

SELECT FOOD PRODUCTS

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT REPORT - FISCAL YEAR 2023

1) ABOUT THIS REPORT

This report is made by Select Food Products Limited (“Select”, “Company”, “we”, “our”) pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the financial year ending November 30, 2023.

This report outlines the measures Select has taken within its last financial year to prevent and mitigate the risk of forced labour or child labour (also known as modern slavery) within its operations and its supply chains.

2) ABOUT US AND OUR SUPPLY CHAIN

Select is a Toronto based, 100% Canadian family-owned food manufacturer with over 80 years of experience in the sauce and condiment space. We manufacture a wide variety of BBQ sauces, mayonnaise, mustards, salsa, salad dressings, gravies, specialty sauces and condiments. Our Select brand is well known in the Foodservice industry in Canada. We are also a private label manufacturer for Foodservice, Retail, Consumer Packaged Goods and Industrial customers in Canada, and the US.

Select has deeply entrenched relationships within the North American food supply chain, and many of Select’s customers have purchased the Company’s products for over a decade. The company holds numerous quality designations, including Organic, Kosher, HACCP, SQF Level 2, and Non-GMO Project Certified.

We source with care and integrity. We keep ourselves accountable for providing unparalleled quality, traceability, reliability, and value thanks to our deeply embedded strategic relationships with suppliers around the world. We count on our network of suppliers to understand and uphold our Code of Conduct for Compliance and Integrity. We hold both ourselves and our suppliers accountable through various Policies and Codes of Conduct to ensure our commitment to ethical sourcing standards and human rights are consistently met.

3) PREVENTING AND REDUCING RISKS OF FORCED LABOUR AND CHILD LABOUR

Select is committed to respecting and enforcing human rights. As part of our commitment to conducting our business ethically and responsibly, we have taken the following steps:

- Selects’ Employee Handbook reinforces our commitment to integrity and accountability under the Code of Conduct for Compliance and Integrity. It outlines procurement practices that are based on fair, moral and sustainable values that reflect the company’s desired relationship with vendors, communities and global environment. The Employee Handbook is updated as deemed necessary.

- We have maintained our practice to systematically review Certifications and documentation attesting third-party audits on various criteria such as quality, safety, ethical practices, and sustainability on all our suppliers.

4) POLICIES AND DUE DILIGENCE PROCESS

Select is committed to embedding responsible business conduct into our policies and management systems as outlined in our Employee Handbook, and to working with suppliers who operate fairly and ethically.

Throughout our activities and those of our supply chains, our organization prioritizes transparency and traceability to ensure the integrity, safety, and ethical standards of our products.

New suppliers are evaluated based on the raw materials supplied and the risks associated with such products, as well as other processes in the manufacturing environment. Suppliers are required to be certified under certification programs that meet the Global Food Safety Initiative (GFSI) requirements, a food safety standard recognized by large retailers. GFSI food safety standard covers farming, packaging, storage and distribution.

As part of our onboarding process, we verify that potential suppliers have proper certification in place with respect to food safety and quality safety, prior to starting business relationship with them and annually thereafter. Potential suppliers who are not certified under a GFSI recognized program are subject to further testing, and requirements, which may include providing a Certificate of Origin, depending on risk.

All our suppliers are audited under the GFSI compliant Safe Quality Foods (“SQF”) Program that provides for evaluations based on various criteria such as quality, safety, ethical practices, and sustainability. Such supplier approval program includes the audit of certificates, processes and ethical policies.

Select also adheres to SQF audits, ensuring compliance with internationally recognized food safety and quality standards. Select participates in an Annual third-party audit, including on-site inspection and the review of policies, documentation, and processes implemented.

5) RISK ASSESSMENT AND REMEDIATION MEASURES

Select is aware that a portion of our global sourcing may present a risk of forced labour and child labour, particularly in connection with food products sourced internationally. We continue to evaluate the risks in our activities and supply chains by examining the countries from which our raw material is sourced and by reviewing documentation provided by vendors.

To date there have been no reported or identified instances of forced labour or child labour in our supply chain, and we have therefore taken no measures to remediate them in FY 2023.

6) TRAINING PROVIDED TO EMPLOYEES

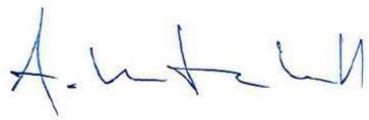
The Employee Handbook, which is reviewed and updated on an as needed basis, is available to all employees of Select, and outlines a Code of Conduct for Compliance and Integrity.

7) ASSESSING THE EFFECTIVENESS

In order to assess the effectiveness of our processes taken to ensure that forced labour and child labour are not being used in our supply chains, we periodically review our policies and procedures and seek to improve our practices, as we may deem appropriate.

8) APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report for Select Food Products Limited. 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.



Full Name: Andrew Mitchell

Title: CEO

Date: May 30, 2024