



Introduction

In accordance with *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the “Act”), which is aimed at increasing industry awareness and transparency and promoting businesses to improve practices, Rosssdown Natural Foods Ltd. (“Rosssdown Natural Foods”) and Rosssdown Farms Ltd. (“Rosssdown Farms”) (collectively “Rosssdown” or the “Company”) has published and filed this Report regarding Rosssdown’s efforts to improve its capacity to identify and address forced labour and child labour risks.

Rosssdown is committed to preventing the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Company.

Rosssdown’s fiscal year that is relevant for this Report is May 1, 2023 to April 30, 2024 (“2024 Fiscal Year”).

Corporate Structure, Activities and Supply Chain Operations

The Wiebe family has a rich history in farming that spans over 65 years. CEO Dion Wiebe’s grandfather originally had a commercial poultry farm, allowing the family to grow poultry. This tradition has been passed down through the generations. Over the years, the Wiebe’s have significantly expanded their agricultural operations, developing a hatchery, processing plant, and feed mill. In 2013, they further extended their business by acquiring Island Farmhouse Poultry, a small processing plant. This acquisition represents their continued commitment to and growth in the poultry farming industry.

Rosssdown Farms employs 68 people in Canada and is a fully integrated poultry company. The company breeds, hatches, and raises chickens. Rosssdown Farms raises multiple species, including conventional chicken, organic chicken, chickens raised without antibiotics, and turkeys. The company also purchases feed equipment, fan motors, and waterlines for its operations.

Generally, Rosssdown Farms breeds its own chicks, which are hatched in their hatchery. However, in limited cases when there is a shortage of eggs, the company purchases chicks from other hatcheries such as Sofina, FVC, and Western Hatchery. The turkey poults are purchased from a hatchery in Manitoba. We purchase roughly 20% of our hatching eggs from USA. The feed is sourced from Trou Nutrition.

Rosssdown Natural Foods employs approximately 321 employees and operates as a poultry processor. Approximately 18% (or approximately 50 employees) are foreign workers.

Rosstown Natural Foods purchases the chickens from either 12 different growers or internal purchases from Rosstown Farms. Currently Rosstown Natural Foods does not seek information on the child or forced labour in these farms. Rosstown Natural Farms has a close partnership with the growers and provides farming support to ensure the chickens are raised with due care. Rosstown Natural Foods sells the chicken in Canada and sometimes exports the product to other countries.

Rosstown Natural Foods purchases equipment for its operations such as processing and material handling equipment, which is purchased through dealers or other sales companies and products needed to produce the chicken, which are purchased from distributors, such as personal protection equipment (PPE), packaging material such as plastics, trays, film, and labels, marinades, ingredients for sausages/ground meat and safety materials and equipment.

A. Steps 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 Rosstown or of goods imported into Canada

In the 2023 Fiscal Year, Rosstown has taken the following steps to reduce the risk and prevent the use of forced labour or child labour is used at any step in the production of goods in Canada or related to the goods imported into Canada by:

- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily;
- Developing and implementing child protection policies and processes; and
- Developing and implementing grievance mechanisms.

B. Rosstown's Policies and Due Diligence Processes in relation to Forced Labour and Child Labour

In respect of the 2023 Fiscal Year, Rosstown notes that it has both policies and due diligence processes in place related to child labour and forced labour. Specifically, Rosstown has policies are in place to ensure that the Company's hiring managers are not hiring children or underage workers. It also has policies and processes around the hiring of foreign workers.

In respect of its due diligence processes, Rosstown has embedded in its operations responsible business conduct into policies and management systems.

C. Business and Supply Chains Operations that Carry a Risk of Forced Labour or Child Labour and the Steps Rosstown has taken to Assess and Manage that Risk

For the 2023 Fiscal Year, Rosstown began the process of identifying risks of forced labour or child labour being used in its business operations and/or its supply chain operations.

At this time, Rosstown has not identified any forced labour or child labour in its business activities and supply chains.

D. Measures Taken to Remediate Forced Labour or Child Labour

For the 2023 Fiscal Year, Rosssdown has not taken any measures to remediate forced labour or child labour. At this time, Rosssdown has not identified any forced labour or child labour in its business activities and/or its supply chains. Therefore, Rosssdown has not implemented any measures to remediate the loss of income to the most vulnerable families that could result from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains as Rosssdown has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

E. The Training Provided to Employees on Forced Labour and Child Labour

For the 2023 Fiscal Year, Rosssdown has provided training to employees on child labour and forced labour issues. Rosssdown provides training for supervisors and managers on the process of hiring young workers and ensuring training of relevant employees regarding the recruitment and immigration policies applied at Rosssdown.

F. How Rosssdown Assesses its Effectiveness in Ensuring that Forced Labour and Child Labour are Not Used in its Business and Supply Chain Operations

For the 2023 Fiscal Year, Rosssdown has not implemented measures to assess its effectiveness in ensuring that forced labour and/or child labour are not used in its business and/or its supply chain operations.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, 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.

[signature] 

May 21, 2024

Dion Wiebe, CEO and Shareholder

[date]

I have the authority to bind Rosssdown Farms Ltd. and Rosssdown Natural Foods Ltd.