

May 1, 2025 - April 30, 2026 (FY26)

FORCED LABOUR REPORT

CANADIAN REPORT ON FORCED LABOUR
AND CHILD LABOUR IN SUPPLY CHAINS



P&H FOODS INC.
A Parrish & Heimbecker company



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REPORT OVERVIEW

Corporate social responsibility is the notion that organizations have a responsibility to do what's best for their business, people, environment, and community. Annual social responsibility reporting is essential for organizations to transparently communicate with the public, regarding their initiatives and progress.

In Canada, in 2023, social responsibility reporting became a legal requirement for organizations meeting certain thresholds. [The Fighting Against Forced Labour and Child Labour in Supply Chains Act](#) (the "Act") outlines Canada's international commitment to contribute to the fight against forced labour and child labour; imposing reporting obligations of organizations producing goods in Canada (or elsewhere) or importing goods produced outside Canada.

Further, similar international legislation such as the [UK's Modern Slavery Act 2015](#) and [Australia's Modern Slavery Act 2018](#), support a global initiative in reporting mandates, and actions to address identified supply chain risks.

In our organization's commitment to provide healthy, nutritious and sustainable food for Canadians, we fully support the initiative of preventing forced labour and child labour within our operations and supply chain, contributing to global social responsibility.

This report adheres to the legislated guidelines and structure of the Act, providing transparency of the organization's Corporate Social Responsibility Program including actions taken to prevent and reduce the risk of forced and child labour, analysis of operational structure and supply chains, organizational policies and due diligence processes, risk management, remediation measures and employee training.

This report covers Fiscal Year 2026, from May 1, 2025 to April 30, 2026.



COMPANY STRUCTURE

P&H Foods Inc. is a Canadian, family-owned egg organization with deep roots in the country's agricultural history. Our origins date back to 1934, when Lyle and Ina Gray established a small family egg farm and grading station in Ridgetown, Ontario. From these beginnings, the business grew into Gray Ridge Eggs, one of Canada's leading egg organizations.

Over time, the organization expanded beyond Ontario and beyond shell eggs, building a national presence and diversifying its offerings. Today, P&H Foods Inc. includes a network of trusted brands across Canada, including Golden Valley Foods in British Columbia and Sparks Eggs in Alberta, as well as value-added and industrial partners such as EggSolutions, Global Egg, EggSolutions Vanderpol's, and EggSolutions EPIC.

Together, these operations enable us to provide Canadians with a comprehensive range of safe, high-quality products, from farm-fresh shell eggs to innovative egg products and industrial solutions.

P&H Foods Inc. is part of Parrish & Heimbecker, Limited (P&H), a Canadian, family-owned company founded in 1909. P&H serves farmers and customers through grain merchandising, crop inputs, flour milling, and animal feed production, supported by a national network of facilities and global market connections. This broader agri-food expertise strengthens our ability to deliver value across the supply chain.

We remain committed to delivering safe, high-quality eggs from Canadian farms to households, restaurants, and food manufacturers. Guided by our history and supported by a strong national network, we continue to build for the future while upholding the values of quality, reliability, and innovation.



