



About Star Egg Co Ltd

Star Egg Co. Ltd. Business License #10499 5329
Reporting year 2023

Star Egg is a Canadian agriculture based, provincially licensed egg grading station located in Saskatoon, Saskatchewan, Our grading facility is federally inspected by the [Canadian Food Inspection Agency \(CFIA\)](#). We are certified against the [British Retail Consortium \(BRC\)](#) food standards, a [GFSI](#)-recognized certification program and follow [Hazard Analysis and Critical Control Point \(HACCP\)](#) principles for safe food handling. Star Egg is also a certified organic grading station. Our Certified Organic products have undergone a strict certification process to make sure they meet [Canadian Organic Standards](#), which are regulated by CFIA.

At Star Egg, we grade eggs from over 65 egg producers. Eggs that are picked up from the farm are transported to this facility. Daily eggs are selected for processing through high tech egg grading equipment in which eggs are washed, weighed, candled, electronically inspected, sorted and packaged. Finished, or packaged, product is then shipped for distribution to various vendors; locally, provincially and inter provincially. Vendors include Saskatchewan local and national grocery chains, distribution centers, restaurants and food service industries.

Star Egg is required to source supplies to support egg grading and packaging from various Canadian suppliers, as well as importing goods from the United States and other countries for packaging materials, chemicals, equipment, and various miscellaneous goods required to operate.

Star Egg employs over 70 men and women on a permanent full-time or part-time basis in the following departments: production, shipping and receiving, trucking, maintenance, administration, and management.

Our Commitment

We are committed to providing and promoting a workplace culture in which employees are trained to meet or exceed all the regulations and procedures required to maintain the highest standards of egg quality and worker safety. We provide fair employment according to the Ethical Trading Initiative (ETI), following an internationally recognized Base Code ensuring our labor standards and working conditions are among the best around the world. We are committed to respecting the rights of our employees, free of prejudice, discrimination, and harassment of any kind. Star Egg prides itself on being an equal opportunity employer where we strive to preserve a workplace where our employees will thrive and enjoy coming to work.

Our policy is based on the following nine ETI initiatives:

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labor shall not be used.
5. Living wages are paid.
6. Working hours are not excessive.
7. No discrimination is practiced.
8. Regular employment is provided.
9. No harsh or inhumane treatment is allowed.

For more information on the ETI Base Code, please reference www.ethicaltrade.org.

As part of Vendor requirements, Star Egg undergoes periodic social compliance audits. Depending on the audit requirements, the following areas are covered:

- OH&S compliance
- Fire Safety compliance
- Standards and human resource protocols: hiring practices, hours of work and wages, policies and procedures, training in relation to the worker and their treatment.

Our Actions

At Star Egg, in the reporting period of 2023, we have continued to implement and maintain the following practices for the above ETI Base Code which fulfill our action plan in addressing child and forced labor internally. As a company ensure we fairly hiring, employing, and taken measures to prevent and reduce the risk of child and forced labor by addressing the following:

1. We operate under the Collective Bargaining Agreement with the United Food and Commercial Workers Union (UFCW), Local 248P. Through the Collective Agreement the following work conditions are enforced: hours of work, wages, benefits, seniority, disciplinary guidelines, and grievance procedures.
All out-of-scope employees are hired under agreed upon contracts outlining work hours, pay, holiday time, confidentiality, benefits, and job descriptions.
2. To ensure employees meet the required age for workers, when hiring proof of age is to be provided by new employees, which is retained on each employee's personal file in the form any official government ID, which includes, but not limited to the following: driver's license, passport, Nexus card or any other government photo issued ID.
3. Upon hiring and annually thereafter, employees receive mandatory training on company policies, and procedures. Training is provided by both in person meetings and online. In specific to child and forced labor, employees receive training on our Code of Conduct, what the Ethical Trading Initiative (ETI) initiative is, its mandate, and the role of the employee

and company in prevention. Posters and educational materials are available in the staff room. All training is documented for verification purposes.

As part of our in-house monitoring, employees are encouraged to utilize the whistleblower confidential reporting tool for communicating all confidential reporting. Training on how to use the whistleblower is provided at time of hire, and annually thereafter. Training can be completed either in person or through the company's HR portal and recorded upon completion. It is management's commitment to take seriously all reported incidents. Any reporting is investigated with appropriate corrective actions implemented.

Our Supply Chain

In relation to our supply chain, in the 2023 reporting period we have identified that although we are internally reviewing our policies and commitments to child and forced labor prevention and education, we have not extended this onto our supply chain. Starting in 2024 and moving forward annually, we are committed to implementing new initiatives.

As stated, Star Egg Co is a certified Global Food Safety Initiative (GFSI) production facility under the British Retail Consortium (BRC) certification body. Requirements of our certification we are to compile and track our supplier information through letters of guarantee. In relation to child and forced labor, we have reviewed our current supplier list, compiled a detailed mapping of our supply chain which we have identified the source of our suppliers. We will be working with our suppliers to verify their commitment to prevention and education. Through this exercise, we have found there to be low to no risk due to the origin of the suppliers being the majority within Canada, and less than 25% from United States.

We strive to work with and support companies who align themselves with our principles. Systems have been implemented to track suppliers' commitments and are scheduled to be reviewed annually. When sourcing new suppliers, we have implemented protocols to ensure they are aligned with our initiatives. When risks are identified within the supply chain, we are committed to working with suppliers to mitigate any negative impact, and in extreme cases, finding alternative suppliers. Tracking and reporting are monitored within our quality assurance department.

Remediation

Based on risk assessment of our supply chain we have determined that to our knowledge the issue of force/child labor is not evident our supply chain at this time. It is our intent that as we work together with our supply chain, together we will strive to identify potential risks whether direct or indirect. Currently, however, remediation is not applicable.

Assessing effectiveness

Internally, we track the effectiveness of our policies, procedures by reviewing data collected through our whistle blower initiative, also the implementation of our Code of Conduct are followed by verifying our training records and hiring practices annually.

In the 2023 reporting period we did not have procedures in place to assess our supply chain. Going forward we will be able to annually verify our data collected and make any necessary changes to our processes.

Attestation

I, Shawn Harman, CEO and I, Dana Haynes, Director of Administration, hereby certify that the entirety of this report is accurate and complete to the best of our knowledge. This report reflects truthfully the current position of our business, best practices, and commitments going forward.



CEO – Shawn Harman



Director of Administration – Dana Haynes