusetts, USA and used to import and export globally. No child is employed by Eastern to harvest, process, or sell Eastern goods. There is no forced labor utilized by Eastern in any part of the production of its seafood for export and consumption in Canada.**

**Massachusetts has strict laws prohibiting forced labor or child labor. Eastern requires a written application from every prospective employee prior to being hired and as part of the hiring process. There are no exceptions regarding this process for any and every potential new hire. Every prospective employee must be 18 years or older to be hired by Eastern. No child has been hired by Eastern in 2023. Massachusetts also has laws regarding the maximum number of hours which each employee is permitted to work. Eastern complies with these laws and does not allow forced labor under any circumstances. All Eastern employees are at will and may quit their job and leave the Company at any time without cause or reason required. No child was employed by Eastern in 2023. There was no forced labor by anyone at Eastern in 2023.**

**As part of the Eastern application process for new hires, every new hire is required to submit documentation to satisfy the US Federally mandated**

**E-Verify process. Unless a prospective employee can pass the national E-Verify process s/he is not hired by Eastern. No child can pass the E-Verify criteria. As such, no child can be or is hired by Eastern.**

**In addition, several Eastern customers require as part of their ongoing contracts and contract renewals with Eastern for the purchase of Eastern goods that Eastern sign a Code of Good Conduct with said companies that Eastern will NOT employ any child in any part of the procurement, processing, and export of Eastern seafood goods, nor will Eastern use any forced labor. These companies hire independent auditors to audit Eastern with and without notice to ensure compliance with these provisions. During the audit, a number of Eastern employees are randomly selected by the auditor. Eastern then provides all payroll records to the auditors concerning the selected employees and the auditors review the payroll records to ensure that there has been no forced labor regarding the randomly selected group. Eastern also provides the employees' files regarding every randomly selected employee so that the auditor can confirm that there has been no child labor involved in the procurement and processing procedure. Finally, the auditors interview each selected employee to question them about their working conditions and other matters outside the presence of any other Eastern employee to satisfy themselves that the employees are working in safe and satisfactory conditions and that there is no forced labor involved regarding them and they are free to leave Eastern at any time for no reason if they wish to do so. These independent audits assure that Eastern is NOT engaged in the hiring or employ of any child worker and that NO worker is subjected to any forced labor, but are working as their own free will, able to leave Eastern at any time without notice and without cause.**

**In 2023, for example, Eastern was independently audited by ARCHE Advisors on behalf of one of our customers. Over the course of two days, ARCH auditors interviewed 14 employees selected by them at random from Eastern payroll records. These interviews were conducted in a**

private room without the presence of management. Each interview was between 10 and 20 minutes in length. The auditors also selected 3 random periods from the preceding 12 months including payroll journal, timecards, production records, timesheets, and attendance records. They also checked proof of social security benefit payments, employee files with age documentation, medical certificates and government registration, worker's compensation, I-9s and W-4s. They specifically audited for child labor violations, wage and hour violations, health and safety violations and the quality of the employee environment. At the conclusion of the independent audit, auditors provide the facility with corrective actions to make future improvements with the goal of 100% compliance. These auditors interviewed 14 employees as noted and reviewed 42 records and concluded that Eastern had NO deficiencies in Labor, Health & Safety, Environmental Management, or Audit Ethics and NO negative findings in the Facility, Facility Supply Chain or Management Systems. There were NO negative findings whatsoever and NO corrective action suggested by the independent auditor to bring Eastern into 100% compliance.

Eastern complies with all Federal and state wage and benefits laws regarding its' employees.

Eastern is unaware of any loss of income to vulnerable families that results from any measure to eliminate the use of forced labor or child labor as Eastern does not hire any child labor nor require or request forced labor for adults who are employed by them.


All Eastern hiring and managerial staff have been trained and are aware that Eastern does not hire any children and does not require forced labor of any employee. Every prospective employee is vetted through the application process and including the E-Verify process. Eastern employes a full time Human relations manager with 25+ years of experience to oversee and monitor the hiring process to ensure its integrity and guarantee that there will be no child hired by Eastern nor any employee forced to do any labor which s/he does not agree with nor without being

paid accordingly for the same. Eastern provides all its permanent full time employees' health, retirement and other benefits.


Eastern welcomes and invites an audit with or without notice by any Governmental Representative of the Minister of Public Safety and emergency Preparedness of Canada to demonstrate that Eastern does NOT permit child labor and that Eastern does NOT force labor on any of its employees.

This ANNUAL REPORT has been reviewed and approved by the Board of Directors of Eastern Fisheries, Inc.

Eastern Fisheries, Inc.

By   
Ronald Enoksen, President

A true copy, attest:

  
Peter Anthony, Secretary  
Eastern Fisheries, Inc.

April 23, 2024