WHO WE ARE

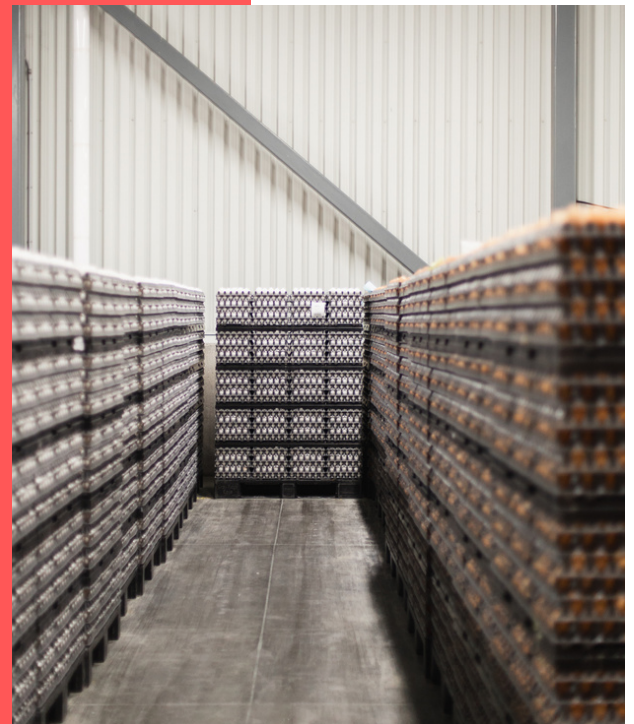
The organization's vision and values are innovative in nature inspiring a growth mindset, where challenges become opportunities and change stimulates fresh perspectives. We strive to live our values in all that we do including social responsibility. Creative thinking and innovation have and will continue to allow us to adapt to our evolving global economy, while navigating respective risks and challenges.

With over 10 languages spoken throughout our organization, and individuals representing countries around the globe, we are proud of our diverse workforce. Our team members provide unique perspectives within our daily operations, collaborating to improve efficiencies and identify opportunities.

WHAT WE DO

P&H Foods Inc. is a leader in the egg and egg products industry, drawing upon decades of industry experience offering a comprehensive range of brands including but not limited to Gray Ridge Egg Farms, Conestoga Farms, Farmers Finest, Sparks Eggs, Golden Valley Eggs, Global Egg, Egg Solutions, and Perth County Ingredients.

We believe that our goals in social and environmental responsibility in conjunction with the products that we offer, will provide a competitive advantage in longevity and ethical business management. We look forward to the future and the positive change that will leverage our operations.



STEPS TAKEN TO PREVENT AND REDUCE THE RISKS OF FORCED LABOUR AND CHILD LABOUR



P&H Foods Inc. has developed organizational values and business practices that reflect our commitment to operating ethically and in a socially compliant manner. As a leader in the egg grading and processing industry, we recognize our responsibility to prevent and reduce the risks of forced and child labour. We expect our business partners and suppliers to exhibit the same ethical business practices.

Our last report outlines how we observed the following practices to prevent and reduce the risk of forced labour and child labour within our operations and supply chain.

- Internal risk assessments of the potential for forced labour and/or child labour in the organization's activities and supply chains.
- Implementation monitoring for effectiveness of the organization's 2023 action plan for addressing forced labour and/or child labour.
- Regular review of our organizational Code of Conduct, policies, and procedures relating to workplace behaviour and freely chosen employment.
- Regular refresher training with our employees relating to our Code of Conduct, policies, and procedures.
- Action plan development to further support DEI (diversity, equity, inclusion) within our operations.
- Continuation of our leadership learning program.
- Development and introduction of our micro leader learning program.
- Monitoring of facility-specific occupational health and safety management systems; maintaining Certificate of Recognition (COR) at several of our facilities.
- Adherence to our vigorous recruitment and onboarding practices validating age of employment eligibility, ID verification, hours of work/rest, workplace behaviour, and occupational health and safety management system.
- Scheduling and facilitating various third-party social compliance audits throughout the organization.

- Provision of a confidential EAP (Employee Assistance Program) for all employees and members of their household.
- Annual review of our food safety program and practices; accreditations with SFCR and GFSI.
- Development and facilitation of supplier social compliance auditing.

In FY26, we observed the following practices to prevent and reduce the risk of forced labour and child labour within our operations and supply chain:

- Compiled data from supplier social compliance audits.
- Completed risk assessments within our supply chain.
- Developed social compliance auditing processes for other vendors beyond suppliers.
- Developed supplemental social compliance training for all levels of team members.
- Completed comprehensive internal audits of temporary staffing agencies utilized by the organization.

