



Forced Labour and Child Labour Statement 2025

Forced Labour and Child Labour Statement 2024

Modern slavery, in particular human trafficking, is an international problem and takes a number of forms, including exploitation, forced labor and domestic servitude.

At Prairie Pride Natural Foods Ltd. (Prairie Pride) we acknowledge we have a responsibility in playing a role in eradicating modern slavery. Prairie Pride believes in the fair treatment and remuneration of employees. We comply with all applicable employment legislation and industrial instruments and no employee is paid less than the minimum wage. Prairie Pride also invests in the safety, health and wellbeing of its staff.

Prairie Pride has in place a negotiated collective bargaining agreements (CBAs) with UFCW Local 1400 for many of its employees and those not encompassed in these CBAs are equally compensated based at minimum in line with our CBAs.

This CBA sets out Prairie Pride's expectations of how its management team should relate to one another including how we employ people and abide by current employment laws.

Prairie Pride seeks to do business with suppliers that have similar values, ethics and sustainable business practices, including those related to human rights. Prairie Pride expects the organisations it deals with to have ethical workplace practices, where staff are treated fairly, equally and remunerated in accordance with the law. We ask all suppliers to provide their own commitment to the eradication of Forced Labour and Child Labour in Supply Chains Act (Bill S211) through our newly developed Bill S211 e-questionnaire found [here](#).

This Modern Slavery Statement relates to our actions and activities for the Prairie Pride financial year from 1 January to the 31 December 2025 and complies with the mandatory reporting requirements for modern slavery statements in line with the Modern Slavery Act.

A handwritten signature in black ink, appearing to read 'Ron Patterson', with a long horizontal flourish extending to the right.

Ron Patterson
Chief Executive Officer

Mandatory Reporting Criteria

Requirement

1. Identification of the reporting entity
2. Prairie Pride's reporting structure, operations and supply chains
3. Description of modern slavery risks in Prairie Pride's operations and supply chains
4. Description of actions taken by Prairie Pride, Governance and Due Diligence
5. Effectiveness of these actions
6. Consultation process
7. Other relevant information

1. Identification of the reporting entity

This statement relates to the responsibilities of Prairie Pride. It ensures that the company follows similar policies and procedures to undertake effective steps to identify and remove contemporary slavery.

2. Prairie Pride's reporting structure, operations and supply chains

Structure

Prairie Pride is a privately owned, leading food manufacturer and supplier of fresh and frozen poultry locally, and across Canada.

With close to 300 full time employees, Prairie Pride produces approximately 55% of Saskatchewan's fresh poultry and is strongly committed to delivering safe products of a consistently high quality together with exemplary customer service to a broad range of customers including major retailers, local restaurants, food service distributors and wholesalers.

Operations and supply chains

Prairie Pride sources its goods and services from suppliers which predominately consists of live poultry, packaging, ingredients, consumables and uniforms. Some of the services we access are for cleaning, freight, waste management and network and communications to name a few. The majority of our suppliers are based within Canada, however there is a small minority of goods that are sourced from overseas.

At Prairie Pride, we source all of our raw materials from reputable, licensed producers to ensure our products are of the highest quality and standard.

The Prairie Pride website at <https://prairiepride.ca/> will provide you with a greater understanding of the business, our products and people and the areas we operate and customers we supply.

Predominately our operation consists of:

Primary Processing and Distribution:

Prairie Pride has one poultry processing plant located in Saskatoon, Saskatchewan, and produces poultry products which are mainly distributed through major supermarkets, independent supermarkets, local restaurants, and food service wholesale distributors. There are approximately 300 people employed at the site.

3. Description of modern slavery risks in Prairie Pride’s operations and supply chains

Operations

At Prairie Pride we consider that we are a low risk of modern slavery practices as we have no operations outside of Canada.

The vast majority of employees employed by Prairie Pride are employed directly. Prairie Pride employees are covered by negotiated collective bargaining agreements with UFCW local 1400. These negotiated agreements cover key areas including wages, hours of work, overtime conditions, additional remuneration, and leave entitlements. Where the relevant employees are not covered by a collective agreement, they are typically employed under the terms of a modern award, on above award wages. For more senior positions, they are engaged under the terms of a common law contract, which is well above the minimum conditions. All Saskatchewan employees remain subject to the minimum conditions in the Saskatchewan Employment Act (SEA), which is regularly reviewed. These conditions are supported by a range of policies and procedures providing additional benefits. Prairie Pride’s employment practices comply with all federal and provincial laws within Canada.

Our recruitment processes are strongly supported by Prairie Pride’s policies and procedures. Employment decisions are made on the principle of merit, with no instances of forced labour. All employees are required to demonstrate their legal right to work in Canada. For those employees who hold authorized work permits, Prairie Pride regularly checks to ensure that an employee’s work permit is still valid and any other limitations that may be placed on their work permit.

Prairie Pride has developed its Code of Ethics and Business Conduct (the “Code”) which will be implemented in early 2026. Prairie Pride will hold its employees, business partners and external stakeholders to this new Code. The Code promotes integrity, honesty, and ethical conduct, as well as compliance with all applicable laws, rules, and regulations. It is designed to deter unethical business practices, which includes practices such as modern slavery. Our Code expects adherence to all human rights law and related workplace legislation from its employees.

In addition to our Code, Prairie Pride has in place a safety management system, which shows Prairie Pride’s continued commitment to provide a healthy and safe working environment where all its employees are treated with dignity and respect, free of harassment and violence.

