

CANFISCO GROUP

A Division of the Jim Pattison Group



Canfisco Canada

Forced Labour and Child Labour Report 2025

This Forced Labour and Child Labour Report (the “**Report**”) addresses the period from January 1, 2025, to December 31, 2025, and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Act**”).

This Report is made on behalf of Jim Pattison Enterprises Ltd. dba Canfisco (“**Canfisco**”) and is not a joint report.

INTRODUCTION

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading business in the commercial fishing and seafood industry, Canfisco recognizes the important role it has in ensuring that the supply chains that support its operations and products adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour.

This Report outlines the measures implemented during the 2025 fiscal year to prevent and mitigate the risk of forced labour or child labour being employed at any stage in the production of goods by Canfisco, either in Canada or abroad, as well as in goods imported into Canada by Canfisco.

Canfisco participates in the agriculture, forestry, fishing, and hunting sectors and has its headquarters in Vancouver, BC.

CORPORATE OVERVIEW AND SUPPLY CHAINS

Business Overview and Supply Chain Structure

Canfisco is a vertically integrated business with 120 years in the commercial fishing and seafood industry. Our head office is located at 301 Waterfront Road E, Vancouver, British Columbia, V6A 0B3. Canfisco harvests, processes, and markets sustainable seafood products from the Pacific Ocean to 40 countries worldwide.

We are primarily a purchaser and processor of North American-caught seafood with processing plants in British Columbia, Alaska, and Washington State.

We buy fish from local harvesters, stabilize the product through viscera removal, and freeze or can the processed fish, or sell it into fresh markets.

In recent years, we have expanded production of value-added seafood products in our Vancouver and Washington State processing plants, a growing business segment.

Canfisco's main procurement categories of goods and services include:

- I. Fish from harvesters, labour, packaging materials (including metal cans/lids, plastic wrap/containers, cardboard boxes), fuel (vessels and power generation)
- II. Total number of vendors for 2025 is listed below:

2025	Total
Vendors	3,600
Fish Harvesters	2,963

Raw Materials

The greatest share of our raw material purchases (approximately 98%) is fish sourced directly from North American harvesters. Most fish are bought from independent fishers, with a small amount harvested by company-owned vessels. All fleets are near-shore vessels that make trips of no longer than 10 days at sea and deliver directly to facilities in British Columbia, Washington State, and Alaska.

80% of the company's expenditures are allocated to either fish procurement or labour expenses within our North American facilities.

Packaging and Transportation

Other major expenditures are for packaging and transportation. Packaging consists of:

- Cans sourced 100% from North America;
- Cardboard and pallets sourced 97% from North America, 3% from Spain; and
- Plastics and films sourced 92% from North America and 8% from other countries.

Transportation is managed by local carriers or major international container companies. Canfisco's final products are made exclusively in North America, with only a small portion of supplies sourced from outside of North America.

POLICIES AND DUE DILIGENCE TO PREVENT AND REDUCE RISK

Canfisco has policies and due diligence processes in place to prevent and reduce the risk of forced labour and child labour within its supply chains. We use a risk-based approach proportionate to the nature and geographic scope of our business.

Approximately 98% of Canfisco's supply chain is based in North America, where labour standards are supported by established legal frameworks, regulatory oversight, and enforcement mechanisms. This geographic concentration significantly limits the overall risk of forced labour and child labour.

Company Policies

Canfisco's Code of Conduct serves as a comprehensive guide that establishes clear standards for ethical conduct, adherence to applicable labour laws, and the strict prohibition of forced and child labour. These requirements apply to all employees.

Due diligence is embedded into procurement practices by prioritizing North American suppliers, conducting pre-engagement assessments of new suppliers, and requiring key vendors to comply contractually with Canfisco's ethical and labour standards.

Labour practices within Canfisco's operations are monitored through compliance with employment and occupational health and safety requirements, regulatory inspections, and established reporting mechanisms.

Employees and contract workers are encouraged to report any concerns regarding unethical conduct or labour practices through their supervisors, Human Resources, or confidential reporting channels, such as a secure hotline or dedicated email, without fear of retaliation. Every report is carefully reviewed and investigated, and necessary actions are taken based on the findings.

RISK ASSESSMENT AND MANAGEMENT

We evaluate and oversee regions within our operations and supply chain where forced or child labour might pose a risk. An internal analysis shows that our company is in the low-risk category for issues related to forced and child labour. This is because nearly all of our business is carried out in North American facilities, and most products are locally sourced from independent fish harvesters. Our dealings outside North America are minimal - only 2% of our supplies come from outside the region.

All of our facilities meet rigorous standards for environmental protection, quality, and food safety required for the products they manufacture. Each site implements robust programs for employment, labour, health and safety, and environmental stewardship, and are regularly audited by government organizations such as WorkSafe BC, Service Canada, Alaska OSHA, and Washington State OSHA. Some locations are unionized, providing employees with an additional platform for representation.

