



ANNUAL REPORT

PURPOSE

This annual report for the 2023 financial reporting year has been created by Produits Alimentaires Berthelet Inc. (“**Berthelet**”, “**our**”, or “**we**”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “**Act**”).

OUR COMMITMENT

Berthelet is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Berthelet imports into Canada.

CATEGORIZATION, SECTOR, AND INDUSTRY

Berthelet is headquartered in Quebec, Canada, and operates in the food manufacturing sector. We supply a full range of food products for foodservice retail, healthcare, and industrial use.

In terms of the Act’s threshold requirements, Berthelet has at least \$20 million in assets for at least one of our two most recent financial years and we have generated at least \$40 million in revenue for at least one of our two most recent financial years.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

Our Structure

Berthelet is a wholly owned subsidiary corporation of Solina France SAS and is a member of the Solina Group. Berthelet does not own or control any subsidiaries.

Our Activities

Berthelet manufactures a range of food products in Canada, including but not limited to, jams and jellies; sauces and dressings; soup and gravy bases; cold and hot beverage mixes; syrups; and dessert toppings. We supply these food products within and outside of Canada for foodservice retail, healthcare, and industrial use. Berthelet provides customized food solutions, and we pride ourselves on superior product quality, industry-leading order fill rates, quality control standards, and innovative research and development.

Our Supply Chain



For our manufacturing process, Berthelet purchases various food related products and by-products from distributors based in Canada and the United States. At our request, these distributors provide Berthelet with information on the composition, quality and origin of the ingredients and packaging that is purchased. This exchange of information enables Berthelet to work together with its suppliers in a transparent and comprehensive way.

Steps Taken by Berthelet in 2023

To prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada, Berthelet was supported and bound by the policies and procedures maintained by its parent company, Solina Group. In 2023, the Solina Group maintained several policies applicable to its related entities, which includes Berthelet, including a Supplier Code of Conduct and Human Rights Policy. As outlined in further detail below, these policies explicitly prohibit the use of child labour or forced labour for both suppliers and within the Solina Group of related entities.

POLICIES AND DUE DILLIGENCE PROCESSES

As outlined above, Berthelet is supported and bound by the policies and procedures maintained by its parent company and the Solina Group, which affirm its commitment to abiding by applicable forced labour and child labour laws:

- a) Berthelet is bound by the Solina Group Code of Ethics (the “Code”). The Code applies to all employees within the Solina Group and its related entities and mandates that employees must not take any course of action in their day-to-day performance of work duties that is illegal. The Code affirms that all applicable employment laws will be followed wherever the Solina Group operates. Additionally, the Code explicitly states that members of the Solina Group must respect and support internationally recognized human rights and be guided by the International Labour Organization’s declaration on fundamental principles and rights at work. The Code includes a mechanism for reporting any violations or suspected violations of the Code.
- b) Berthelet is bound by Solina Group’s Human Rights Policy which expressly prohibits all forms of forced labour and child labour. The Human Rights Policy also prohibits the hiring of individuals under 18 years of age for positions where hazardous work is performed, mandates that an assessment of child labour risk is to be included in all supplier audits where the source countries have been identified as at risk, and mandates that verifiable documentation of each employee’s date of birth must be maintained as required by law.
- c) Berthelet is bound by Solina Group’s Supplier Code of Conduct. The Supplier Code of Conduct mandates that a supplier must comply with national legislation and industry standards in their countries of operation. Pursuant to the Supplier Code of Conduct,



suppliers to Solina Group or its partners cannot use or support child labour and/or forced labour.

FORCED LABOUR AND CHILD LABOUR RISKS

Berthelet has not started the process of identifying the risk that child labour and/or forced labour is used in its supply chain. However, on a go forward basis, Berthelet will review the potential risks of child labour and forced labour in its supply chains.

REMEDATION MEASURES

Berthelet has not identified any forced labour or child labour in its activities. As such, it has not undertaken any remediation measures.

REMEDATION OF LOSS OF INCOME

Berthelet has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

TRAINING PROVIDED TO EMPLOYEES

In 2023, Berthelet did not provide training to its employees on forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.

ASSESSING EFFECTIVENESS

Berthelet does not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, as outlined above, the policies and procedures of the Solina Group, which include the Code, Human Rights Policy, and Supplier Code of Conduct, do reduce the risk that child labour and/or forced labour is present in Berthelet's activities and supply chain.

APPROVAL AND ATTESTATION

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 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.

IN WITNESS WHEREOF the authorized signing officer(s) of Produits Alimentaires Berthelet Inc.

have executed this report as of the effective date of the signatures set out below.

SIGNED

05/24/24
Date

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PRODUITS ALIMENTAIRES BERTHELET INC.

Per: 
Name: Guillaume Dubois
Title: President

I have authority to bind Produits Alimentaires Berthelet Inc.