

Supply Chain Integrity Report

The Oceanfood Group, consisting of Oceanfood Sales Limited and Oceanfood Industries Limited, deeply values the welfare of workers and respects human dignity. This report explores the ongoing efforts and collaborative strides made by both entities in support of the new Bill S-211, titled the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. In a world where modern slavery persists, encroaching upon the rights of individuals, the Oceanfood Group recognize our role in Canada's food supply chain. Oceanfood Group will stand by our business model and promote a supply chain ecosystem characterized by fairness, dignity, and respect for every individual involved.

Our Company, Structure, and Supply Chain

Our Company and Structure

The Oceanfood Group has been proudly providing Canadians with premium seafood for over 50 years. Our distributed products are sustainably sourced from valued partners across the globe. We specialize in producing and importing superior, sustainable products for retailers, restaurants, and food manufacturers, striving to consistently offer the finest selection of seafood available worldwide.

Both Oceanfood Sales headquarters and Oceanfood Industries production facilities are situated in British Columbia, Canada. Under the same ownership, Oceanfood Industries oversees manufacturing while Oceanfood Sales manages the importation and sale of seafood products throughout Canada.

Our Supply Chain

We have cultivated longstanding relationships with selective business partners over our extensive history. Our primary raw materials are sourced from seafood suppliers based in fewer than ten countries. Additionally, our products utilize packaging materials such as plastic bags and boxes sourced from suppliers headquartered in Canada.

Our Approach and Due Diligence

At Oceanfood Group, we are committed to providing the highest quality seafood products available. We understand the importance of sourcing safe food with stringent environmental, social, and governance responsibility standards. We prioritize establishing strong partnerships with leading producers and distributors who share our values of responsibility and excellence. Our key stakeholders have in-person visits with our business partners to have the full transparency of our supply chain. Embracing ethical and responsible business practices is fundamental to our principles. We follow Canada's response to prohibition of forced labor and child labor. Through rigorous, due diligence processes, we ensure the utmost respect for human

rights and strive to have a positive impact on all parties within our supply chain. In the past fiscal year, our senior executives acknowledged the ongoing concern of hidden forced labor and child labor in global supply chains. The Oceanfood Group will release a statement reaffirming our ongoing dedication to ethical and responsible business practices safeguarding human rights and ensuring fair labor conditions for all. It is scheduled for release this fiscal year.

Employment

The Oceanfood Group upholds compliance with all relevant local laws and regulations concerning employee rights, encompassing the respect for human rights, provision of fair compensation, adherence to ethical working hours, and maintenance of health and safety working conditions. We cultivate an environment that champions freedom of speech, open communication, and an open-door policy. We have a suggestion box and email which is direct for HR department.

Governance

Within the Oceanfood Group, a robust governance structure is upheld, overseen by senior executives. This oversight is complemented by the diligent support of our compliance department, in addition to our food safety compliance. Our commitment extends to inclusivity, as all key stakeholders engaged in the supply chain of Oceanfood Group, for transparency and accountability throughout our operations.

Supply Chain Risk Assessment

Last fiscal year, the Oceanfood Group mapped our activities and supply chain by country. In the upcoming fiscal year, we're dedicated to enhancing our processes by conducting detailed evaluations of individual suppliers to ensure alignment with industry standards and best practices. Through proactive risk mitigation, we aim to strengthen the integrity of our supply chain and uphold ethical business practices.

Training

The Oceanfood Group is committed to providing robust support for the training of employees who are entrusted with key responsibilities. Additionally, we will ensure the identification of all key stakeholders and provide comprehensive training regarding the statement released by our senior executives.

Assessment and Stakeholder Engagement

As part of our continual improvement efforts, the Oceanfood Group will hold annual stakeholder engagement meetings to review the current fiscal year's action plan and identify areas for enhancement. These sessions involve a comprehensive analysis of our operations and

practices to ensure alignment with regulatory requirements, industry standards, and organizational goals. Through collaborative efforts with key stakeholders, we develop a continual improvement plan aimed at addressing challenges and maximizing opportunities. This process underscores our unwavering commitment to governance, ethics, and responsible business practices.

Continuation

Oceanfood Group is committed to continually incorporating ethical business practices and human rights in our everyday business. Through initiatives like supply chain mapping, risk assessments, and stakeholder engagement, we actively combat modern slavery. Our focus on training and transparency reinforces our pledge to uphold dignity and integrity in operations. In collaboration with our stakeholders, we aspire to cultivate an environment devoid of exploitation, characterized by the utmost respect for every individual within our supply chain.



Louise Graham

Oceanfood Group