



**OCEANFOOD SALES LTD.**

EXCEPTIONAL SEAFOOD · EXPERTLY SELECTED

## **Oceanfood Sales and Oceanfood Industries 2026 Supplier Integrity Report**

### **Introduction**

Oceanfood Sales Limited and Oceanfood Industries Limited (“Oceanfood”) have been proudly providing Canadians with premium, sustainably sourced seafood for over 50 years. This report outlines the activities undertaken during the 2025 fiscal year to strengthen supplier integrity and further reduce the risk of forced labour and child labour within our operations and supply chains, in alignment with the requirements of Public Safety Canada.

Building on the foundational initiatives implemented in the prior reporting year, Oceanfood continued to enhance its responsible sourcing framework through policy reaffirmation, supplier engagement, and risk-based reassessment. These efforts reflect our ongoing commitment to fairness, dignity, and respect for all individuals involved in our supply chain.

### **Company Structure and Supply Chains**

Oceanfood Sales Limited and Oceanfood Industries Limited operate under common ownership, with headquarter and production facility located in British Columbia, Canada. Oceanfood Industries Limited oversees manufacturing activities, while Oceanfood Sales Limited manages the importation and sale of frozen seafood products across Canada. Oceanfood’s supply chain includes domestic and international suppliers, including seafood producers and service providers.

### **Policies and Due Diligence**

Oceanfood Sales Limited and Oceanfood Industries Limited maintain a Vendor Code of Conduct that applies to all vendors of goods and services. The Vendor Code of Conduct establishes clear expectations prohibiting forced labour, child labour, human trafficking, and modern slavery. It also addresses fair wages, working hours, occupational health and safety, non-discrimination, freedom of association, ethical business conduct, and legal compliance. Vendors are required to comply with the Code even where its requirements exceed applicable local laws, and non-compliance may result in termination of the business relationship if not remedied. During the reporting period, Oceanfood conducted an annual review and reverification of its Vendor Code of Conduct to ensure continued relevance and effectiveness.

## **Forced Labour and Child Labour Risk**

Oceanfood has identified that certain parts of the seafood supply chain may carry an elevated risk of forced labour and child labour due to factors such as geographic location, sector characteristics, and the use of migrant labour.

To assess and manage these risks, Oceanfood:

- Re-evaluated supplier risk classifications during the reporting period
- Reviewed supplier responses to the Seafood Supplier Forced Labour Questionnaire
- Considered sector-specific and geographic risk indicators

This process enabled Oceanfood to identify potential risk areas and opportunities to strengthen supplier practices.

## **Measures Taken to Prevent and Reduce Risk**

During the reporting period, Oceanfood implemented the following measures:

- Conducted an annual review and reverification of the Vendor Code of Conduct
- Communicated the Code of Conduct to new suppliers and service providers
- Reassessed supplier risk profiles based on questionnaire responses
- Used questionnaire findings to guide supplier engagement and risk mitigation efforts

## **Remediation Measures**

No confirmed instances of forced labour or child labour were identified during the reporting period. Where potential risk indicators or gaps were identified through the supplier questionnaire and risk reassessment process, Oceanfood engaged with suppliers to seek clarification and encourage improvement. Oceanfood prioritizes corrective actions and supplier engagement as part of its remediation approach.

## **Remediation of Loss of Income**

During the reporting period, Oceanfood did not identify any situations requiring remediation of lost income to vulnerable workers in relation to forced labour or child labour prevention measures.

## **Training**

Oceanfood did not implement formal employee training programs specific to forced labour and child labour during the reporting period. Oceanfood relies on its Vendor Code of Conduct, supplier communication, and ongoing supplier engagement as key mechanisms to address forced labour and child labour risks.

## **Assessing Effectiveness**

Oceanfood assesses the effectiveness of its efforts through:

- Annual review and reverification of the Vendor Code of Conduct
- Periodic reassessment of supplier risk profiles
- Evaluation of supplier questionnaire responses over time
- Monitoring supplier engagement outcomes and emerging industry risks

These processes support continuous improvement and allow Oceanfood to refine its approach as necessary.

## **Conclusion**

Oceanfood Sales Limited and Oceanfood Industries Limited remain committed to identifying, preventing, and reducing the risk of forced labour and child labour within our operations and supply chains. During the reporting period, Oceanfood continued to build on the foundational measures established in the prior year by conducting an annual review of its Vendor Code of Conduct, communicating expectations to new suppliers and service providers, and re-evaluating supplier risk using a sector-specific forced labour questionnaire. Oceanfood will continue to review and enhance its policies, due diligence processes, and supplier engagement efforts in future reporting periods to strengthen transparency, accountability, and ethical practices across its supply chains.

Lijin Jiang

Product Assurance and Compliance Manager

Oceanfood Group