

# Modern Slavery Report

## Introduction

This statement sets out **International Seafood and Bait Ltd** actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending November 30, **2023**

As part of the **Seafood industry**, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## 1. Organizational structure, activities and supply chains

This statement covers the activities of **International Seafood and Bait Ltd**.

International Seafood and Bait Ltd is an entity structured as a corporation and has its head office located in the town of Shippagan, NB, Canada.

The company specializes solely in the distribution of frozen seafood in Canada and in other countries, and the products we offer are mostly all of Canadian origin. We do not have activities in the manufacturing sector.

We import frozen seafood from the following countries, which is distributed as fish bait: Japan, Norway, Argentina, Iceland, Spain.

We import frozen seafood from the following countries, which is distributed as food: Japan, Vietnam, and Indonesia.

## 2. Policies and due diligence processes in relation to forced labour and child labour

- **Policies:** The organisation recognizes that it did not have any policies in place in 2023 to address the forced labour and child labour. The company will work towards developing the following policies in 2024.
  - **Employee code of conduct:** To be applicable to all its employees.
  - **Supplier code of conduct:** To be applicable to all suppliers located in countries the organization have deemed to be high-risk countries.

### **3. Due diligence processes:**

The organisation is not doing any due diligence when choosing new suppliers or reviewing the existing suppliers.

In the future, the organization is committed to develop procedures when considering taking on new suppliers and reviewing the existing suppliers. These steps will be described in the 2024 fiscal year report.

#### **The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk.**

During the 2023 fiscal year, the organization did not assess parts of the business and supply chain that carry a risk of forced or child labour. However, the organization will assess the risk of its current and new suppliers in the fiscal year of 2024.

The risk will be evaluated by each supplier's country, by using the Global Slavery Index report.

The Global Slavery Index provides a ranking of 162 countries, reflecting a combined measure of three factors:

- i. estimated prevalence of modern slavery by population,
- ii. a measure of child marriage, and
- iii. a measure of human trafficking in and out of a country.

The measure is heavily weighted to reflect the first factor, prevalence. A number one ranking indicates a more severely concentrated modern slavery situation; number 160 shows the least.

#### **Any measures taken to remediate any forced labour or child labour**

During the year ended December 31, 2023, the organization did not identify any instances of forced or child labour.

#### **Any measures taken to remediate loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains**

The organization did not identify any instances of forced or child labour, therefore this section does not apply.

#### **The training provided to employees on forced labour and child labour**

The organization did not provide any training for the reporting period.

In 2024, the company will consider implementing a mandatory training for its management team.

#### **How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains**

The organization did not have assessment activities in place in the fiscal year 2023.

The organization will look to assess its effectiveness in preventing and reducing risks of forced and child labour as its internal processes are established and mature. “

#### **Approval**

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.

**Marc André Robichaud**

**President/Owner**

**Date: 2024-05-30**

A handwritten signature in black ink, appearing to be 'MAR' followed by a stylized flourish, written over a horizontal line.

**Signature, I have the authority to bind International Seafood and Bait Ltd.**