



**Joint report by ALIMENTS JEFO INC. and JEFO INTERNATIONAL INC.
for the year 2023 in accordance with the provisions of the
Fighting Against Forced Labour
and Child Labour in Supply Chains Act
S.C. 2023, C.9 (Canada)**

April 2024



ALIMENTS JEFO INC. and JEFO INTERNATIONAL INC.

This report (hereinafter referred to as "Report") concerns ALIMENTS JEFO INC. and its wholly-owned Canadian taxable subsidiaries namely JEFO NUTRITION INC., JEFAGRO TECHNOLOGIES INC., JEFO SANTÉ ANIMALE INC., on the one hand, and JEFO INTERNATIONAL INC. and its subsection in the United States, Mexico, Colombia, Brazil, Turkey, China and Taiwan on the other hand (hereinafter collectively referred to as "JEFO", the "Company", "we", "us" or "our"), pursuant to subsection 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9 (hereinafter, the "Act") and relates to our most recent fiscal year ended July 31, 2023. This report outlines the measures taken to prevent and mitigate the risks associated with forced labour or child labour at any stage of production or importation of goods, whether in Canada or abroad, by the company.

Company History

JEFO NUTRITION INC was established in 1982 and is incorporated under the Canada Business Corporations Act, R.S.C. (1985), c. C-44 (hereinafter, the "CBCA"). The company's head office is located at 5020 Jefo Avenue, P.O. Box 325, Saint-Hyacinthe, Quebec, Canada, J2S 7B6.

JEFO INTERNATIONAL INC was established in 2018 and is incorporated under the Quebec Business Corporations Act (QBCA, C. S-31.1) (the "QBCA").

Areas of Business

JEFO's products and services focus on the following areas:

- Manufacture of dry and liquid nutritional products for feed of livestock, including dairy cows, pigs, poultry, fish, horses, and others, and pets (collectively "Animals").
- Local distribution and export of products manufactured by or for JEFO.
- Distribution of ingredients such as amino acids, minerals, vitamins and other ingredients needed for animal feed.

A non-exhaustive list of JEFO products is included in the appendix (please consult our website www.jefo.ca for more information).

JEFO employs more than 250 people worldwide and markets its products in several countries, particularly in North America, South America, Central America, Europe, the Middle East, and several other countries in Central Asia, Southeast Asia and Asia-Pacific.

Supply Chain

The key ingredients used in the production of JEFO solutions for animal feed, as well as the feed additives we distribute, are provided to us by many suppliers with whom we have long-standing business relationships. These ingredients comply with the standards and laws of the countries where the products will be marketed.



Governance, Policies and Due Diligence Processes

Overview

We are committed to respecting human rights in all aspects of our operations and business activities. We also integrate the principle of responsible business conduct into our policies and management systems.

Our Board of Directors is responsible for the overall governance of JEFO and monitoring of business management.

The Board of Directors has established a committee to assist it in carrying out its monitoring responsibilities, including with respect to corporate social responsibility and compliance with legal and regulatory requirements, including the one discussed in this report.

Code of Conduct

In 2023, we introduced the "Code of Conduct", which outline the requirements that our suppliers must comply with in terms of business integrity, anti-corruption efforts, work behaviour, health and safety, as well as environmental management and child protection. We require our suppliers, as well as all members of the JEFO Group, to respect these rules to comply with all applicable laws, regardless of where we operate. This Code of Conduct is particularly strict in terms of child protection, and do not accept any form of child labour, forced labour, exploitation of human beings, whether during our activities, or those of our suppliers.

Suppliers must acknowledge that they have read JEFO's Code of Conduct for Suppliers, which set out the company's expectations for suppliers in terms of business integrity and anti-corruption efforts, work behaviour, child labour, health and safety, and environmental management. JEFO reserves the right to amend, update and review its Code of Conduct for Suppliers from time to time. A copy of the Code of Conduct for Suppliers will be posted on the following website: [JEFO's Code of Conduct for Suppliers](#)

In addition, JEFO's supply and distribution contracts now include a mandatory clause to adhere to the company's Code of Conduct.

This Code of Conduct applies to JEFO and its subsidiaries, as well as to all its employees, including directors and officers. The company's business partners and suppliers are also required to comply with the principles described in the Code of Conduct in their own business operations and activities.

Assessing and Managing Our Risks

We have begun the process of identifying the risks associated with forced labour and child labour in our supply chain. A small number of suppliers have not yet validated their operations in relation to JEFO's Code of Conduct requirements. We make every effort to ensure that our supply chain is free from forced labor and child labor. We do this by controlling the parameters within our reach and relying on our suppliers' integrity. However, we acknowledge that there is still a risk of such practices among indirect suppliers. Therefore, we remain vigilant and proactive in our measures to prevent these situations. We will remain vigilant and continue to maintain an appropriate risk management process in our operations.



Corrective Actions

The Company is committed to the highest possible standards of ethics, morals and business conduct.

Training

Although the Company does not currently provide training to employees on forced labour or child labour, each JEFO employee must sign a declaration confirming that they have read and understood the Code of Conduct. All employees are required to read the Code of Conduct and sign the Declaration on the Code of Conduct Annual Review. The members of JEFO's Board of Directors certify that they have read, understood and enforced the Code of Conduct provisions. In addition, we intend, soon, to provide specific training sessions on forced labour and child labour to those affected in a timely manner.

Any violation of the Code of Conduct by an employee may result in disciplinary measures and sanctions, up to and including dismissal, and certain violations of the Code of Conduct may lead to lawsuits. The Company expects third parties it interacts with to adopt standards consistent with the Code of Conduct and may terminate any business relationship with a third party acting inconsistently with its values.

Although we are aware of the inherent complexity in evaluating the effectiveness of our actions to ensure the absence of forced labour or child labour throughout our supply chain, we acknowledge the importance of such an evaluation to mitigate risks.

To assess the effectiveness of the various measures we have implemented to mitigate the risk of forced labour and child labour within our operations and supply chains, we are committed to taking the necessary steps to evaluate their effectiveness.

Approval and Certification

This report has been approved by the Board of Directors of JEFO NUTRITION INC. and ALIMENTS JEFO INC. in accordance with paragraph 11(4)(a) of the Act.

As required by the Act, and particularly its section 11, I, the undersigned, certify that I have reviewed the information contained in this report for the above-listed entity. To the best of my knowledge, and with the reasonable due diligence, I confirm that the information contained in this report is true, accurate, and complete in all material respects for the purposes of applying the Act for the stipulated year.

I have the power to bind JEFO.

By:

Full name:



Jean Fontaine

Title:

President and Chief Executive Officer

Date: April 15, 2024