In FY27, we will continue to strengthen our approach to preventing and reducing the risk of forced labour and child labour across our operations and supply chain. Building on the assessments, and audits completed in previous years, our focus will remain on continuous improvement, including:

- Ongoing internal audits and risk assessments within our supply chain, including continued review of suppliers, staffing agencies, and contractors to verify compliance with social and ethical standards.
- Continued scheduling and facilitation of internal and third-party social compliance audits to assess effectiveness and identify areas for improvement.



- Continued monitoring of recruitment, onboarding, and employment practices to ensure age verification, appropriate hours of work and rest, and safe, respectful working conditions.

ACTIVITIES AND SUPPLY CHAINS

Our company's operations include food processing and further prepared food processing facilities. We pride ourselves on supplying locally sourced, healthy eggs and egg products to Canadians. Our products are sold through retail, wholesale, and food service providers. Our suppliers provide farm fresh eggs, packaging materials, processing machinery, and other food processing related goods and services. Our suppliers are located primarily within North America.

Our purchasing activities are highly concentrated. The vast majority of our purchases fall under two categories: eggs and packaging material. Municipal utilities and government agencies, subject to extensive government regulations, each contribute approximately 1%. In total, approximately 90% of our purchases are sourced from this concentrated group of vendors.

In our last report, we outlined how we enhanced our sourcing process, through the development and implementation of a comprehensive supplier social responsibility questionnaire identifying the potential risk of, and mitigation strategies regarding forced labour and child labour.

Further supporting this process in FY26, we have implemented a formal risk assessment process and scorecard for the evaluation of supplier questionnaires. We are committed to adhere to the highest level of ethical business practices and follow sourcing processes that identify and monitor areas in our supply chain where there may be a risk of forced and/or child labour.

POLICIES AND DUE DILIGENCE PROCESSES

Ethical business operations are the core of our organizational mission, vision, and values. We believe that innovative and successful businesses are run with the best interests of our community, employees, customers, suppliers, and stakeholders in mind. Recognizing and respecting human rights is the responsibility of all employees and is a shared practice throughout our organization.

CODE OF CONDUCT, RESPECTFUL WORKPLACE BEHAVIOUR POLICY, ETHICAL BUSINESS PRACTICE POLICY

The purpose of our Code of Conduct is to leverage our organizational values and ensure an ethical workplace by providing guidance on the principles, standards, and responsibilities of conduct for all employees. We believe that it is essential for all employees to expand their understanding of the legal and social issues that arise in the work environment and communicate that understanding to others where appropriate.

All employees are expected to adhere to our Respectful Workplace Behaviour Policy defining guidelines for ethical workplace practices. This policy stipulates expectations as they relate to violence, harassment, bullying, and discrimination. Under these policies, our organization outlines our expectations and the potential adverse impacts of noncompliance on our employees, operations, and business relationships.

In addition, we clearly define prevention, reporting, and investigation procedures as well as protection from retaliation and/or reprisal against individuals acting in good faith in reporting breaches of conduct. All employees are expected to report any suspected breaches of conduct to human resources immediately. Reports are taken seriously and investigated with the utmost of confidentiality. Further, a third-party employee assistance program provides additional support for those in need. Our organization has a zero-tolerance policy for actions that violate the law or demonstrate unethical business practices, including forced labour and child labour.

Our commitment to social responsibility is further communicated through our national Ethical Business Practice Policy which was implemented across all facilities within our organization in 2024. This policy adheres to the standards set forth by the Ethical Trading Initiative (ETI) in the ETI Base Code.

