



Bio Agri Mix LP | P.O. Box 399, 11 Ellens St. | Mitchell, ON | N0K 1N0 | Tel (519) 348-9865 | Fax (519) 348-4100 | www.bioagrimix.com

Bio Agri Mix LP – 2024 Bill S-211 Report

Name of Business: Bio Agri Mix LP

Financial Reporting Year: January 01, 2024 – December 31, 2024

Business Number: 802924472

Bio Agri Mix LP (“BAM”) meets all three Canadian business presence criteria and two of the three size-related thresholds outlined in Bill S-211. As such, this report is submitted in accordance with the reporting requirements of the Act.

Structure, Activities and Supply Chains

BAM is a Canadian Limited Partnership owned by a private equity firm. Headquartered in Ontario, BAM operates in the Agriculture and Manufacturing sectors, producing and distributing Animal Health Products across Canada.

BAM imports raw materials, packaging, and finished goods from several countries, including (but not limited to) the United States, China, the Netherlands, and Germany. These inputs are used to manufacture Medicated Feed Premixes and Medicated Water Soluble Powders in Canada. The company also imports Medicated Feed Additives from the United States for domestic distribution.

BAM also provides contract manufacturing services for customers in the United States and Ireland, where materials are supplied by the contracting entities and returned as finished goods.

As of December 31, 2024, BAM employed 102 people across Canada, supporting its mission to provide solutions for livestock and poultry health.

Due Diligence Efforts

The Company operates primarily in Ontario and is governed by the *Employment Standards Act*, its Regulations, and Ontario labour laws related to manufacturing facilities. As per the *Occupational Health and Safety Act* and Regulations (OHSA) sanctioned by The Ministry of Labour, Immigration, Training, and Skills Development; employees must be “a minimum age of, fifteen years of age in a factory other than a logging operation;” (*R.R.O 1990, Reg 851, s. 3. Part 1, 4. (d)*). BAM’s Canadian workforce is compliant with this regulatory requirement.

A Supplier Code of Conduct was introduced in 2024 and distributed to tier-one suppliers identified as higher-risk for forced and child labour, based on location and industry. The Code outlines expectations for compliance with Canadian and international human rights standards and includes mandatory reporting of any instances of forced or child labour. As of December 31, 2024, 85% of targeted suppliers have signed and acknowledged the Code. BAM expects full compliance from the remaining 15% of targeted suppliers by the end of Q2 2025.



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No measures have been taken to remediate any forced labour or child labour (as none has been identified to date) nor to remediate the loss of income to vulnerable families. If an instance of forced or child labour is identified, BAM will initiate an immediate investigation. Procurement from the supplier will be suspended until the investigation is concluded and appropriate actions are taken.

In the 2025 fiscal year, BAM commits to training the Senior Leadership Team and the Sourcing & Demand Planning Department on forced and child labour. The training program selected will focus on recognizing indicators of forced and child labour and understanding the appropriate internal reporting mechanisms. BAM will continue to measure the effectiveness of its policies by tracking the Code's adoption rate (2025 goal: 100% for high risk, tier-one suppliers).

Attestation

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 the entity or entities listed above. 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.

Name: Jim Holliday Title: CEO

Signature: Jim Holliday I have the authority to bind Bio Agri Mix LP.

Date: May 13, 2025