

Lesters®

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**Report from Lesters Foods Limited with respect to the
Fighting Against Forced Labour and Child Labour in
Supply Chains Act**

Reference Period : September 25, 2022 – September 30, 2023

April 8, 2024

Executive Summary:

Lesters Foods Limited (“Lesters”) is not an importer of goods but rather a manufacturer that sells and distributes prepared meat products throughout Canada. Lesters is subject to a Collective Bargaining Agreement that governs its conduct with its employees. It has developed a Code of Conduct for itself and its employees. It has begun a due diligence of its key suppliers which will be more formal and robust in the coming year. Lesters does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labour. Lesters has concluded that the risk of forced labour or child labour among its personnel is negligible. It has further concluded that its key suppliers are also in compliance thereto.

Introduction:

This report, prepared pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “Act”), pertains to Lesters Foods Limited (“Lesters”). Lesters does hereby report to the Minister of Public Safety and Emergency Preparedness on the steps taken during its financial year ended September 30, 2023, to prevent and reduce the risk that forced labour or child labour is used at any step in the production of our goods in Canada or elsewhere.

Lesters is a manufacturer of prepared meat products that it sells and distributes throughout Canada. Its headquarters is in Laval, Québec.

Lesters and its employees are required at all times to comply with, and respect applicable laws, regulations and standards regarding labour, the environment, food safety and other relevant areas. Lesters has a Code of Conduct that must be adopted by all of its employees. Its application is monitored on a regular basis. The purpose of this Code of Conduct is to promote Lesters’ values in the conduct of its business and in its relations with third parties. The Code sets forth the principles and behaviors that it must respect in order to maintain its commitment to acting at all times in accordance with high ethical standards. In addition, it is intended to demonstrate to its suppliers that it conducts its business relationships with integrity and honesty.

Scope and Methodology:

Lesters conducted an internal assessment of the risks of forced labour and child labour in its activities and supply chain. Lesters reviewed its own activities in the

recruitment process and questioned key suppliers on their understanding and compliance with the Act. It further ensured that all recruitment efforts led to employment that was free of force or coercion of any kind.

Lesters is not an importer of goods but has communicated with its key suppliers to inquire as to their compliance with the Act.

Key Findings:

Lesters believes that the risk of forced labour or child labour among its personnel is negligible. Its Management and Human Resources Department oversees these risks. Its recruiting process and conduct, ensures compliance with the applicable standards currently in force in Canada. All of Lesters employees work in Canada.

Lesters also recognizes that its employees have a right to freedom of association. Its factory employees are governed by a collective agreement that ensures compliance with the working conditions negotiated by its union and therefore contributes to eliminating the risk of forced labour and child labour.

All of its key suppliers are subject to these reporting requirements and ethical conduct. They have assured us of their own due diligence on these matters.

Future Plans:

In the coming year, Lesters will prepare and distribute a compliance form to its suppliers. The form will clearly state that Lesters does not tolerate the use of unlawful child labour or forced labour in the manufacture of products that are sold by the supplier. It will ask the supplier to affirm this statement in writing. Suppliers will be required to assess child labour risks in their supply chains and to take appropriate measures to responsibly manage the elimination from their activities of any forced labour or child labour they may detect.

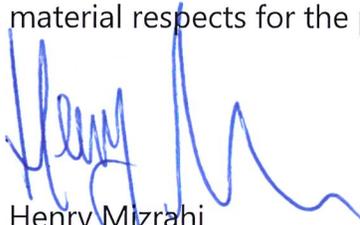
The Code of Conduct will be amended to specifically state that Lesters does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labour. The code will also be amended to stipulate that no supplier may resort to any form of forced labour whatsoever and that the use of child labour by a supplier is also strictly prohibited.

Conclusion:

Lesters has thoroughly reviewed its own practices in accordance with the Act and has concluded that the risks of a violation of the forced labour and child labour provision in the Act are negligible and that there are sufficient enforcement mechanisms and safeguards in place to prevent such violations. Lesters reiterates its commitment to eliminating forced and child labour from its supply chain and to that end will require written compliance from its key suppliers in the coming year.

Contact Information:

This report was approved by the Officers of Lesters Foods Limited for the financial year ended September 30, 2023, in accordance with subparagraph 11(4)(a) of the Act. In accordance with the requirements of the Act, and in particular section 11 thereof, I hereby attest that I have reviewed the information contained in this report. To the best of my knowledge, and after having exercised due diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Henry Mizrahi
President