



MODERN SLAVERY REPORT 2025

General Presentation of the Report

This annual report has been prepared by Maxi Canada, Inc. for the 2025 fiscal year ending March 30, 2025. It was developed in accordance with the Fighting Forced Labour and Child Labour in Supply Chains Act. Its main objective is to present the measures implemented by the company to prevent and mitigate the risks associated with forced labour and child labour, both within its internal operations and throughout its supply chain.

Company Commitments and Values

Maxi Canada, Inc. is committed to providing its employees with a stimulating work environment that fosters their development, in line with the company's values. Respect, teamwork, and excellence form the foundations of the values upheld within the organization. The company ensures that its operations are conducted responsibly, ethically, safely, and transparently.

Purpose of the Report

The objective of this report is to reduce the risks associated with forced labour and child labour within the company's supply chains. It highlights Maxi Canada, Inc.'s commitment to ethical and responsible business practices and outlines the concrete actions taken to ensure a fair and respectful work environment throughout its operations.

Entity Identification

- **Legal name of reporting entity:** Maxi Canada, Inc.
- **Fiscal year covered:** April 2024 to March 2025
- **Revised report identification:** N/A
- **Joint report identification, if applicable:** N/A
- **Reporting obligations in other jurisdictions:** N/A
- **Entity categorization under the Act:** Corporation
- **Industry/Sector:** Food
- **Location:** St-Lin-Laurentides, QC, CANADA

Structure, Activities, and Supply Chains

Structure

- Maxi Canada, Inc. is owned by Perdue Foods LLC whose headquarters are located in Salisbury, Maryland, United States. The company is a major producer of poultry and other proteins, with brands such as PERDUE®, Niman Ranch®, Dino Buddies®, and Coleman Natural®, as well as agricultural products and services through its AgriBusiness division.

Activities

Established in St-Lin-Laurentides for more than 50 years and employing 300 people, Maxi Canada is a poultry further-processing company. A major player in the local economy, Maxi Canada, well rooted in Lanaudière, exports its expertise beyond Canadian borders. The quality, innovative nature, and uniqueness of its products make Maxi Canada an important player in the breaded chicken products market in the United States and Mexico.

- **Activities:** Further processing of poultry products
- **Quantity produced:** 50M lbs of finished products
- **Accreditations:** HACCP, SQF, and C-TPAT
- **Import locations:** USA
- **Operating location:** Canada
- **Sales of finished products:** Approximately 95% to the USA and 5% to Mexico

Supply Chains

Maxi Canada Inc.'s supply chain includes ingredients, raw materials, parts, etc. and is composed of 71% Canadian suppliers and 29% American suppliers. All meat (chicken), certain ingredients, and certain parts come from the USA, representing 29% of the company's suppliers.

Policies and Due Diligence Processes

Maxi Canada, Inc. has several policies through its policy and regulations manual, employee handbook, and OHS prevention program, which apply to all employees. These manuals outline the policies and procedures in key legal and ethical areas. They establish compliance requirements with all applicable laws, rules, and regulations, as well as the company's own policies.

The philosophy and policies outlined in the Code include the following:

- Maxi Canada is committed to creating an environment where all employees are treated with dignity and respect, free from any abusive, offensive, or harassing behaviour.
- Maxi Canada is determined to maintain a healthy and safe work environment.
- Every employee should feel comfortable expressing their opinion, particularly regarding ethical concerns.

The manuals specify that, in any instance where unethical behaviour is identified, the organization will take appropriate action and will not tolerate retaliation against employees who legitimately and in good faith raise ethical concerns.

In 2022, Maxi Canada implemented a policy on forced labour and child labour and a policy on human rights. In 2025, a secure external reporting platform allowing employees to anonymously report any concerning situation or non-compliant behaviour was introduced. This initiative aims to foster a climate of transparency and trust, strengthening an organizational culture based on ethics, responsibility, and respect for fundamental rights.

Measures to Prevent and Mitigate Risk

As outlined in our policy manuals, Maxi Canada believes in demonstrating honesty and integrity and achieving company objectives only through honourable conduct. Although we have not yet taken formal steps to assess the risk of forced labour or child labour within our supply chains, we remain committed to respecting individuals and promoting a safe and healthy environment for ourselves and others who may be impacted by our actions or decisions.

Information on Higher-Risk Business Areas and Supply Chain Elements

Operations

The company estimates that the risk of forced labour or child labour within its Canadian operations is low. All employees are hired in strict compliance with applicable laws and regulations. Maxi Canada, Inc. ensures, through adequate verification, that each person has the legal right to work and chooses to work voluntarily. Moreover, all employees have the freedom to join a union or any representative association, in accordance with their fundamental rights.

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Supply Chains

During this period, we began compiling data to map our supply chain. Over the next fiscal years, we will continue completing this mapping.

Measures to Remedy Forced Labour and Child Labour

For this fiscal year, the company has not taken corrective action. No instances of forced or child labour were identified, and no workers experienced loss of income or other adverse impacts requiring remediation. In future fiscal years, we will begin our evaluation and determine if any measures are required.

Employee Training

Maxi Canada has not yet provided training to employees specifically on issues related to forced labour and child labour. However, all hiring processes fall under Human Resources, which applies the forced labour and child labour policy, the human rights policy, labour laws, and the collective agreement.

Policies and Procedures for Evaluating Effectiveness

At Maxi Canada Inc., the risks associated with forced labour and child labour in our operations are considered nonexistent. This stems from strict adherence to internal policies and compliance with current laws, ensuring a lawful and ethical work environment.

Regarding supply chains, the recent integration of forced labour and child labour considerations into our policies, following the adoption of the new legislation, marks the start of a continuous improvement approach. These risk-mitigation measures will gradually be integrated into our procurement practices over time.

At this stage, Maxi Canada is not able to assess the effectiveness of measures implemented to prevent and reduce the risks of forced labour and child labour, particularly in the supply chain. However, the organization intends to continue its efforts by updating its policies and eventually establishing mechanisms to enable such evaluation.

Approval and Attestation

In accordance with the requirements of the Act, and in particular its section 11, I attest that I have reviewed the information contained in this report for the entities listed above. To my knowledge, and after exercising reasonable diligence, I confirm 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 mentioned.

Signed by:

Herb Frerichs

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Herb Frerichs

General Counsel and Secretary

Maxi Canada, Inc.

I have the authority to bind Maxi Canada, Inc.

