



**REPORT UNDER THE *FIGHTING AGAINST FORCED LABOUR AND CHILD
LABOUR IN SUPPLY CHAINS ACT***
FINANCIAL YEAR ENDED MAY 31, 2024



ENTITY'S LEGAL NAME: Jasper Wyman and Son Canada Inc.

BUSINESS NUMBER: 872651195

ENTITY CATEGORIZATION: Agriculture, Forestry, Fishing, and Hunting

SECTOR/INDUSTRY: Agriculture, Forestry, Fishing, and Hunting. Food Processing

LOCATION: 41 North MacEwen Road, Morell, PE C0A 1S0

INTRODUCTION

Jasper Wyman and Son exists to develop high-quality and profitable food products using sustainable farming and processing methods that will yield benefits to our customers, company owners, employees, communities, and suppliers into the future. Wyman's company values are ***Do the Right Thing*** and ***Seek a Better Way***. For our employees, ***Do the Right Thing*** means listening, building genuine relationships, and supporting efforts inside and outside the workplace to encourage personal growth. For our customers, this means being honest and forthright, providing service that goes above and beyond expectations and pursuing an unrelenting commitment to food safety. For our communities, this means giving time and resources to meaningfully enhance the lives around us. For our Supply Chain partners, this means treating them fairly and respectfully regardless of size and recognizing that their success is vital to our growth.

As a leading North American food processing company, Jasper Wyman and Son Canada Inc. (Wyman's) plays a role in promoting human rights and responsible business practices. Wyman's recognizes that risks of forced labour and child labour still exist and acknowledges that understanding and mitigating these risks requires a collaborative approach with our workforce, suppliers, and other external stakeholders.

In addition to our existing policies and practices, Jasper Wyman and Son Canada inc. has taken additional steps to prevent the risk of forced or child labour in our supply chain including:

- Discussing the Act and its requirements with our Management group and raising awareness of our broader human rights obligations.
- Identifying the areas of our business and supply chain that carry a higher risk of forced labour and child labour and taking steps to actively manage that risk.
- Reviewing our internal policies and enhancing our statements on child labour practices.

REPORTING REQUIREMENTS

Jasper Wyman and Son Canada Inc. is subject to the reporting requirements in Section 11 of the *Fighting Against Forced Labour and Child Labour In Supply Chains (The Act)*. This report is made according to The Act.

This report outlines the steps taken during the previous financial year ended May 31, 2024, to identify and reduce or prevent any risk of forced labour or child labour being used at any step in Wyman's supply chain.

OUR STRUCTURE AND BUSINESS ACTIVITIES

Jasper Wyman and Son was established in 1874 in Maine and is a family-owned company with a heritage of leadership in the growing and marketing of wild blueberries. Today you will find the Wyman's brand on the world's finest blueberries, grown on more than 3,000 acres of our land as

well as the fields of other Wyman's growers from New Brunswick, Nova Scotia, and Prince Edward Island, where the Canadian headquarters of Wyman's is located.

Jasper Wyman and Son is the sole parent company of the entity covered in this report, Jasper Wyman and Son Canada. Jasper Wyman and Son Canada was incorporated in 1996 and is a wholly-owned subsidiary of Jasper Wyman and Son. Within Canada, we employ over 80 people year-round across our facilities in Canada, and we aim to be one of the world's greatest companies to work for. Above all, our goal as an employer is to enhance the lives of all who work here. We're dedicated to enriching our employees' lives while supporting communities we all want to live and work in.

OUR VISION

Wyman's recognizes the essential rights of all individuals and provides equal employment AND advancement opportunities to all employees without regard to race, colour, creed, religion, age, national origin, sex, sexual orientation, physical or mental disability, genetic information or veteran status. This company is committed to the principles of equal employment opportunity in all aspects of the employment relationship including but not limited to, recruitment, hiring, promotion, wage and salary administration and termination.

