



Equitable Employment in our Supply Chain

Intent

This document was developed to address child labour and forced labour in our business and supply chain.

Guidelines

Hayter's Turkey Products Inc (Hayter's Farm) is firmly committed to protecting individuals from the exploitations of illegal labour practices, such as child labour, forced labour, slavery, and human trafficking; such practices are not tolerated by Hayter's Farm and are strictly prohibited in all forms.

Hayter's Farm complies with all applicable local and international laws pertaining to illegal labour practices and never knowingly contracts with or carries on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labour laws.

Compliance

Hayter's Farm monitors its employment practices to ensure compliance with ethical employment standards and protocols annually. Hayter's Farm maintains a strong business relationship with its partners, vendors and suppliers. They receive a Statement of Commitment to Equitable Employment in our Supply Chains and are expected to uphold ethical business practices including the treatment of their employees.

To meet this commitment, the company monitors its activities, and supply chains to assess and reduce risks associated with forced labour and child labour. If an activity is found to have the potential for such risks, measures are taken to remediate the problem or discontinue the working relationship.

To further support this commitment, Hayter's Farm has implemented an "Commitment to Equitable Employment" policy to establish a framework for managing related processes. All employees receive awareness training to inform them about the harm forced labour and child labour can cause, as well as provide the information to determine whether forced labour or child labour is used at any point in a supply chain.

All real or suspected instances of noncompliance with this policy must be reported to the People and Culture Manager immediately.

Due Diligence

In addition to training employees and auditing employment practices, the following practices are in place to reduce associated risks and prevent illegal labour from taking place in any part of Hayter's Farm business or supply chains:

- Annual training to all team members on what Forced/Child Labour is and how to escalate concerns
- An anonymous form where they can communicate concerns for themselves or others



- Enforcing our long-standing processes designed to prevent forced labour and child labour including validating age of employment eligibility, ID verification, labour hours tracking and respect in the workplace
- A thorough Occupational Health and Safety policy and team
- Engage with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour
- A strong relationship with our suppliers, sharing our Statement of Commitment to Equitable Employment in our Supply Chains
- Assess existing and future suppliers for risks of forced labour and child labour

Employee Training – Fighting Against Forced Labour and Child Labour in Supply Chains Act

Forced labour is a severe violation of human rights affecting 28 million of men, women and children in all countries and all economic sectors. It is rooted in poverty, discrimination and lack of social protection, and it disrupts fair competition between businesses.



Former Bill S-211, An Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act came into force on January 1, 2024 as the Canadian Governments policy to protect against this human rights violation.

What is Forced or Child Labour

The international legal definition of forced labour consists of three elements:

1. Work or service refers to all types of work occurring in any activity, industry or sector including in the informal economy.
2. Risk of any penalty refers to a wide range of penalties used to compel someone to work.
3. Involuntariness: The terms “offered voluntarily” refer to the free and informed consent of a worker to take a job and his or her freedom to leave at any time. This is not the case for example when an employer or recruiter makes false promises so that a worker takes a job he or she would not otherwise have accepted.

Employee Rights and Responsibilities in reference to Forced Labour

As an employee you have the right and responsibility to:

1. To feel safe, respected and refuse unsafe work
2. To use our call-in procedure if you are unwell or unfit for duty without fear of retribution
3. Accurate payment for hours of work in accordance to your contract and the Employment Standards Act



4. To report any signs of forced labour in our business or supply chain by contacting our People and Culture Manager or using the anonymous survey provided in your bi-weekly paystub.

Supplier Code of Conduct

Our suppliers are obligated to uphold human rights of workers and to treat them with dignity and respect in accordance with recognized international labour standards. This applies to all workers, including temporary, migrant, student, contract, direct employees and any other type of workers. We expect our suppliers to make the following commitments in their labour practices by having controls in place that:

- Ensure that employment is freely chosen and forced, bonded, or trafficking employment shall not be use
- Prohibit child labour in any circumstance
- Working hours will comply with local laws
- Compensation paid to workers shall comply with all applicable wage laws
- Commit to a workplace free of harassment, violence and discrimination
- Allow for the freedom of association

Our Supplier Code of Conduct requires that all businesses providing goods or services to Hayter's Farm must in turn apply those standards to its own supply chain and subcontractors, including providers of contract labour and services.

Company Structure

Hayter's Farm is a food manufacturing facility in Dashwood, Ontario that employs approximately 140 team members across departments of Agriculture, Food Manufacturing, Administration and Retail. Our supply chain involves purchasing a broad range of goods and services, largely from Southwestern Ontario. We also have long-term suppliers in North America and Europe for packaging equipment. We sell the food we manufacture through retail and food services.

We are deeply committed to the highest standards of respect and integrity in our business relationships and activities. These standards apply within our organization and our expectations of our suppliers and contractors.

Attestation

In accordance with the requirements of the Act, 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.

Lindsay Hayter

Lindsay Hayter
Director – People & Operations
May 23, 2024