



Friday, May 30, 2025

This report is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

The report outlines the approach and initiatives taken by Cardinal Meat Specialists Limited to identify and address the risks of forced labour and child labour in our business operations and supply chains in the 2024 financial reporting year (Nov 1, 2023 – Oct 31, 2024)

As a values driven organization, we are committed to preventing and reducing the risk that forced labour or child labour is used anywhere in the supply chain to produce the goods we produce, import and sell in Canada.

OUR STRUCTURE

Cardinal Meat Specialists was founded in 1966 by Ralph Cator as a family owned and operated business that produces quality meat products. Ralph’s son, Brent Cator became sole CEO and President in July 29, 2004 and continues to own and lead the organization today. Cardinal remains a family owned, single location Corporation based in Brampton, Ontario. We provide food safe products to both the retail and food service industry.

With a focus on innovation the organization created Tenderform technology which is now the world standard for forming burgers. Continuing its focus on quality and safety; in 1988 the organization became the first HACCP – the food safety practice standard developed by the Food and Drug Administration and the United States Department of Agriculture. In 2003, Cardinal established the 1st DNA lab in a production facility for advanced microbiological testing. The focus on quality and safety for both its products and employees is critical to the ongoing success of the organization.

Our suppliers are predominantly domestic companies based within Canada. Within the single manufacturing facility which employs 150 employees, the corporate office supports an Operations team to produce product. Utilizing a board of advisors solely for guidance, the CEO maintains full accountability and ownership.

STEPS TAKEN IN PRIOR FISCAL YEAR

The company is committed to our values which provide the foundation of our code of conduct, interactions both internally and externally as well as our commitment to good business practices. We intend in the upcoming year to build on this dedication to further detail and build procedures to specifically prevent and reduce risk of forced or child labour within our supply chain.



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POLICIES AND DUE DILIGENCE PROCESSES

For the previous financial reporting year of 2023 – 2024, a Bill-S211 policy was created and communicated throughout the organization. This policy remains accessible on our employee portal for reference. All candidates receive a written offer letter prior to start date which provides adequate time for review with an external 3rd party, should they wish, to ensure that they sign without duress or pressure. This letter details the steps for resigning from the company should they wish to leave the organization. Once hired, age is verified through use of government documentation to ensure they are eligible to work in Canada and are of working age. No employee is currently under the age of 18.

FORCED LABOUR AND CHILD LABOUR RISKS

During the fiscal year, a questionnaire and request for formal confirmation was sent to all suppliers, that neither forced, nor child labour are used throughout their supply chain. These documents are audited to ensure for completeness and confirmation of adherence and remain accessible to Regulatory and Leadership.

REMEDIATION MEASURES

The organization is not aware, nor identified any forced labour or child labour in our activities or supply chain. Therefore, we have not undertaken any remediation actions.

REMEDIATION OF LOSS OF INCOME

The organization is not aware, nor identified loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chain. Therefore, it has not been necessary to undertake any remediation actions.

TRAINING PROVIDED TO EMPLOYEES

The organization has long-standing Health and Safety and Code of Conduct policies and practices in place which are reviewed and provides general training with employees. A training curriculum has been approved and all employees will be trained in the fall of the upcoming financial year.

ASSESSING EFFECTIVENESS

The organization does not have a specific policy or procedures in place to assess our effectiveness in reducing or eliminating the risk of forced labour or child labour. In the upcoming financial year a policy detailing criteria to be on our approved supplier program. The requirements will include guarantee and compliance annually regarding forced and child labour.



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APPROVAL AND 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 Cardinal Meat Specialists 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.

IN WITNESS WHEREOF the authorized signing officer(s) of Cardinal Meat Specialists Limited, have executed this report as of the effective date of the signatures set out below. I have the authority to bid Cardinal Meat Specialists Limited.

SIGNED



Ed Lovekin, CFO

05-30-25

Date