Our employment policies ensure that child labour or forced labour is not permitted, and appropriate safeguards are in place to identify and deal with any illegal, unfair, or unethical labour practices that could potentially exploit the workforce.

OUR SUPPLY CHAIN

A key part of our Supply Chain are the blueberry growers throughout the Maritime provinces. Jasper Wyman and Son Canada have purchase agreements with approximately 100 farm operations located throughout the Maritime provinces.

Our Supply Chain plays a key role in our overall success and our ability to live up to our sustainability commitments and attain our social and goals. We try to focus on working with partners who:

- Strive to be leaders in their industries.
- Have company values that align with Wyman's culture – valuing safety, personal and business integrity, inclusion, and mutual respect.
- Align with Wyman's key policies and procedures in the equitable treatment of people.

OUR POLICIES AND DUE DILIGENCE PROCESSES

Wyman's Senior Management group is accountable for Wyman's strategic objectives, which include sustainability matters, in addition to overseeing the effectiveness of the Company's risk management systems and internal controls.

COMMITMENT TO HUMAN RIGHTS

Wyman's policies reinforce the Company's requirements and expectations for conducting business and outline expected behaviours and include a statement on Wyman's commitment to human rights. Wyman's policies ensure that no forced or child labour is used in our organization, and throughout our supply chain. We insist that all our employees demonstrate honesty, integrity, and equality when representing the Company in its business affairs.

In keeping with our policies, we undertake to combat the exploitation of minors by raising awareness among our employees, growers, and others in our stakeholder group.

As part of our commitment to human rights, we stand firmly against the use of forced labour and child labour in our operations and across our supply chain. The Equal Employment Opportunity and non-Discrimination Policy applies to all employees, directors, officers and workforce contractors of Jasper Wyman and Son.

Equal Employment Opportunity Policy

It is, has been, and will continue to be the policy of Jasper Wyman & Son to provide equal employment opportunity without regard to race, colour, age, religion, sex, national origin, disability, genetic information, or veteran status. Further, it is the policy of Jasper Wyman & Son to undertake affirmative action in compliance with all federal, provincial, and local requirements.

Our continued success depends heavily on the full and effective utilization of qualified persons. Our employment practices will continue to be directed toward ensuring equal opportunity for all. All matters relating to recruitment, training, compensation, benefits, promotions, etc., as well as all company-sponsored events and treatment on the job, will be free of unlawful discriminatory practices. Wyman's makes every effort in good faith to ensure the equality of employment opportunities at Jasper Wyman and Son.

RISK OF FORCED LABOUR OR CHILD LABOUR AT WYMAN'S

INTERNAL OPERATIONS

We believe that the risk of forced labour and/or child labour among our personnel is negligible. Our Human Resources department is charged with overseeing the application of our Company policies and procedures. Our recruiting processes ensure compliance with the standards currently in force in Canada, where all our personnel reside.

WITHIN OUR SUPPLY CHAIN

We are mindful that there may be a risk of forced labour in our supply chain, namely with our Farm partnerships. Currently, any processes in place to determine the risk of forced labour or child labour have been limited to the Company personnel. In the 2025 fiscal year, we will be taking steps to implement a process to identify and mitigate any vulnerabilities that may exist within our supply chain. We will be enhancing our Grower Compliance Form to include a specific statement that stipulates that all our suppliers/growers must support the fight against child exploitation and that actions may be taken against any stakeholder who breaches this condition.

AUDITS AND/OR SITE VISITS

On an annual basis, we attempt to audit/visit all of our suppliers/growers to assess compliance with our guidelines and quality standards. While the primary goal of these audits/visits is not to detect forced labour or child labour practices, the individuals conducting these visits are expected to report any practices which are considered counteractive to Wyman's policies and guiding principles, including those involving unfair labour practices.

