



supreme™ bulk feeds

## ritchie-smith feeds, inc.

33777 Enterprise Avenue,  
Abbotsford, B.C.  
V2S 7T9

Phone (604) 859-7128, 1-800-242-8011

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At Ritchie Smith Feeds, Inc. we strongly value and support human rights and fundamental freedoms. We commit to respect and promote education on those rights and freedoms, and to prevent modern slavery (forced child and forced labour) in our operations. We commit to using our best endeavors to ensure that our business partners do the same. This includes compliance with the regulations as set out in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* of Canada, and other guidance publications from appropriate world organizations such as the United Nations.

To that end, we will not partake in or condone the employment or exploitation of any person below the legal working age in our business operation. We will abide by the employment laws as set out by Labour Canada and the Province of British Columbia for all legal aged employees. We have zero tolerance for forced labour or any kind of physical punishment, abuse or involuntary servitude of any worker. This applies to all business and non-business-related activities over which Ritchie Smith has operational control. Where we are not the operator, we will seek to influence our suppliers and partners so that they adopt similar commitments, policies and codes of conduct.

Ritchie Smith Feeds is a commercial feed mill operated in Abbotsford, British Columbia. We are a privately owned corporation and meet the reporting entity requirements as set out in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* of Canada.

### Jan 1, 2023 - Dec 31, 2023 - Annual Report:

1. Steps taken in previous fiscal year to prevent and reduce the risk of forced/child labour:
  - a. Information not available for this reporting period.
    - i. In the previous financial year, no steps were taken as the forced or child labour law had not yet come into force and was unknown to us. However, Ritchie Smith Feeds takes steps to ensure that all suppliers follow Good Management Practices and maintain their various certifications in good standing.
2. Policies and due diligence processes in relation to forced labour and child labour.
  - a. These are in process of being created in 2024. Responsible business practices are included in our Standard Operating Procedures (SOP) and management system.
3. Identifying the parts of our business and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk:
  - a. We have deemed there is no risk in our business activities located in Canada - all workers have voluntarily applied to work at our company and are paid at or above the minimum wage as set out by the Province of BC.
  - b. We have started the process of identifying risks in our supply chain. Risk based assessments are being made, prioritizing assessments for products and countries of origin that have been identified as higher risk.
4. Measures taken to remediate any forced labour or child labour:
  - a. We have not identified any forced labour or child labour in our supply chains.
5. Measures taken 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 our activities and supply chains:



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- a. We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our supply chains.
6. Training provided to employees on forced labour and child labour:
- a. We have not identified any forced labour or child labour in our activities and supply chains.
  - b. Informational posters on forced/child labour (modern slavery) are provided to all staff on message boards around our premises.
  - c. Any relevant SOP's relating to modern slavery will be provided to all staff and reviewed by them as part of their annual review.
  - d. Purchasing staff and management have been given various educational resources (as provided by the United Nations, Government of Canada, Organization for Economic Cooperation and Development (OECD), Walk Free and other such organizations) to assist in being aware of and identifying modern slavery, sustainable procurement and ethical business practices.
7. How we assess our effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains:
- a. We have not identified any forced labour or child labour in our activities and supply chains.
  - b. Policies and procedures, including those related to modern slavery, are reviewed annually.
  - c. Our supplier approval process has been updated to include supplier responses and requested compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

This report has been reviewed by the Ritchie Smith Feeds, Inc. Board of Directors and has been approved, as required under subsection 11(4) and 11(5) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Attestation:

Name: Dave Dieleman

Title: CEO & GM

Email: ddieleman@rsfeeds.net

Signature: \_\_\_\_\_

Date: May 29, 2024