



Star Egg Co. Ltd. – 2025 Supply Chain Risk Report

Business License #10499 5329

Address: 1302 Quebec Ave Saskatoon, SK S7K 1V5

Reporting Year: 2024 January 1 – December 31, 2024

Date of Submission: May 7, 2025

Company Overview

Star Egg Co. Ltd., headquartered in Saskatoon, Saskatchewan, is a provincially licensed and federally inspected egg grading facility. Certified under the British Retail Consortium (BRC) food standards, we operate in accordance with HACCP principles and are an accredited organic grading station under CFIA-regulated and Canadian Organic Standards. Our facility processes eggs from over 68 producers using high-tech egg processing and grading equipment, distributing finished products across local and national supply chains, including grocery chains, restaurants, and food service industries.

We employ over 75 individuals across various departments including production, trucking, administration, and management. We procure packaging materials, chemicals, and equipment from the majority of suppliers within Canada, and the United States.

We strive to work with and support companies who align themselves with our principles. Systems have been implemented to track suppliers' commitments and are scheduled to be reviewed annually. When sourcing new suppliers, we have implemented protocols to ensure they are aligned with our initiatives. We are committed to working with suppliers to mitigate any negative impact, and in extreme cases, finding alternative suppliers. Tracking and reporting are monitored within our quality assurance department.

There have been no changes of operations from our reporting year 2023 to 2024.

1. Structure, Activities, and Supply Chains

Star Egg is an incorporated Canadian business operating in the agriculture and food processing sector. Our supply chains involve domestic and international procurement (primarily from North America) of materials necessary for grading, packaging, and distributing eggs. For our 2024 reporting year, our supplier list is tracked via letters of guaranteed requirements through our BRC certification body. During the annual review for our program, it was identified that our current letter of guarantee was too involved for vendors. Going forward for the reporting period of 2025, vendors will be receiving a separate letter of guarantee specifically identified for bill S-211.

2. Policies and Due Diligence Processes

We adhere to the Ethical Trading Initiative (ETI) Base Code, which underpins our policies around fair labor practices and supply chain integrity. Our due diligence program includes:

- Proof-of-age verification during onboarding
- Mandatory onboarding and annual training on the ETI Base Code and our Code of Conduct
- Posting educational materials in common areas
- Monitoring whistleblower reports
- Documented supplier assessments and risk mapping

3. Risk Assessment and Management

Internally, risks are managed through robust hiring and training practices, collective agreements, and anonymous reporting tools. In 2024, we implemented a supplier mapping project to identify and assess risk levels. The majority of suppliers were found to be based in Canada, with fewer than 25% located in the U.S. Overall, we determined a low-to-no-risk profile regarding forced or child labour.

4. Remediation Measures

To date, no instances of forced or child labour have been identified within Star Egg or our supplier network. As such, remediation actions have not been required. Our policies do, however, outline steps for immediate investigation and corrective action should future issues arise.

5. Support for Vulnerable Families

Although we have not identified any instances requiring remediation, we acknowledge the potential impact such actions could have on vulnerable populations. We are currently exploring options for ethical disengagement strategies and family support measures should the need arise.

6. Training

All employees receive mandatory training on company policies including ethical labor standards and how to report violations. Training is delivered both in person and online, tracked through HR records, and repeated annually. New employees receive training upon hire.

In 2024, additional emphasis was placed on helping employees understand their role in identifying signs of forced or child labour within operational or supply chain contexts.

Annual training of employees was completed in April 2024. For the 2025 calendar year, companywide annual training will be completed by May 31, 2025.

7. Assessing Effectiveness

We measure effectiveness through:

- Annual training completion rates
- Whistleblower usage statistics
- Internal audits of hiring practices
- Supplier self-attestations and review of letters of guarantee

In 2024, we formally integrated supply chain assessments into our quality assurance department's scope and established an annual review schedule.

Submission and Publication

This report has been:

- Reviewed and approved by the Board of Directors
- Submitted through the online Public Safety Canada portal along with the required questionnaire

Attestation

I, Shawn Harman, CEO and I, Dana Haynes, Director of Administration, hereby certify that the entirety of this report is accurate and complete to the best of our knowledge. This report reflects truthfully the current position of our business, best practices, and commitments going forward.



Shawn Harman
Chief Executive Officer



Dana Haynes
Director of Finance & Administration