



Jones **FEED MILLS LTD.**

Forced Labour in Canadian Supply Chains

Jones Feed Mills Limited

INTRODUCTION:

1. This report is for which of the following? - **Entity**
2. Legal name of reporting entity or government institution - **Jones Feed Mills Limited**
3. Financial reporting year - **Our financial year ends December 31st**
4. Is this a revised version of a report already submitted this reporting year? - **No**
5. For entities only: Business number - **81040 9003**
6. For entities only: Is this a joint report? – **No**
7. For entities only: Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? – **No**

8. For entities only:

Which of the following categorizations applies to the entity? Select all that apply.

- Canadian business presence:
 - **Has a place of business in Canada**
 - **Does business in Canada**
 - **Has assets in Canada**
- Meets size-related thresholds:
 - **Has at least \$20 million in assets for at least one of its two most recent financial years**
 - **Has generated at least \$40 million in revenue for at least one of its two most recent financial years**

9. For entities only:

Which of the following sectors or industries does the entity operate in?

- **Agriculture**
- **Manufacturing**
- **Wholesale trade**
- **Retail trade**

10. For entities only:

In which country is the entity headquartered or principally located? – **Canada**

10.1 If in Canada:

In which province or territory is the entity headquartered or principally located? -

Ontario

11. For government institutions only:

Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? - **No**

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1. What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply.

JFM has established a dedicated policy to prevent child labour across its operations and supply chain. This policy sets strict minimum age requirements for employment, aligning with international labour standards and the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. It ensures that no child is involved in the production, handling, or transportation of feed materials and explicitly prohibits the employment of individuals below the legal working age in any activities related to sourcing, processing, transportation, or handling of these materials.

To support effective implementation, JFM has conducted training sessions for all staff to raise awareness of the risks associated with child labour, enhance the ability to identify potential warning signs of non-compliance, and ensure a clear understanding of reporting procedures.

JFM encourages all staff to report any concerns or suspected violations of this policy and provides assurance that such reports can be made without fear of retaliation.

Overall, the development and enforcement of this policy demonstrate JFM's ongoing commitment to ethical labour practices and the protection of children's rights across all aspects of its operations and supply chain.

2. Please provide additional information describing the steps taken (1,500-character limit). **As mentioned above.**

3. Which of the following accurately describes the entity's structure? - **Corporation**

4. Which of the following accurately describes the entity's activities? Select all that apply. - **Producing, selling, and distributing goods in Canada and outside Canada.**

5. Please provide additional information on the entity's structure, activities, and supply chains (1,500-character limit).

We are a federally regulated manufacturing entity that operates within Canada. We sell the goods that we manufacture within Canada as well exporting. Our raw materials / ingredients are sourced from within Canada and imports from outside Canada. We have numerous vendors we rely on to supply us with our raw materials. Most of our imported goods are procured as a third party through brokers / vendors. They in turn are responsible for the import process.

6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? – **Yes.**

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour – **JFM recently conducted training for all staff on its Child Labour Policy, and copies of the training records are attached to this report**

8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? – **Yes, as explained in the policy document.**

9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? – **Potential risks may exist within our supplier, carrier, and service provider network. JFM is committed to engaging only with suppliers, service providers, and carriers who do not involve child labour in the production, handling, or transportation of feed materials. Our existing policy explicitly prohibits the employment of individuals below the legal working age in any activities related to sourcing, processing, transportation, or handling of these materials.**

To further strengthen compliance, JFM has developed a revised supplier approval form that includes specific questions related to child and forced labour. This updated form will be distributed to all current and prospective suppliers, carriers, and service providers to obtain written confirmation of their compliance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk - **Some raw materials are sourced from developing nations around the world. At this point we have not taken any steps to assess that risk at source.**

11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? - **We have not identified any forced labour or child labour in our activities and supply chains.**

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour - **Not applicable**

13. Has the entity taken any measures to remediate the 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? - **Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.**

14. Please provide additional information on any measures the entity has taken to remediate the 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 - **Not applicable**

15. Does the entity currently provide training to employees on forced labour and/or child labour? **We have completed training our staff on the newly developed policy on child and forced labour to ensure they are aware of the Act and its essential implementation requirement.**


16. Please provide additional information on the training the entity provides to employees on forced labour and child labour – **As above.**

17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? – **Not yet**

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains – **As explained in the policy statement (attached) and the attached training record.**

ATTESTATION

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.

 Date: April 14, 2026
(I have the authority to bind Jones Feed Mills Limited)

Mike Edwards, CEO / Partner
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