



CALDIC CANADA INC.

REPORT ON THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN THE SUPPLY  
CHAINS ACT

2024 REPORTING YEAR



## Introduction

**Caldic Canada** is a trusted producer, supplier, and distributor of high-quality food ingredients. We specialize in delivering customized solutions- ranging from raw materials to tailor-made blends and specific dosage formats- designed to meet the precise needs of our customers.

Our broad portfolio includes products sourced from world-class supply partners, an expertly developed Caldic own-brand range, and forward-thinking sustainable options. This combination enables us to offer flexible, scalable, and innovative solutions that align with evolving market demands and our clients unique requirements.

Guided by our core values- **Because we care for our people and beyond**- we are committed to responsible business practices, safety, and sustainability. Globally, Caldic employs approximately 3,750 people and operates in over **43 countries**, serving **32 diverse sectors**, including **Food, Personal Care, Pharmaceuticals, and Industrial** applications.

With a network of **3,000 suppliers** and more than **30,000 customers** worldwide, **Caldic** is committed to inspiring solutions that enhance both the **efficiency** and **sustainability** of our business partners and the broader society. Our mission is rooted in innovation and customer-first mindset, which has earned us a reputation for delivering **high-quality ingredients** tailored to the needs of clients.

As a values-driven organization, we expect our suppliers to uphold the same **core principles** that guide our business-**Because We Care**. This foundation belief reflects our dedication to people, the planet, and ethical practices across our global operations.

We believe that true progress can only be achieved through **collaboration partnerships**. That's why we work closely with our suppliers, guided by our **Global Supplier Code of Conduct** and supported by a robust **Supplier Performance Management System**. Together, we ensure alignment with our standards and a shared commitment to continuous improvement and responsible growth.

## Commitment to Human Rights

At Caldic, we are steadfast in our commitment to upholding and protecting **human rights** across all aspects of our global operations. We conduct our business with a deep respect for the **dignity, diversity, and rights** of every individual-whether they are employees, customers, suppliers, or members of the communities where we operate.

This commitment is embedded in **our policies, practices, and decision-making processes**, ensuring that ethical considerations guide our actions at every level. Our human rights approach is aligned with international standards and includes, but is not limited to, the following key principles:



- **Membership in the United Nations Global Compact**, reflecting our commitment to its 10 principles covering human rights, labor, the environment, anti-corruption.
- **Prohibition of forced and child labour**
- **Fair wages, benefits, and working conditions**, including workplaces free from bullying, harassment, and violence
- **Non-discrimination** in all employment **practices**
- **Freedom of association** and the **right to collective bargaining**

By upholding these principles, Caldic ensures a responsible, inclusive, and ethical work environment throughout our global supply chain.

### **Preventing Forced and Child Labour**

Caldic is deeply committed to preventing and reducing the risk of **forced or child labour** at any stage in the production of our products. As part of our proactive and responsible approach to ethical business practices, we have implemented the following measures:

- **Annual review of hiring policies**, including robust age verification procedures to ensure compliance with legal working age requirements.
- **Annual review of our Speak Up Policy and Process**, supported by confidential and secure process for **anonymous reporting** of any suspected violations of our ethics policies (**available both for internal and external stakeholders**).
- **Annual review of our Human Rights Policy** to ensure continued alignment with global standards and evolving best practices
- **Annual review of our Supplier Assessment Questionnaire**, enabling us to evaluate supplier compliance with our ethical standards.
- **Review of our Supplier Code of Conduct** which includes explicit provisions to:
  - Prohibit the use of child and forced labour
  - Promote a safe and healthy working environment
  - Uphold ethical business practices
  - Define procedures for **monitoring, compliance, and corrective action**.
- **Ongoing training and reinforcement** of our core values across all levels of the organization.
- **Internal risk assessments** to identify and address potential exposure to forced or child labour within our **supply chains**.

Through these actions, Caldic activity safeguards human rights and strengthens the ethical integrity of our operations and partnerships.

### **Risk Assessment and Ongoing Monitoring**

Over the past year, **Caldic** conducted an **internal, high-level risk assessment** of our supplier network to identify potential exposures to forced and child labour. This initial evaluation revealed **potential areas of risk**, particularly within **the ingredient and consumable supply chains**. These areas have been earmarked for **further investigation** over the coming year.



To date, **no instances of child or forced labour** have been reported or identified within our operations or supply chain, including the years 2022, 2023, and 2024.

We are committed to **enhancing our monitoring and auditing processes** to proactively detect and address any future concerns. In the interim, we continue to **actively manage these risks** through the following integrated policies, programs, and procedures:

- **Human Resources policies and procedures**, including robust recruitment practices
- A comprehensive **Occupational Health and Safety (OHS) program**
- **Code of conducts**, including our **Business Code of Conduct** and **Supplier Code of Conduct**
- Regular **Supplier Assessments** and evaluations
- A strict **Risk Management Process**.
- A secure and confidential **Whistleblower Policy (Speak Up Policy)**
- A strong and transparent **Human Rights Policy**
- A dedicated **Modern Slavery Policy**
- **Industry collaboration** and alignment with ethical sourcing best practices.

Through these mechanisms, Caldic remains vigilant and committed to ethical sourcing, protecting human rights, and fostering transparency throughout our global operations.

### **Training, Communication, and Continuous Improvement**

At Caldic, all employees participate in a **mandatory, comprehensive onboarding process** that includes training on our key policies, such as ethics, human rights, and safety. We also maintain a **change communication process** to inform employees of any updates to these policies and procedures.

We recognize that there are **gaps in consistency and awareness**, and we are actively working to improve this process. Specifically, we are:

- **Standardizing the frequency of policy reviews** to ensure up-to-date compliance
- Launching an **employee awareness program** focused on reinforcing critical areas such as our **Ethics Policies** and **Whistleblower Reporting Procedures**.
- **Enhancing our training programs** over the next year to raise awareness of our **Ethics Policies**, including specific modules on **Child and Forced Labour**

In parallel, we are advancing efforts within our supply chain to ensure ethical compliance. As outlined, we are in the process of working with our suppliers

### **Conclusion.**

**Caldic is committed to respecting and promoting human rights across all aspects of our business.** We actively work to prevent child labour within our operations and throughout our supply chain. Our approach to business is rooted in a deep respect for the dignity and rights of all individuals, with a strong focus on the well-being of our employees.



We recognize the potential human rights impacts of our activities, including working conditions, food quality, and the effects on the communities where we operate. As such, we are dedicated to safeguarding the health and safety, and overall well-being of those affected by our operations.

**In conclusion, Caldic remains steadfast in its commitment to ethical business practices that uphold human rights, protect vulnerable individuals, and foster safe, respectful, and inclusive environment across our operations and supply chain.** We believe that promoting human dignity and well-being is not only our responsibility but essential to building a sustainable and trustworthy organization.

Approval and Attestation


Date: May 22, 2025

This report was approved and attested as of May 22, 2025 as required under subparagraphs 11(4) and 11(5) of the Act by the CEO and CFO for its prior financial year ended December 2024.

Signed,

Signed by:  
  
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Anne Brown  
CEO

Signed by:  
  
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Frank Coschignano  
CFO