



Supply Chain Act Annual Report – Internal Audit Support

May 2025

This Annual Report (the “Report”) is produced in accordance with Section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). It covers the twelve-month financial year ended May 31, 2025, for King Cole Ducks Ltd. (“King Cole,” “we,” “us,” or “our”).

Our Business Structure, Operations & Supply Chain

King Cole is a fourth-generation, family-run Canadian business committed to excellence in farming, production, and processing of premium duck products. Our vertically integrated operations are based in Ontario, where we oversee every stage of production—from hatching to processing—ensuring the highest standards in animal care, food safety, and sustainability.

As an export-focused company, we serve customers across North America and international markets, providing quality duck products to retailers, food service operators, and chefs. We maintain long-standing relationships with suppliers who align with our values of integrity, traceability, and responsible business practices.

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Our Commitment to Ethical Labour Practices

At King Cole Ducks, we are committed to upholding ethical labour practices in all areas of our operations and throughout our supply chain. Forced labour and child labour are unacceptable and contradict our core values of integrity, respect, and responsible leadership. We strive to ensure all workers—whether directly employed by us or part of our extended network—are treated with dignity and fairness.

Risk Assessment & Due Diligence

In 2025, King Cole undertook an internal review to assess potential risks related to forced labour and child labour in our supply chain. Given our close oversight of sourcing and production, and the fact that all primary operations occur within Canada, our direct risk is low. However, we recognize vulnerabilities in any labour-intensive supply chain, especially in areas such as seasonal labour recruitment.

Our HR and compliance teams conducted a prioritization exercise to identify risk areas and lay the groundwork for future due diligence. This includes reviewing temporary foreign worker (TFW) recruitment channels, updating supplier expectations, and preparing for enhanced documentation and training programs.

Policies & Governance

King Cole upholds a Code of Conduct that reinforces our expectation of legal and ethical behaviour. All staff, managers, and suppliers are expected to adhere to Canadian labour laws, including those related to the prohibition of forced and child labour.

In 2026, we plan to implement a confidential reporting system to allow workers and suppliers to safely report concerns, with a strict non-retaliation policy in place. In addition, posting the report on our website will be completed.

Temporary Foreign Worker Program (TFWP)

We participate in Canada's TFWP to meet labour needs and are conscious of the risks faced by migrant workers, such as recruitment fees and job insecurity. King Cole mitigates these risks by working directly with vetted, reputable agencies and conducting internal recruitment where possible. We maintain high standards of housing, safety, and onboarding to ensure fair treatment of all employees.

Training & Awareness


In 2026, we will expand training for management and front-line employees to include education on forced labour, human trafficking, and workers' rights. This training will be embedded into onboarding programs and aligned with our values of continuous improvement and responsible farming.

Monitoring & Effectiveness

We assess our policies and practices annually and adjust based on findings, legal updates, and stakeholder input. In 2025, we found no instances of forced labour or child labour within our operations. However, we remain vigilant and proactive in monitoring practices and relationships within our network.

Conclusion

King Cole reaffirms our unwavering commitment to ethical practices, including the elimination of forced labour and child labour. As a family-owned Canadian company, we believe in doing what is right, not just for our business, but for our people, animals, community, and planet. This report is part of our broader effort to lead responsibly and foster a resilient, ethical, and sustainable agri-food industry.

Signed 
Name Debbi Conzelmann
Position CEO
Date: May 30/25