ADDITIONAL POLICIES

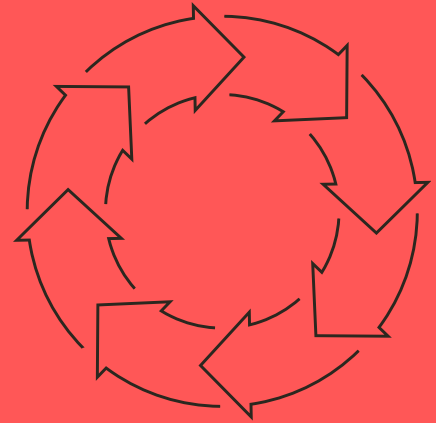
Complimenting the Code of Conduct, Respectful Workplace Policy and Ethical Business Practice Policy, our organization has implemented several additional human resources, food safety, and health and safety policies and procedures that speak to our commitment to ethical business practices as recommended by guiding authorities such as the Ethical Trading Initiative.



DUE DILIGENCE PROCESSES

Maintaining processes that enforce due diligence is of the utmost importance. In keeping with this initiative, our organization has implemented comprehensive recruitment and onboarding strategies ensuring the prevention of forced and child labour. These strategies address areas including but not limited to age of employment eligibility, ID verification, hours of work/rest, proof of required credentials, workplace behaviour, and occupational health and safety.

To further enhance our due diligence processes in FY26, we have developed processes for regular internal auditing of temporary staffing agencies used by the organization as well as a vendor social responsibility questionnaire and risk assessment matrix.



FORCED LABOUR AND CHILD LABOUR RISKS

We began to assess our supply chain for risks of forced and child labour in 2023. While we have yet to identify any instances of forced or child labour, we recognize that there may be areas within our supply chain where these practices exist.

Our customers regularly initiate social compliance audits within our operations. Social compliance audits set out to ensure that we are protecting the health, rights and safety of our employees and contractors. We welcome these audits as an opportunity to continually improve. Our last report outlines how we broadened the scope of our social compliance understanding to include internal assessments of all operations and expansive supplier assessments that specifically seek to prevent forced and child labour.

Should we identify instances of forced or child labour in our supply chain, we will educate our suppliers on the issues identified and where appropriate support them in resolving the issues to better align with P&H Foods Inc. values. If we are unable to reach a satisfactory resolution to the issues identified, we are prepared to suspend and/or terminate business relationships to remain values consistent.

REMEDIATION MEASURES

No instances of forced or child labour have been reported or identified within our operations or supply chain.



REMEDIATION MEASURES OF LOSS OF INCOME

No instances of loss of income to vulnerable families related to measures taken to eliminate the use of forced or child labour have been reported or identified within our operations or supply chain.

TRAINING

Respectful dialogue, transparent communication and on-going growth and development are among our organizational values. We live these values by providing comprehensive on-boarding and annual learning programs for all employees. These programs include training surrounding our values, Code of Conduct, Respectful Workplace Policy and DEI (diversity, equity, inclusion) as well as other supporting policies from our human resources, food safety, and health and safety teams. Employees participate in the learning programs and acknowledge their understanding and adherence.

In addition, we provide leadership development opportunities that leverage our initiatives of being a top employer with a focus on ethical supply chain management. Our last report outlines how we continued the facilitation of our “Leadership Learning Program” in support of leadership development, and began issuing a series of diversity, equity, and inclusion training modules for all employees.

To enhance our commitment to ethical training initiatives in FY26, the following learning opportunities were developed and facilitated for all employees,

- Leader micro-learning series including topics such as human rights, modern slavery, due diligence, mental health, etc.
- Employee toolbox learning series including topics such as social responsibility, business ethics, environmental sustainability, etc.
- Continuation of our DEI series for all employees.

In FY27, we will continue building on the training initiatives completed in past years. Our focus will remain on continuous improvement and education, including:

- Ongoing training and refresher programs for employees at all levels, reinforcing expectations related to our Code of Conduct, freely chosen employment, workplace behaviour, and social compliance requirements.
- Sustained focus on leadership development, DEI initiatives, and employee support programs to promote an ethical, inclusive, and accountable workplace culture.