All of the harvesters operate close to shore, with their working conditions, safety, and licenses closely monitored throughout the season. In Canada, both the Department of Fisheries and Oceans and Transport Canada regularly oversee fishing activities.

In Alaska, the fleets are monitored by the Alaska Department of Fish and Game, Alaska State Troopers, and the U.S. Coast Guard. The harvesters themselves are all near-shore fleets. Independently owned businesses adhere to all U.S. Coast Guard regulations regarding vessel ownership and operation. They are also monitored for working conditions, safety, and fishing regulation requirements throughout the season.

On the supply side, Canfisco prioritizes local sourcing, resulting in the majority of expenditures being allocated to vendors with operations based in North America. Nevertheless, all major vendors are required to sign agreements to comply with our sourcing policies. Taking into consideration the scale and volume of purchases from vendors outside North America, we have assessed that the risk of labour abuse is minimal. Furthermore, each new vendor undergoes a thorough evaluation process prior to being approved as a supplier.

GOVERNANCE AND STAKEHOLDER ENGAGEMENT

Canfisco has governance and oversight mechanisms in place to identify, evaluate, and mitigate risks related to forced labour and child labour within its operations and supply chains. Senior-level oversight is jointly managed by the Vice President of Corporate Affairs and the Vice Presidents of Human Resources for Canada and the United States. These leaders are responsible for monitoring potential risks, ensuring compliance with applicable legislation, and addressing any identified issues.

Labour and human rights risks are managed through established corporate policies, including the Code of Conduct and related reporting processes. Issues are escalated through internal channels, and appropriate actions are taken where necessary, including engagement with suppliers.

Canfisco also engages with industry associations, regulatory bodies, and other external stakeholders (Pacific Seafood Processors Association, BC Seafood Alliance, Fisheries Council of Canada) to stay informed of legislative developments, emerging risks, and best practices related to ethical sourcing and labour standards.

FORCED AND CHILD LABOUR REMEDIATION MEASURES

Canfisco maintains processes to identify and address potential instances of forced labour or child labour should they arise within its operations or supply chains. Employees and contract workers are encouraged to report concerns related to unethical conduct, labour practices, or policy violations through established reporting channels, including direct reporting to Supervisors or Human Resources.

Reports may also be made through confidential reporting mechanisms, including a secure hotline and email, without fear of retaliation. All reports are taken seriously, reviewed, and investigated.

If forced labour or child labour is identified or reasonably suspected within Canfisco's operations or supply chains, the company is committed to taking prompt and appropriate action. This may include engaging with the affected supplier, suspending, or terminating the business relationship, and implementing corrective measures to address the issue.

As of the date of this Report, Canfisco has not identified any instances of forced labour or child labour in its operations or supply chains. Nevertheless, Canfisco remains committed to strengthening its processes to ensure that effective remediation measures are in place should risks or incidents be identified in the future.

LOSS OF INCOME – REMEDIATION MEASURES

Given our evaluation of the supply chain as presenting low risk and the limited volume of purchases from countries of concern, no specific remediation measures for forced or child

labour are currently in place. At the time of this Report, we are not aware of any instances of forced or child labour within our supply chain. Nonetheless, we remain committed to creating processes that will help identify these incidents and develop suitable solutions.

TRAINING

Understanding and complying with the Code of Conduct policy is a condition of working at Canfisco. All new hires are given a copy of the company policies, including the Code of Conduct, Bullying and Harassment, and Whistleblower policy, when they are onboarded.

Office and management staff are reissued company policies annually as a reminder of the company's expectations and obligations as employees. Executive staff and senior management are also required to annually sign off on policy compliance. There is no training specific to child or forced labour provided at this time.

ASSESSING EFFECTIVENESS

We will continue to assess the effectiveness of our policies, procedures, and practices to ensure they remain current and effective in reducing forced and child labor risks in our operations and supply chains.

We also rely on third-party audits and regulatory inspections of our facilities to support the assessment of labour practices. Many operating locations are subject to external audits and reviews conducted by government regulators and independent third parties focused on labour, health and safety, food safety, and ethical standards.

These inspections provide additional assurance that employment conditions meet legal and regulatory requirements and that policies are applied in practice.

As supply chain risks, legislation, and business operations evolve, Canfisco will continue reviewing and improving its controls. This includes assessing new suppliers, tracking legislative developments, and enhancing internal controls to maintain effective policies and practices.

APPROVAL AND ATTESTATION

This Report was approved pursuant to section 11(4) of the Act and has been submitted to Public Safety Canada. This Report is also available on our company website at **www.canfiscogroup.com**.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of President of Canfisco, attest that I have reviewed the information contained in this Report for Canfisco. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed within this Report.

A handwritten signature in black ink, appearing to read 'Dave Morris', with a stylized flourish at the end.

Dave Morris on behalf of Canfisco
President, May 21, 2026

I have the authority to bind Canfisco.