



CANADA PACKERS INC.

Report Pursuant to the Fighting Against
Forced Labour and Child Labour
in Supply Chains Act (“Modern Slavery Act”)

Fiscal Year 2025

About this Report

Canada Packers Inc. has prepared this report (the “Report”) pursuant to the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for its fiscal year ended December 27, 2025 (the “Reporting Period”). This Report describes the steps taken by Canada Packers during the Reporting Period to prevent and reduce the risk of forced labour or child labour in our operations and supply chains. It has been prepared in accordance with the mandatory reporting criteria set out in the Act.

Introduction

Canada Packers is a leader in sustainably produced, premium quality, value-added pork products, built on a legacy of excellence and innovation. It was formed as an independent company on October 1, 2025. Prior to this date, the Company’s business and operations were part of the pork business of Maple Leaf Foods Inc.

As a vertically integrated pork production and processing company, Canada Packers’ diversified business mix and differentiated business strategy has demonstrated resiliency through market cycles. We are among North America’s largest producers of pork raised without antibiotics (“RWA”) and a key supplier of RWA and conventional pork products to customers in Canada, the U.S., Japan and other international markets. Canada Packers prides itself on industry leading best practices in sustainability, animal care and worker safety. We view sustainability as key to our vision and our growth strategy, and it forms the basis of our premium programs and commitment to shared value.

Our values guide our decision-making processes and are an integral part of our vision to set the global standard for sustainable pork. Our values also fuel our disciplined approach to our farming and processing operations, and our efforts to drive excellence in delivering meat made right, with purpose and integrity.

Building on our vision and values, Canada Packers has adopted a Code of Business Conduct and Supplier Code of Conduct, and we condemn all forms of forced labour and child labour. We expect our directors, officers, team members, suppliers, and subsidiaries to act with integrity, to comply with all laws and regulations applicable to Canada Packers in the jurisdictions where we operate, and to comply with our policies, procedures and the codes of conduct that we have adopted.

Structure, Activities and Supply Chain

Structure

Canada Packers is a corporation incorporated under the *Canada Business Corporations Act*. On October 1, 2025, after completing our planned separation from Maple Leaf Foods Inc., Canada Packers became an independent, publicly traded company on the Toronto Stock Exchange trading under the symbol “CPKR”.

Our head office is located in Mississauga, Ontario and our agricultural and processing operations are all located in Canada, with a farming network across Western Canada and two processing plants, one in Alberta and the other in Manitoba. We serve customers domestically and internationally through five dedicated sales teams in Canada, Japan, South Korea, China and the Philippines.

In total, we employ over 3700 people, of which over 2500 are covered by collective agreements and almost all of which are located in Canada (with the exception of the small international sales teams).

Activities and Supply Chain

Canada Packers operates an integrated pork production business that includes hog production and pork processing operations. We produce and distribute fresh pork products to customers across retail, foodservice, and industrial channels in domestic and international markets.

To support our operations, we rely on a broad network of suppliers providing feed, agricultural inputs, live animals, ingredients, packaging, equipment, transportation, veterinary services, sanitation and facilities services, professional services, energy and utilities, and other indirect goods and services. The majority of sourcing occurs through Canadian and North American suppliers; however, some goods and services may be sourced internationally, including from jurisdictions where labour standards vary.

Canada Packers is committed to maintaining our high standards of integrity, respect, and ethical conduct in all business relationships. These expectations apply to our team members, suppliers, contractors, and business partners. We believe in responsible sourcing practices designed to support fair and transparent procurement processes. We are also working to identify, assess, and monitor areas of potential risk within our supply chain,

including risks related to forced labour and child labour, and are committed to taking appropriate action where risks are identified.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

Canada Packers continues to advance our policies and processes to identify, prevent, and mitigate risks related to forced and child labour across our operations and within our supply chain.

We oppose all forms of forced labour including bonded labour, indentured labour, trafficked labour, prison labour, or any work performed under threat or coercion. We also oppose child labour strictly prohibit the employment of individuals below the legal minimum age in the jurisdictions where we operate.

Our policies and processes are informed by the International Bill of Human Rights, which consists of the Universal Declaration of Human Rights and the core International Labour Organization Conventions (“International Labour Standards”) and are designed to meet or exceed applicable laws.

Code of Business Conduct

Our Code of Business Conduct is grounded in our values, and serves as our operational framework and accountability model, setting an expectation that all directors, officers, team members adhere to high standards of ethical, moral, and legal business conduct. We do not condone any activities by team members that violate the law or reflect unethical practices, including forced labour, child labour, bribery and corruption. Salaried team members are required to review and certify compliance with the Code of Conduct annually and all team members are expected to report any violations.

Concerns may be reported through management, Human Resources, or our confidential EthicsLine, which is operated by an independent third party and available in multiple languages. All reported matters are reviewed and investigated as appropriate. Findings are reported to the Ethics Committee, and remediation measures are implemented where required. The Human Resources and Compensation Committee of the Board receives regular reporting on ethics and conduct matters.

Supplier Code of Conduct

Canada Packers values supplier and service relationships. These relationships are founded on trust and cooperation to enhance food quality, animal care and sustainability. We seek partners who align with our values and adhere to our standards.

Our suppliers are expected to uphold the human rights of all workers and treat them with dignity and respect, guided by International Labour Standards. Our Supplier Code of Conduct, expects suppliers to commit to the following labour practices within their own operations and their supply chains:

- Ensure that employment is freely chosen and forced, bonded, indenture or trafficking employment shall not be used
- 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

It also sets standards with respect to business ethics beyond labour practices, (including a zero-tolerance policy with respect workplace violence, bribery, corruption and extortion), health and safety, environmental performance, and animal care.