Onboarding

**Core
Training**

**Annual
Refreshers**

**Leadership
Development**

**Continuous
Improvement**

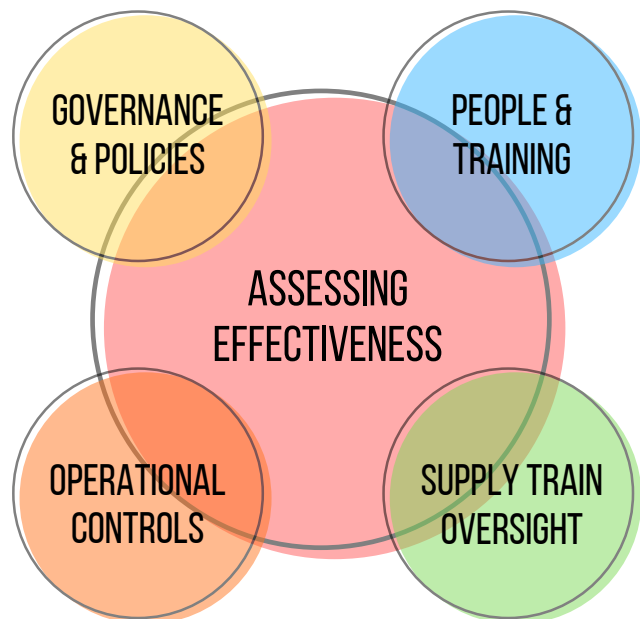
ASSESSING EFFECTIVENESS

To measure and track our efforts in reducing and preventing risks of forced and child labour in our activities and supply chains, we have taken the following actions:

- Implementation of robust health and safety management systems throughout our facilities with annual review processes in place.
- Annual employee surveys to track engagement and awareness and respond to employee concerns.
- Annual review of our food safety program and practices; accreditations with SFCR and GFSI.
- Regular review of our Code of Conduct, (national) Ethical Business Practice Policy and other associated policies.
- Regular formal acknowledgement of our Code of Conduct by all employees.
- Leadership training and ongoing development through our “Leadership Learning Program”.
- Employee training and ongoing development through our DEI learning series.
- Robust auditing processes of existing and potential new suppliers.
- Regular auditing of our social compliance initiatives and procedures as they relate to forced and child labour.
- Partnering with an external organization to conduct an independent review of our actions through customer initiated social compliance audits where applicable.

To further enhance our assessment practices, we have begun implementation of the following actions:

- Learning and development programs for all staff members surrounding human rights, corporate social responsibility, DEI, etc.
- Enhanced auditing practices surrounding contracted staffing agencies.
- Robust auditing processes of existing and potential new vendors and contractors.
- Comprehensive risk assessments of existing and potential new suppliers surrounding forced and child labour.



CONCLUSION

Our organizational values form the foundation of our business practices.

- They speak to our commitment to provide a respectfully inclusive and evolving environment where through respectful dialogue and transparent communication every employee's voice is heard.
- They outline our commitment to fostering a safety conscious and diverse culture that emphasizes the importance of upholding human rights principles throughout our operations. This is evident in our Code of Conduct, Respectful Workplace Policy, and Occupational Health and Safety Management Systems.
- They describe a continuous learning and improvement culture that propels us to review our policies, procedures, systems, and business practices regularly, in search of innovative opportunities for improvement.
- They illustrate an environment where sustainability through ethical resource management provides a filter for our decision-making processes.

These are the values we live by. As we move forward, we are dedicated to consistently exemplifying our values in our pursuit of the prevention of forced and child labour within our businesses and supply chain.

APPROVAL AND ATTESTATION

Reporting year: May 1, 2025 - April 30, 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 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.



John Heimbecker, CEO, Parrish & Heimbecker Limited

May 27, 2026

Date



Kevin Klippenstein, CFO Parrish & Heimbecker Limited

May 27, 2026

Date

We have the authority to bind P&H Foods Inc.