



## **Modern Slavery Statement for the Financial Year ended December 2024**

This statement is made pursuant to Bill S-211, an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Nutri-Nation Functional Foods Inc. (Nutri-Nation) to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing January 2024 and ending December 2024.

Nutri-Nation is a family owned and operated private Corporation. Nutri-Nation operates out of three buildings in Port Coquitlam, BC, with headquarters at 1110 – 1560 Broadway. Founding family members hold key management positions, alongside a team of managers in HR, Accounting, Sourcing, Quality, Safety and other departments.

Nutri-Nation has a zero-tolerance policy for unfair treatment of employees, forced/bonded labour, child labour, harsh/inhumane treatment, and bullying/harassment/discrimination at the workplace. The company is committed to providing equal treatment with respect to employment according to local human rights and labour laws. Nutri-Nation has the following policies and procedures related to Bullying and Harassment, Labour and Human Rights, Grievance in the Workplace, Standards of Professional Conduct, Rights and Responsibility Awareness at all levels of the organization, Equity, Diversity and Inclusion in the workplace. To reinforce the commitment that Nutri-Nation has and ensure continuous improvement the company has developed a social compliance program. This program has been audited against the SMETA (2 pillar) requirements. The company is a member of SEDEX (Supplier Ethical Data Exchange).

### **Supply Chain & Risks Identified**

Nutri-Nation sources materials from suppliers in Canada and USA. All vendors go through a rigorous approval process. Nutri-Nation supplies product to customers in USA. The risks in supply chain which have been identified are based on country of origin of some raw materials. This is not a reflection of our direct suppliers.

Palm oil and palm kernel oil based ingredients originate in Asia where the rate of forced labour, according to the International Labour Organization, is very high. RSPO certification is required, where available, when sourcing these raw materials.

Cocoa is another industry where the risk of forced, and child labour is high. Our suppliers have confirmed they have programs in place that prohibits the use of forced, prison, child, or bonded labour of any kind, including by subcontractors.

These risks have been identified, and Nutri-Nation will continue to assess its supply chain for additional and emerging forced labour and child labour risks.



#### Action taken

Nutri-Nation has established policies and procedures to ensure responsible business conduct. The company is committed to providing equal treatment with respect to employment according to local human rights and labour laws.

During supplier approval process, suppliers are asked if they have a program in place that prohibits the use of forced, prison, child, or bonded labour of any kind, including by subcontractors. This information is kept on file and monitored during annual document renewal.

Nutri-Nation utilizes Roundtable for Sustainable Palm Oil (RSPO-MB) certified palm containing ingredients where available. RSPO was created to develop global standards for sustainable palm oil production. The company maintains an active RSPO certification.

#### Remediation

A grievance policy is in place and employees are encouraged to report among other things, human rights violations. Grievances from external sources can be reported on Nutri-Nation's website, in the Contact Us page.

#### Training

Employees are regularly trained on Nutri-Nation's policies and procedures.

#### Approval and Attestation

This report was reviewed and approved by ownership of Nutri-Nation Functional Foods Inc.

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 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 financial year 2024.

Signature: \_\_\_\_\_

A handwritten signature in black ink, appearing to read "A. Schroeder", written over a horizontal line.

Aaron Schroeder  
Director of Operations  
May 30, 2025

I have the authority to bind Nutri-Nation Functional Foods Inc