Prairie Pride has in place a Whistleblower Policy to help create a culture of open and honest communication. This policy is in place to ensure that ethics concerns are address promptly by management and it reads: Employees are encouraged, in the first instance, to address such issues with their managers or the HR manager, as most problems can be resolved swiftly. If for any reason that is not possible or if an employee is not comfortable raising the issue with their manager or HR, Prairie Pride’s CEO does operate with an open-door policy.

Supply Chains

Prairie Pride sources its products and services predominately from within Canada with minimal products coming from overseas.

Prairie Pride maintains a high ethical standard across its operations. It’s our policy to ensure that the ethical standards that apply within our own business are also adhered to in our supply chain. The identification of risk within our supply chain is a key initial step in understanding what’s required and prioritising actions.

While Prairie Pride predominately sources goods and services from within Canada, there are most likely inherent risks further down the supply chain. There may be situations where service or product supplied to Prairie Pride by an organisation doesn’t breach any modern slavery requirements, however if the organisation sourcing the products is getting them from overseas, this could be identified as a potential risk. An example could be the purchase of electronic equipment. Prairie Pride may be purchasing from a reputable supplier within Canada, however the item or components may be manufactured and produced overseas where modern slavery practices may be breached.

At Prairie Pride we operate a Supplier Approval Program which incorporates **Food Fraud Vulnerability Self Assessment** and **Food Defense & Food Fraud Plan**. At end of 2025, we are updating this Supplier Approval Program to include a Supplier Code of Conduct, which we will require our suppliers to review and attest to. It includes commitments from suppliers to comply with all applicable laws and regulations in the countries where they operate, it provides attestation to labour standards and human rights, the health and safety of the supplier’s employees. Additionally, they make commitments to environmental responsibility, business integrity and ethics. Prairie Pride seeks to do business with suppliers that have similar values, ethics and sustainable business practices, including those related to human rights. Prairie Pride expects the organisations it deals with to have ethical workplace practices, where staff are treated fairly, equally and remunerated in accordance with the law.

We also provide a link within our Statement and company webs, where new and current Suppliers are able to provide us their own commitments and programs that comply with Bill S211. Found [here](#).

4. Description of actions taken by Prairie Pride, Governance and Due Diligence

Operations

Areas of Prairie Pride’s supply chain that carry an inherent risk of forced labour or child labour include:

- (a) Manufacturing floor of primary processing;
- (b) Distribution of product via internal channels and contracted companies; and
- (c) Food and food ingredient imports and exports.

Prairie Pride remains committed to continually reviewing its supply chains to identify any risks by:

- (a) Applying and enforcing the Code;
- (b) Internal training to engage our employees to identify risks;
- (c) Annual Review and Attestation by all suppliers within the supply chain to Prairie Pride's Supplier Code of Conduct;
- (d) Implementing a confidential and anonymous whistleblower policy to report any infringements of human rights.

Prairie Pride has certain policies in place to assist in ensuring that modern slavery is not taking place in its business or operations. An example of such policies is:

- **Recruitment Policy and Procedures:** all recruitment and selection procedures and decisions will reflect Prairie Pride's commitment to providing equal opportunity by assessing all potential candidates according to their skills, knowledge, qualifications and capabilities. No regard will be given to factors such as age, gender, marital status, race, religion, physical impairment or political opinions.
- **Health & Safety Policy and Procedures:** all employees undergo orientation training to ensure they understand all hazards and risks that they may encounter during employment. We perform yearly refreshers of safety training, as well as monthly toolboxes, and special toolbox presentations to continue to ensure all employees' health, safety and welfare.
- **Harassment and Violence Policy:** Prairie Pride is an equal opportunity employer and is committed to providing a harassment, bullying, and victimisation free workplace where all people are treated with dignity, courtesy, respect, and fairly on the basis of individual merit.

Other steps Prairie Pride takes to prevent and protect against modern slavery include negotiating Collective Bargaining Agreements with UFCW local 1400 and providing all employees with the right to bargain their employment terms and conditions.

5. Effectiveness of these actions

Our policies define the standards of behaviour expected of all associated with Prairie Pride, including suppliers. These policies set out Prairie Pride's expectations of how representatives should relate to one another including how we employ people and abide by current employment laws, and also our expectations of suppliers.

To date there have been no reported or identified instances of child/forced labour in our supply chains, or any loss of income to vulnerable families. As a result, Prairie Pride has not taken any measures to remediate or eliminate any forced labour or child labour in its activities and supply chains.

6. Consultation process

Prairie Pride has involved its key management teams – Operations, Quality Control and Human Resources, in order to prepare and complete this Statement.

7. Other Relevant Information

While Prairie Pride is confident that as a result of all of the external audits conducted at Prairie Pride's facility we meet the modern slavery requirements for our immediate business operations, there is still some work that needs to be done across all of our suppliers in the supply chain area. This includes:

- Continued improvement of our orientation and training processes to ensure all employees are trained and aware of Prairie Pride's commitment to ensure social welfare and accountability.
- Addition of Supplier Code of Conduct to ensure attestation and commitment by Prairie Pride's suppliers to all human rights and workplace labour standards, as well as business ethics and integrity.

By focusing on the above, this will ensure that we as a business are reasonably confident that the suppliers, we source our goods and services from, are meeting the modern slavery requirements.