

Modern Slavery Report

Introduction

This statement sets out **International Seafood and Bait Ltd** actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending November 30, **2024**.

As part of the **Seafood industry**, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1. Organizational structure, activities and supply chains

This statement covers the activities of **International Seafood and Bait Ltd**.

International Seafood and Bait Ltd is an entity structured as a corporation and has its head office located in the town of Shippagan, NB, Canada.

The company specializes solely in the distribution of frozen seafood in Canada and in other countries, and the products we offer are mostly all of Canadian origin. We do not have activities in the manufacturing sector.

We import frozen seafood from the following countries, which is distributed as fish bait: Japan, Norway, Argentina, Iceland, Spain.

We import frozen seafood from the following countries, which is distributed as food: Japan, Vietnam, and Indonesia.

2. Policies and due diligence processes in relation to forced labour and child labour

- **Policies:** The organisation developed an Employee Code of Conduct and Supplier Code of Conduct in 2024.
 - **Employee code of conduct:** To be applicable to all its employees.
 - **Supplier code of conduct:** To be applicable to all suppliers.

3. Due diligence processes:

The organisation is now asking for a social audit (like SMETA) for suppliers in high-risk countries (Vietnam and Indonesia). All our suppliers in these countries are certified SMETA. We do not perform additional audits related to the conduct of our suppliers.

We also ask all our suppliers to fill in a self-assessment questionnaire about their practices in relation to forced labor and child labor.

The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk.

The organization evaluated each supplier's country using the Global Slavery Index report. We identified suppliers in the following high-risk countries: Vietnam and Indonesia.

The steps taken are the following:

We asked if they have a social audit, and they all do. We have SMETA certificates on file for each supplier in these countries.

The Global Slavery Index provides a ranking of 162 countries, reflecting a combined measure of three factors:

- i. estimated prevalence of modern slavery by population,
- ii. a measure of child marriage, and
- iii. a measure of human trafficking in and out of a country.

The measure is heavily weighted to reflect the first factor, prevalence. A number one ranking indicates a more severely concentrated modern slavery situation; number 160 shows the least.

Any measures taken to remediate any forced labour or child labour

During the year ended December 31, 2024, the organization did not identify any instances of forced or child labour.

Any measures taken to remediate 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

The organization did not identify any instances of forced or child labour, therefore this section does not apply.

The training provided to employees on forced labour and child labour

The organization did not provide any training for the reporting period.

In 2024, the company considered providing a mandatory training for its management team, but decided that it was not necessary.

How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

The organization trust the certification body of the SMETA organization.

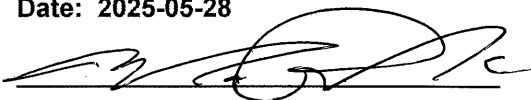
Approval

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.

Marc André Robichaud

President/Owner

Date: 2025-05-28



Signature, I have the authority to bind International Seafood and Bait Ltd.