EXPECTATIONS ON REPORTING VIOLATIONS

Wyman's **REPORTING UNSAFE, ILLEGAL, OR UNETHICAL CONDUCT** policy has a framework in place for asking questions and reporting concerns. At Wyman's, we report and encourage the reporting of actual or potential non-compliance with our policies or our legal requirements, including those concerning forced labour and child labour so they can be addressed appropriately. All employees are advised to report any such behaviour, or suspected inappropriate behaviour to either their supervisor or Human Resources.

We take every report seriously and provide protection from disciplinary action for good faith reporting of incidents. The Company also prohibits retaliation against those employees participating in a Company or government investigation of suspected unsafe, illegal, or unethical conduct.

SUSTAINABILITY GOALS

Wyman's farms and processing plants are living proof of our commitment to sustainable agriculture and the welfare of future generations. We take our responsibilities as good employers and good neighbours seriously. We are deeply engaged in protecting the health of honeybees, the pollinators that sustain our farms. Sustainability is at the core of Wyman's commitment to People and the Planet. With a heritage that continues to grow, we remain committed to sustainable practices that will protect people and the planet for future generations.

MODERN SLAVERY RISKS

Wyman's greatest risk exposure to forced labour and child labour is through our suppliers. A published report by World Vision Canada on forced labour states that 71 percent of child labour victims are within the agriculture sector. We are cognizant of this and will take steps to ensure our organization and supply chain is not a part of this problem.

Assessments are underway internally to identify supplier activities that may be susceptible to forced labour risks, and we will enact changes as we learn more about the potential risks in our organization.

OUR REMEDIATION MEASURES

When identifying the risks of forced labour or Child Labour in the Company's activities and supply chain, Wyman's primarily focuses on understanding the operations and supply chain of our primary suppliers. To date, Wyman's processes and tools have not yielded any evidence of forced labour or child labour; as such, we did not implement any remediation measures in the 2024 fiscal year.

If we do identify any incidents of forced labour within our activities or supply chains, we will consider the appropriate remediation measures in compliance with national standards.

OUR TRAINING AND AWARENESS

Upholding human rights is addressed in Wyman's annual training and orientation. Every member of the Wyman's team is expected to read, understand, and comply with the principles and requirements outlined in all policies and is required to complete annual internally developed training. This framework speaks to our dedication to fostering a culture that not only understands, but actively champions human rights across all facets of our operation.

ASSESSING OUR EFFECTIVENESS

Jasper Wyman & Son is committed to developing a resilient supply chain where the human rights of every worker involved in our business activities are respected. During the 2024 fiscal year, our focus was on identifying any critical forced labour and child labour issues to ensure human rights are not violated within our supply chain. Going forward, we will be analyzing these potential risk areas and designing a comprehensive response to address these risks.

While Wyman's believes in the efficacy of our measures to prevent and mitigate forced labour and child labour within our operations and supply chain, we will strive to maintain and continually improve our sustainable supply chain, and work to maintain a robust understanding of our complex global supply chain networks. These activities include assessing contractual terms and working with suppliers to measure the effectiveness of their actions in addressing forced labour and child labour.

LONGER TERM

Identifying and eliminating forced labour and child labour in the global supply chain is a complex social, economic, and governance issue that can only be resolved through partnership and collaboration across industries, governments, and suppliers. DOING THE RIGHT THING is one of our core values and our supply chain partners are crucial to developing and implementing collective solutions. This requires us to deepen relationships with our supply chain partners and work together to build new levels of transparency throughout our supply chain. Wyman's is also committed to educating and influencing our external partners to invest in protecting human rights for every single worker in the supply chain.

We will strive to continue to identify emerging risks. The Company also intends to continue developing and implementing additional due diligence policies and processes for identifying, addressing, and prohibiting forced and child labour use in our activities and supply chain.

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 Jasper Wyman and Son Canada Inc.

Signature: Wade Dover

Wade Dover
General Manager, Jasper Wyman and Son Canada Inc.

Date: May 29th / 2024