

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

MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDED DEC. 31 2023

This statement is made pursuant to 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. This statement outlines the approach and initiative by Mariposa Dairy Ltd. (Mariposa Dairy) to identify and address the risk forced labour and child labour in its business operations and supply chains during the financial year commencing January 1 and ending December 31, 2023.

Mariposa Dairy is committed to upholding the highest standards of human rights throughout our operations and supply chain.

BUSINESS STRUCTURE

Mariposa Dairy is a privately held corporation that operates with an Executive Leadership team, lead by a CEO. There are senior executives responsible for each department.

Located in Lindsay Ontario, Mariposa Dairy has grown from humble beginnings to become a highly recognized goat and sheep cheese manufacturer in North America. Founded by the VandenBerg Family, Mariposa Dairy has grown from a staff of 2 to more than 180, distributing both domestically and internationally.

ACTIVITIES AND SUPPLY CHAIN

Mariposa Dairy is deeply committed to the highest standard of respect and integrity in our business relationships and activities. These standards apply within our organization and our expectations with suppliers and contractors. We partner with suppliers that share our commitment to quality, food safety, employee welfare and sustainability. We are committed to ensuring the integrity and traceability of the raw materials we use in our products, including milk, ingredients and packaging.

We recognize our responsibility to workers within our value chain and seek to work collaboratively with our suppliers to assess and address the risks of modern slavery.



POLICIES

Code of Conduct

Mariposa Dairy is committed to operating in accordance with the highest ethical standards and all applicable laws, rules, and regulations. Our Values and Employee Handbook guide us and set expectations for our behaviour and decision making and lay the foundation for how we work together in a respectful and fair environment.

Recruitment Policy

Mariposa Dairy practices equal opportunity and fair hiring processes when filling positions and strives to hire the most qualified individual based on their knowledge, skills, and abilities. We do not hire persons for *full time* employment under the age of 18.

Through the use of legal workplace programs, which comply with applicable Laws and Regulations, Mariposa Dairy Ltd participates in the following Apprenticeship programs:

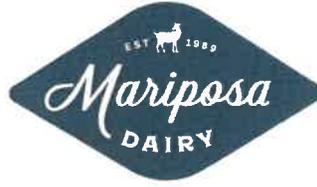
- Ontario Youth Apprenticeship Program (OYAP) with a legal requirement of a minimum age of 15 and must be enrolled in grade 11 or 12.
- Skilled Trades Ontario (STO) Apprenticeship Program with a legal requirement of a minimum age of 16 years old and have legal permission to work in Canada.

All hires require official and verifiable documentation of each employee's date of birth or a legally recognizable means of confirming age and is kept on file.

Employees under the age of 18 years do not perform hazardous work that may jeopardize their health, safety, or morals. Hazardous work includes but is not limited to: work at dangerous heights or in confined spaces; work with hazardous substances, dangerous machinery, equipment and/or tools; work that involves the manual handling or transport of heavy loads; and night work.

DUE DILIGENCE

We expect third parties with which we work to adhere to business principles and values that are similar to ours and comply with all applicable laws and regulations. Before making any commitment toward third parties Mariposa Dairy takes reasonable steps to evaluate our relationships and mitigate any associated risks.



We recognize that employees working in our facilities and our supply chain are at potential risk of forced labour or child labour. In order to mitigate our risk, we follow a due diligence approach that includes keeping up to date on Ontario labour standards on important items such as:

- Minimum wage requirements
- Minimum age requirements
- +Safe work procedures
- Proper certifications for operating equipment

ASSESSING OUR RISK

Mariposa Dairy does not engage in any formal activities to identify, assess, and manage our supplier risk associated with the risk of forced labour and child labour. We recognize that our exposure of forced labour and/or child labour increases when we engage with suppliers who source goods or raw material from countries where forced labour and or child labour exploitation is known to occur. As such, we will need to engage with our supply chain to gain knowledge on how they minimize exposure to these activities.

REMEDATION MEASURES

In the last fiscal year, we did not have any formal process for identifying incidents of forced labour or child labour in our activities or supply chains. We therefore did not identify any instances which would require a remediation of any loss of income to the potential families involved.

TRAINING

As part of our food safety and health and safety programs, our employees are involved in various training sessions. All employees receive annual training which is accompanied by a formal assessment of comprehension of material presented. Each Employee also signs to indicate they have received the training and will comply to company policies.



OUR PROGRESS AND EFFECTIVENESS

Mariposa Dairy is in the initial stages of adhering to the recommendations of the Fighting Forced & Child Labour Act. We will add this element to our management discussions, employee orientation, supplier and partner discussions.

For our next fiscal year, we are planning to work on the following:

- 1) Create a Supplier and Contractor Code of Conduct which includes an acknowledgement of our expectations of responsible supply chain practices, including but not limited to Forced Labour and Child Labour.
- 2) Incorporate this Code of Conduct as part of renewing existing contracts and /or bringing on new suppliers, with an expectation of an annual renewals and reporting of any non compliances within a reasonable time frame.
- 3) Incorporate our company polices specifically relating to Forced Labour and Child Labour in our employee handbook and require sign off by all new employees.
- 4) Incorporate our company policies and actions with regards to Forced Labour and Child Labour in our annual training to all employees.

APPROVAL AND ATTESTATION

This report was approved by our CEO, on behalf of our majority shareholders, for the financial year ended December 31, 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 attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Mark Anderson
CEO

May 31 2024

I have the authority to bind Mariposa Dairy Ltd.