



NUTRI GROUP INC.

REPORT ON FORCED LABOR AND CHILD LABOR

MAY 2025

TABLE OF CONTENTS

I. INTRODUCTION.....	3
II. PREVENTION AND MITIGATION OF THE RISKS OF FORCED LABOUR AND CHILD LABOUR	3
III. OUR BUSINESS ACTIVITIES AND SUPPLY CHAINS	4
IV. DUE DILIGENCE POLICY AND PROCESS	5
V. RISK ASSESSMENT AND MANAGEMENT	6
VI. TRAINING.....	Erreur ! Signet non défini.
VII. EVALUATING THE EFFECTIVENESS OF OUR APPROACH	7
VIII.APPROVAL AND CERTIFICATION	7

I. INTRODUCTION

This report covers the fiscal year ending September 28, 2024. It is published by Nutri Group inc. and its affiliates, in compliance with Canada's Act respecting the elimination of forced labour and child labour in supply chains (the "Act").

References in this report to "Groupe Nutri", "the Company", "we", "us", and similar terms refer to Nutri Group Inc. and its affiliates in general, to one or more of them, or to those who work for them. The Company's affiliates included in the scope of this report are : Nutri-Œuf inc, Nutri-Œuf St-Hyacinthe inc, Les Œufs Ovale inc, Countryside Farms Ltd, Supreme Egg Products Inc and Maritime Prime Eggs Inc.

II. PREVENTION AND MITIGATION OF THE RISKS OF FORCED LABOR AND CHILD LABOR

At Nutri Group, the respect and well-being of our workers, as well as environmental protection and sustainable development, are at the heart of who we are. As a responsible company, we have zero tolerance for forced and child labor within our organization or our supply chain.

During our last fiscal year, the measures we put in place to prevent and mitigate the risk of using forced or child labor in our operations and supply chains focused on identifying risks and continuing our established good practices:

- We have completed a mapping exercise of our activities and supply chains to gain better visibility of our suppliers and detect any potential signs of forced and child labor.
- We closely monitored the provenance of all eggs used in our operations to ensure a detailed and ongoing understanding of our supply chain.
- We continued to apply our policies on corporate social responsibility and business ethics.
- We systematically collected information when recruiting our workers.

This report describes these measures in more detail. It also provides an overview of some of the initiatives we are planning in the fight against forced and child labor, while ensuring that any new measures remain proportionate to the nature of our business and the limited risks involved.

III. OUR BUSINESS ACTIVITIES AND SUPPLY CHAINS

Nutri Group is recognized as the only large-scale Canadian poultry entity owned by local egg producers, and as one of the country's leading egg graders and processors. Driven by the vision of farmer shareholders who chose to combine their efforts and deep industry knowledge, we've created a unique business model in the egg sector—one that empowers farmers to deliver fresh, locally produced eggs across diverse regions of Canada.

Every year, we produce, grade, process and market over 2.4 billion regular, free-range, organic, specialty and processed eggs. We market eggs and egg products to the highest standards of quality, innovation and respect.

Nutri Group operates separate business units in Quebec, Ontario, Nova Scotia, Manitoba and Saskatchewan, and employs approximately 500 people, the majority of whom work in production.

Our operations include both egg grading and processing. The grading process involves cleaning, candling, weighing, classifying, and packaging eggs. Processing focuses on producing liquid egg blends and hard-boiled eggs tailored to the needs of the food industry.

3.1. Our supply chain

Committed to the highest standards of respect and integrity in the conduct of our operations, we follow a fair sourcing process wherever possible by managing our supply chain effectively, and we identify, assess and monitor areas of our supply chain that may present a risk of forced or child labor.

In accordance with the requirements of Egg Farmers of Canada and Global Affairs Canada, which impose quotas on egg imports into Canada, virtually all the eggs used in our operations come from Canadian producers with a small proportion from farms in the United States.

As our business partners' poultry operations are highly automated and their production is usually linear throughout the year, their employees are generally not required to perform intensive physical labor.

We employ foreign workers for defined periods of time and ensure they are fully protected under applicable federal and provincial labour laws in Canada. As Nutri Group provides their housing, these workers are required to sign a code of conduct that promotes respectful coexistence and supports the collective well-being within the shared living environment.

It is imperative for us that each of our employees and those of our business partners enjoy the respect and integrity that every person deserves, and we therefore promote the well-being of our workers.

Although our egg imports from the U.S. are minor, we give preference to large, well-established U.S. poultry producers, certified by the U.S. Department of Agriculture, with good reputations and long-standing business relationships. In general, we ensure that we have constant visibility over the origin of products imported from the United States, by documenting and tracing the origin of imported eggs.

