



Willard Meats International Ltd.

Report Pursuant to the Fighting Against
Forced Labour and Child Labour in Supply
Chains Act ("Modern Slavery Act")

1) Introduction

At Willard Meats International Ltd., our vision is to be the best global meat source for our customers. Our team members united by our ten core business principles / shared values operate with integrity towards a common goal to delivering the highest quality of food safety and product traceability in the industry.

At Willard Meats International (WMI), we do not tolerate forced labour or child labour of any kind within our own organization or in our global meat supply chain / logistics network suppliers. The meat business supply chain that we source meat from is highly government regulated with strict regulations, standards including plant inspections and enforcement. We set for ourselves a high standard to act with integrity and comply with the laws, regulations and rules that apply to WMI in the jurisdictions we operate, Willard Meats expects the same standard of excellence from supply chain suppliers. If instances arise where these expectations are not met, we will respond in an appropriate manner.

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This is a report for WMI which has an obligation to publish a report under the ACT. This report refers to the 2023 Fiscal year end.

2) Steps Taken to prevent and reduce risks of forced labour and child labour

Protecting and advancing human rights is fundamental to our core values. In 2023, WMI has taken the following steps to prevent and reduce the risk that forced labour or child labour is used with our organization and within our supply chain.

- Annual review of the terms of our business practices with updates communicated to team members
- Annual training for team members
- Review of vendors applications for policies around prevention of forced labour and child labour
- Following standard procedures to ensure we prevent forced labour and child labour by validating the age of employment eligibility, tracking hours worked and ensuring trust, respect and integrity in the workplace

3) Structure, Activities and Supply Chain

Structure

WMI has a vision to be the best trading company for our customers by catering to our customer individual product specifications and service needs. We employ approximately 19 team members in sales, logistics and administration positions. Our trading operations are in Canada, with head office located in Oakville, Ontario.

Activities

WMI was founded in 1989 and buy and sells meat products globally. We purchase meat proteins from suppliers primarily located in Canada, USA, Europe, South America and sell to customers worldwide. Our main products are pork, poultry, beef, lamb and seafood.

Supply Chain

WMI's supply chain include purchasing products from meat suppliers, primarily slaughter plants and further processors. As well we utilize third party transportation services mostly containers and trucking to ship our products to customers both in Canada and internationally.

4) Polices and due diligence processes in relation to forced labour and child labour

WMI is a values-based company where trust, respect and integrity are fundamental to creating enduring customer relationships and strong supplier networks. We also recognize that respecting human rights is a shared responsibility of all enterprises regardless of where they operate locally. Both our values and shared responsibility governs our thinking and is reflected in all our policies that drive our business.

Code of Business Conduct and Culture

We ensure team members follow best practices around business conduct, which is outlined in our WMI Team Member Handbook. We have zero tolerance standard for conduct that violates the law, engage in unethical business practices or violate human rights including the those around forced labour or child labour. Any violations are immediately reported to HR leadership.

Supplier Conduct Policies

WMI maintains the highest standard of supply chain integrity. WMI is a BRC accredited / audited company. The BRC standard is ensure the highest standard of food safety and traceability is maintained throughout the supplier chain. As part of this process both new and existing suppliers are screened for compliance to standards and regularly assessed for compliance. We continue to ensure they meet our requirements including social / human rights compliance to ensure they meet the same standards as WMI

Human Resources policies

We assess our workplace to ensure that is a safe working environment. We have established human resources policies many of which are outlined in our employee handbook. We have a Human Resource department and a joint health and safety committee. As well, WMI has an open-door management policy to company leadership. All team members are encouraged to address their issues and/ or voice their concerns.

5) Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk

WMI recognized that some elements of our supply chain present a risk of forced labour or child labour. We manage this risk by following the steps below.

- Enforcing our supply and sales policies to ensure risks are minimized regarding our suppliers and customers
- Enforcing our Human resources policies to ensure there is no forced labour or child labour in our organization
- Engaging our team members, suppliers and customers as a way of identifying risk or non-compliance
- Requiring potential violations or concerns be reported
- If we identify a non-compliance report, we suspend our relationship with those suppliers and work with them to determine whether satisfactory remediation of the compliance is possible and/or terminate relationships with suppliers who are unable or unwilling to remediate non-compliance

6) Any measures taken to remediate any forced labour or child labour

To date, there have been no identified or reported instances of forced labour or child labour in our activities or supply chain.

7) Remediation of 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 its activities and supply chains

To date there have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

8) Training provided to employees on forced labour and child labour

As part of our plans to advance our training around forced labour and child labour we are planning additional training for our team members. In addition, incorporating into our supplier screening process.

9) Effectiveness assessments to ensure that forced labour and child labour are not being used in its business and supply chains

To reduce and prevent the risk of forced labour and child labour within WMI and supply chain, we assess the effectiveness of our actions in the following ways.

- Reviewing our policies as well as those of our suppliers annually
- Annual training / testing of team member understanding and compliance
- Effective open communication and engagement on reporting to our Human resources
- Supplier screening and assessment as part of onboarding new suppliers

- Engagement with our customers / suppliers and insutron social compliance matters within our network and supply chain to share

10) Approval and Attestation

There report was approved by our director on March 21, 2024.

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 WMI. Based are my knowledge and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all materials with respect to the Act.



Scott Willard

Chief Executive Officer

Willard Meats International Ltd.

I have authority to bind the Corporation

3/21/2024

Date