Suppliers are expected to have management systems designed to ensure compliance with the Supplier Code of Conduct and applicable laws. Suppliers are also expected to report any violations of the Supplier Code of Conduct or unethical conduct. Reporting can be made directly to Canada Packers’ management or through our EthicsLine.

Age of Employment Policy

Our Age of Employment Policy reinforces our prohibition against child labour and forced labour. We do not employ individuals below the legally permitted age and do not permit any form of coercion or involuntary labour.

Additional Policies and Frameworks

Canada Packers maintains robust human resources policies and procedures which promote non-discrimination, a workplace free from bullying, harassment and violence, fair wages, benefits and working hours, freedom of association and the right to collective bargaining. Our policies and programs are deeply rooted in our values and

ethical standards and are informed by International Labour Standards. We also have an extensive occupational health and safety programs to create safe and healthy working conditions that meet and often exceed applicable laws.

Due Diligence Processes: Steps taken in 2025

Since becoming an independent company in October 2025, Canada Packers has taken the following steps to prevent and reduce the risk of forced labour or child labour within our own operations and within our supply chain.

- Adopted and implemented a Code of Business Conduct
- Implemented an annual compliance certification process for salaried team members
- Promoted awareness of our values and the Code of Business Conduct through our on-line communications platform, available to team members in the language of their choice
- Adopted and implemented Respect in the Workplace and Age of Employment policies
- Adopted a Supplier Code of Conduct
- Adopted and implemented a confidential, multilingual EthicsLine available to team members and suppliers
- Engaged with our team members, Unions, suppliers, customers and other stakeholders
- Received transitional social compliance support as part of the separation from Maple Leaf Foods

Canada Packers remains committed to refining our policies and processes to prevent and reduce the risks of forced labour and child labour throughout our operations and supply chain.

Risk Assessment and Remediation

Risk of child and forced labour is assessed based on factors such as geographic risk, industry risk, nature of labour and tier level within the supply chain. These considerations will be further assessed as Canada Packers advances its enterprise risk management initiative.

Operations Risk Assessment

We consider the risk of child and forced labour occurring within our operations to be relatively low considering the location of our operations. All our farming and processing operations are located within Canada which is known to have robust employment and labour standards, as well as a lower prevalence of child and forced labour, lower risk of vulnerability to child and forced labour and robust regulatory response.¹ Further, the majority of our team members are covered by collective agreements and have union representation. To the extent we participate in Canadian temporary foreign worker programs at our largest processing facility, we have rigorous processes in place to mitigate the risk of forced labour, the adequacy of which we previously assessed through a Human Rights Impact Assessment that was completed at the plant in 2024.

Supply Chain Risk Assessment

Among the areas of risk within our supply chain include agency and temporary labour; suppliers of raw materials, ingredients, packaging, equipment or other inputs where we do not have direct oversight or management controls; subcontractors; and third-party transportation and logistics companies. Some of these goods and services may be sourced internationally, including from jurisdictions where labour standards vary. As discussed above, we have adopted a Supplier Code of Conduct to which our suppliers are expected to adhere. As a newly formed independent company, most of our suppliers are legacy suppliers that were vetted through the supplier selection processes at Maple Leaf Foods. We are further evaluating the risk profile of our supply chain and our supplier selection, onboarding, contract terms and other ongoing requirements.

Remediation

During the Reporting Period, to our knowledge, no instances of forced labour or child labour were identified within our operations or supply chain. Accordingly, no remediation measures were required, and no loss of income to vulnerable families resulted from actions taken by Canada Packers.

Training

The annual certification of our Code of Business Conduct ensures that our salaried team members are aware of and trained on our Code of Business Conduct, our Values, and several supporting human resource and safety policies. Expectations with respect to ethical conduct are reinforced through our communications initiatives and online communications platform available in multiple languages.

¹ Walk Free Global Slavery Index <https://www.walkfree.org/global-slavery-index/findings/global-findings/>

Suppliers are expected to operate in alignment with the principles outlined in our Supplier Code of Conduct, which is publicly available on the company's website. We are continuing to assess opportunities to further strengthen the communication and integration of these expectations within our procurement processes over time.

Assessing our Effectiveness

As a newly formed company, we are evaluating the key metrics by which we assess the effectiveness of the policies and processes to reduce and prevent the risk of forced labour and child labour within our operations and supply chain. At this time, our metrics include the following:

Activity	Measuring Effectiveness
Governance	Human Resources and Compensation Committee of the Board receives quarterly ethics reporting Safety and Sustainability Committee of the Board receives quarterly occupational health and safety reporting Annual review of Code of Business Conduct, Supplier Code of Conduct and Age of Employment Policy Annual Code of Business Conduct certification by salaried team members
Risk Management and Monitoring	EthicsLine reporting, investigations and corrective actions tracked Engaging with stakeholders, including participation in customer audits Monitoring of relevant media reports

Conclusion

Canada Packers stands firm in our commitment to advancing human rights, acting with integrity, behaving responsibly and treating people with respect in all areas of our operations and within our supply chain. We will continue to collaborate with our industry partners, customers and suppliers to advance our due diligence framework too protect against any forced or child labour.

Approval and Attestation

This report was approved by our Board of Directors on March 3, 2026. 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 and 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.

"Michael H. McCain" (signed)

Michael H. McCain
 Executive Chair, Canada Packers Inc.
 March 3, 2026
 I have authority to bind the Corporation.