We source our packaging and containers from suppliers with manufacturing facilities in Canada. The chemicals used in our operations to ensure compliance with sanitary standards come from a single supplier, located in Canada. The machinery and heavy equipment used by Nutri Group in its operations come from three suppliers, located in Germany, Italy and the Netherlands, while related spare parts are imported from the United States or Europe.

IV. DUE DILIGENCE POLICY AND PROCESS

The Company's commitment to protecting human rights is underpinned by a firm belief in doing the right thing. Our internal policies reflect this commitment, our human values, and our rigorous compliance with poultry industry standards, as we strive to integrate responsible conduct into our policies and management systems.

4.1 Corporate social responsibility policy

Under our Corporate Social Responsibility policy, we are committed to promoting business relationships with partners who share our vision of corporate social responsibility, demonstrating sound management of environmental and social issues.

This policy also underscores Nutri Group's commitment to offering competitive working conditions, respecting human rights, maintaining sound governance and ethical practices, and promoting sound management practices as well as the professional and social development of our employees.

4.2 Code of ethics

Our Code of Ethics and Business Conduct (the "Code of Ethics") is intended to establish the standards that Nutri Group is committed to upholding in its dealings with its employees, customers, suppliers and commercial business partners, as well as Nutri Group's expectations of them. The Code of Ethics puts forward the Company's fundamental values, namely integrity, respect and transparency in business relations, with respect to customers, business partners and suppliers. The Code of Ethics includes a commitment

by the Company and its employees to respect the laws and regulations of each province in which they operate.

The Code of Ethics states that Nutri Group reserves the right to terminate or not renew any contract with a business partner who fails to comply with the Code.

Our reporting policy, which is included in our Code of Ethics, is accessible to anyone who becomes aware of a violation of the code's provisions. Under this policy, we are committed to handling all reports promptly and confidentially, and to taking no retaliatory action against any individual who, in good faith, reports a violation.

Nutri Group has also adopted a policy promoting awareness, prevention and protection against situations of physical and psychological violence, in line with our commitment to maintaining a working environment based on trust and respect. In addition, Nutri Group has amended its Code of Ethics to include specific considerations on forced labour and child labour.

V. RISK ASSESSMENT AND MANAGEMENT

During our last financial year, we completed a process of mapping our activities and supply chains with the aim of improving our knowledge of our suppliers, detecting any potential indicators of forced and child labor, and taking appropriate measures to prevent and eliminate them if necessary. In this context, we have closely monitored the origin of all eggs used in our operations, helping to increase our visibility of our supply chain.

Although our risk identification process is at a preliminary stage, Nutri Group considers that the risk of forced and child labor in its operations and those of its direct suppliers is relatively low, given that all our raw material purchases come from Canada and the USA, and that our production equipment is sourced from Europe (Germany, Italy and the Netherlands). We are, however, aware that the agri-food industry in which we operate may present a certain risk of forced and child labor. This is why we must remain vigilant.

During our last fiscal year, we did not identify any cases of forced labor or child labor in our operations or supply chain. As a result, we did not have to take any measures to address cases of forced labor or child labor. Furthermore, to date, no loss of income for vulnerable families has been reported as a result of measures taken to eliminate the use of forced labor or child labor in our operations and supply chains.

If a confirmed case of forced labour or child labour were brought to our attention, Nutri Group would immediately take appropriate remedial action to put an end to the situation and prevent its recurrence.

VI. TRAINING

We have not yet provided training to our staff on the specific issues related to forced labour and child labour. However, this training is a priority and is included in our action plan.

That said, all employees receive training on the Company's policies during onboarding sessions and when significant updates are made. These policies reflect our values and commitments—particularly regarding respect for human rights—and outline the behaviours expected of our employees in all activities related to their roles.

VII. EVALUATING THE EFFECTIVENESS OF OUR APPROACH

As part of our ongoing efforts to continuously improve our processes and practices, we plan to re-evaluate the risks of forced labour and child labour within our operations and supply chain. We will also continue to review the effectiveness of our policies to ensure they remain aligned with our needs, on an annual basis.

To date, however, we have not yet implemented specific measures to assess the effectiveness of our actions aimed at preventing and mitigating the risks of forced labour and child labour within our operations and supply chain.

VIII. APPROVAL AND CERTIFICATION

This report was approved by the Board of Directors of Nutri Group Inc. on April 14, 2025, in accordance with subparagraph 11(4)(b)(ii) of the Act, and constitutes our group's report for the financial year ending September 28, 2024.

In accordance with the requirements of the Act, and in particular section 11, I attest that I have reviewed the information contained in the report for the entities listed in the first section of this document. To the best of my knowledge, and having exercised due diligence, I confirm that the information contained in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the above-mentioned reporting year.

I have the power to bind Groupe Nutri inc.

Claudia Désilets
Chairman of the Board
Groupe Nutri