



FOOD GROUP | GROUPE ALIMENTAIRE

May 31, 2024

2024 REPORT ON BILL S-211, AN ACT TO ENACT THE FIGHTING
AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY
CHAINS ACT AND TO AMEND THE CUSTOMS TARIFF

Mantab Inc.

FINANCIAL REPORTING YEAR: 10/30/2022 to 10/28/2023

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Report under the Fighting against Forced Labour and Child Labour in Supply Chains Act (Canada)

Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. The present report is a report for Mantab Inc. (“Mantab” or “Company”) which has an obligation to publish a report under the Act.

This report refers to the 2023 fiscal year end (“attestation period”), being October 28th, 2023 for the company in scope, and describes steps taken by Mantab in 2023 to manage the risks of child labour and forced labour in its supply chains and activities.

Structure

The Company in scope is a corporation organized under the laws of Canada. The registered office for the entity is 1175, Transcanada Hwy, Dorval, Quebec H9P 2V3.

Activities

For over 70 years, Mantab has been serving premium imported fresh frozen fruit and vegetables, canned goods, olives, olive oil and more across North America’s foodservice and retail networks. Mantab prides itself on offering exceptional food to its clients. It is the Company’s mission to bring the world’s best food to the table with variety, superior quality, consistency, and competitive pricing.

Mantab is highly committed to sustainability principles, for key drivers pertaining to the environment and social responsibility. We are committed to minimizing waste with any surplus food being redistributed to local organizations. We embedded various programs such as:

- Recycling: Our teams are trained and dedicated to reducing our ecological footprint, which includes waste sorting and recycling. We also make concerted efforts to collaborate with producers and distributors who are committed to sustainable development.
- Food donation: Surpluses are redistributed to organizations we have partnered with for over 25 years, such as the MADA Community Center.

Supply Chains and Assessment of Parts that Carry a Risk of Forced Labour or Child Labour

Our supply chain is across the Americas, Europe, Asia, and the rest of the world. Our supply chain is composed of several suppliers that are very large industry leaders, from which the total purchases represent the majority of the value of our total purchases. These well-established and reputable organizations have various established practices with regards to human rights standards. We also source products from smaller and local suppliers. We have long-lasting relationships with most of these suppliers, and have visited their premises and have never identified any situations indicating the presence of child labour or forced labour.

We assess the risk of child labour and forced labour in our primary supply chain to be low, as we are diligent in choosing and working with our suppliers.

We nonetheless acknowledge that the risk of forced labour and child labour exists, given that the supply chain of our suppliers has a global footprint and therefore extends into regions potentially facing greater risk of forced labour and child labour.

Our workforce is also entirely based in Canada. We hire permanent and temporary employees and sometimes also engage additional workforce through agencies. Our internal human capital policies are sound and we comply to Canadian labour laws. Our management team is in close contact with our workers and has the assurance that our Company has a very low risk of child labour and forced labour practices. In our daily operations, we collaborate with a select group of agencies that provide us with temporary workforce, with whom we have transacted for multiple years. We are well acquainted with these vendors and have historically encountered no issues with regards to child labour or forced labour. We however acknowledge that there might be a low, but potential inherent risk regarding child labour and forced in relations to the part time employees that we engage by means of our agencies as some of these workers are new immigrants. This risk is however low as our agencies have a sound understanding of Canadian immigration and labour laws.

Policies and Due Diligence processes in relations with Forced Labour and Child Labour

Food supply chains

Mantab's supply chain is mostly composed of large suppliers with which we have long-lasting business relationships. An audit checklist was sent in 2024 by our Food Safety Department to all our suppliers along with the package for vendor approval. This package is based on the current Canadian regulation, including the ethical labour policy that specifically address child labour and forced labour.

The information gathered allows us to conclude that we carry business with large and sophisticated suppliers that have sound practices with regards to the management of forced labour and child labour risks. We will continue to monitor the sustainability programs and disclosure of our major suppliers.

For smaller and local suppliers, we did not perform a formal assessment as we have long-lasting relationships with most of these suppliers, and have visited their premises and assess the risks of child labour and forced labour to be low. Nonetheless, we will perform additional steps in the near future to gather information with regards to these suppliers and the steps they have taken to manage the risks of child labour and forced labour in their supply chain.

Workforce (employees and recruited through agencies)

We have sound recruitment and human capital management practices to ensure that we comply to Canadian labour laws. As for our agencies, we engage with vendors that are well-acquainted with Canadian immigration and labour laws and that have sound governance and business practices. Nonetheless, we will further engage with our agencies to perform additional due diligence with regards to the risks of child labour and forced labour.

Remediation and Assessing Effectiveness

Throughout our various interactions, we have never encountered issues suggesting the existence of child or forced labour. As a result, there have been no occurrences requiring taking any measures to remediate any forced labour or child labour. As such, we have not taken any measures to remediate the 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 supply chain related activities.

Due to insufficient and/or our lack of formal practices and timeliness, we acknowledge that we have not been fully effective during the reference period in ensuring that forced labour and child labour are not being used in our supply chains as per the S-211 guidelines. We are however committed to formalize our practices and will implement initiatives in the near future.

Training

During the reporting period, Mantab did not provide formal employee training with regards to forced labour and child labour issues but is committed to acting ethically and with integrity in all business relationships, which represent core values of the organization. Recognizing that the potential risk of forced labour and child labour resides with its supply chain, Mantab will most notably, but not exclusively, provide training on the topic to those employees involved in supply chain and procurement activities.

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. 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 Mantab Inc.

Per: 

Full Name: Melanie Burchmore

Title: Controller

Director of Mantab Inc.

Date: May 31 2024

I have the authority to bind Mantab Inc.