

Annual Report – Bill S-211

Fighting Against Forced Labour and Child Labour in Supply Chains

Entity: Bio Biscuit inc.

Financial Year: June 1, 2025 to May 31, 2026

0. Introduction and Legal Framework

This report is produced in accordance with the

This report is produced in accordance with the **Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)**, which came into force on January 1, 2024.

It describes the measures taken by Bio Biscuit inc. during the covered financial year to prevent and reduce the risk of forced labour and child labour in its operations and supply chain.

◊ *Internal sources to reference: Politiques_Cadres_FR | Supplier Code of Ethics (FAC1.4)*

1. Organizational Structure, Activities, and Supply Chains

1.1 Organizational Structure

Bio Biscuit inc. is a company engaged in the manufacturing and distribution of specialized food products.

(Briefly describe: legal structure, main sites, key functions)

1.2 Main Activities

The main activities of Bio Biscuit inc. include:

- procurement of raw materials and packaging
- food product manufacturing
- warehousing and distribution

1.3 Supply Chains

The supply chain includes, among others:

- ingredient suppliers
- packaging suppliers
- production-related service suppliers

◊ *Internal sources to cite: Supplier Approval Instructions (IAC1.1) | Supplier Performance Assessments (IAC15.1)*

2. Due Diligence Policies and Processes

2.1 Internal Commitments and Policies

Bio Biscuit inc. has implemented policies governing respect for human rights, including:

- prohibition of forced labour

- prohibition of child labour
- respect for fair and lawful working conditions

2.2 Supplier Code of Ethics

Suppliers are required to comply with the Supplier Code of Ethics, which covers, among other things:

- human rights
- freedom of association
- complaint mechanisms
- record keeping

2.3 Due Diligence Processes

Due diligence processes include:

- initial supplier assessment
- requirement of certifications, audits, or equivalent documents
- periodic reassessment of at-risk suppliers

◊ *Key internal documents: Politiques_Cadres_FR | FAC1.4 Supplier Code of Ethics | IAC1.1 Supplier Approval*

3. Risk Identification in Operations and Supply Chains

3.1 Risk Identification Approach

Bio Biscuit inc. identifies risks through:

- analysis of supplier type
- nature of raw materials
- available certifications and audits

3.2 Potential Risk Areas and Situations

Potential risks may include:

- international procurement
- raw materials sourced from higher-risk markets
- indirect subcontracting

3.3 Risk Mapping

Supply Chain Segment	Potential Risk Factors	Estimated Risk Level	Mitigation Measures in Place
Ingredient Suppliers	International origin of some inputs; complex agricultural supply chains	Low to moderate	Supplier approval process, certification or audit requirements, compliance with Supplier Code of Ethics

Supply Chain Segment	Potential Risk Factors	Estimated Risk Level	Mitigation Measures in Place
Packaging Suppliers	Possible indirect subcontracting by certain suppliers	Low	Initial assessment and periodic reassessment of suppliers; contractual requirements
Service Suppliers	Access to production sites; labour subcontracting	Low	Supplier selection based on established criteria; contractual framework and monitoring
International Procurement	Regulatory differences across jurisdictions	Moderate	Documentary analysis, recognized certifications, third-party audits or assessments where required
Indirect Subcontracting	Reduced visibility into downstream practices	Low	Clear expectations for suppliers, right of review and corrective actions if necessary

4. Measures to Prevent and Reduce Risks

Measures implemented include, among others:

- contractual requirements for suppliers
- documented audits and assessments
- quality and compliance monitoring mechanisms

These measures are integrated into procurement and supplier management processes.

◊ *Internal sources: IAC1.1 / IAC15.1 | Supplier Code of Ethics*

5. Remediation Measures

5.1 Non-Compliance Management

When a non-conformity is identified, Bio Biscuit inc. may:

- require corrective actions
- strengthen monitoring
- suspend or terminate the supplier relationship as necessary

5.2 Prevention of Negative Impacts

Measures aim to address situations while limiting negative impacts on affected workers.

6. Training and Awareness

Bio Biscuit inc. recognizes that training and awareness of its teams are a key element in preventing forced labour and child labour in its operations and supply chain.

To this end, targeted awareness is provided to employees whose roles are directly related to purchasing, procurement, supplier management, and human resources. This awareness covers, among other things:

- the principles of Bill S-211;

- the potential risks of forced labour and child labour in supply chains;
- Bio Biscuit inc.'s expectations regarding ethical compliance and human rights;
- the role of employees in identifying and reporting risk situations.

This awareness is integrated into existing internal communication practices and is periodically updated to reflect evolving regulatory requirements and identified risks.

7. Assessment of the Effectiveness of Measures

Bio Biscuit inc. assesses the effectiveness of the measures put in place to prevent and reduce the risk of forced labour and child labour through existing monitoring and control mechanisms.

The effectiveness assessment is based, among other things, on:

- the results of periodic supplier evaluations and reassessments;
- supplier compliance with the requirements of the Supplier Code of Ethics;
- monitoring and management of non-conformity situations, including the implementation of corrective actions when required;
- periodic review of internal policies and processes related to human rights and the supply chain.

These mechanisms allow Bio Biscuit inc. to ensure continuous and proportionate risk monitoring, as well as continuous improvement of its practices in relation to the requirements of Bill S-211.

8. Approval and Attestation

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, I certify that, to the best of my reasonable knowledge and after due verification, the information contained in this report is accurate, complete, and truthful in all material respects for the covered financial year.

This report has been approved by the competent governing body of Bio Biscuit inc., in accordance with the requirements of Bill S-211.

Authorized Signature:

Name: David Gaucher

Title: General Manager / Vice-President

Date: May 11, 2026

This report is published in accordance with the requirements of Bill S-211.