

Bio Agri Mix LP

Forced Labour and Child Labour in Supply Chains Act — Annual Report

Name of Business: Bio Agri Mix LP

Financial Reporting Year: January 1, 2025 – December 31, 2025

Business Number: [REDACTED]

Bio Agri Mix LP (“BAM”) satisfies all three Canadian business presence criteria and two of the three size-related thresholds established under the Forced Labour and Child Labour in Supply Chains Act (Bill S-211). This report is submitted in accordance with the reporting obligations of the Act for the 2025 fiscal year.

1. Structure, Activities, and Supply Chains

BAM is a Canadian Limited Partnership owned by a private equity firm, headquartered in Ontario. The company operates in the Manufacturing sector, producing and distributing Animal Health Products across Canada.

BAM imports raw materials, packaging, and finished goods from several countries, including (but not limited to) the United States, China, the Netherlands, and Germany. These inputs are used to manufacture Medicated Feed Premixes and Medicated Water-Soluble Powders domestically. The company also imports Medicated Feed Additives from the United States for distribution within Canada.

In addition, BAM provides contract manufacturing services for customers in the United States and Ireland. Under these arrangements, materials are supplied by the contracting entities and returned to them as finished goods.

As of December 31, 2025, BAM employed 89 people across Canada in support of its mission to deliver effective solutions for livestock and poultry health.

2. Due Diligence Efforts

Domestic Workforce Compliance

BAM’s Canadian operations are governed by the Employment Standards Act, Ontario labour laws applicable to manufacturing facilities, and the Occupational Health and Safety Act and Regulations (OHSA), as administered by the Ministry of Labour, Immigration, Training, and Skills Development. Pursuant to O. Reg. 851, s. 3, Part 1, §4(d), the minimum working age in a factory is fifteen years. BAM’s entire Canadian workforce is fully compliant with this requirement. To ensure ongoing compliance, in-person interviews are conducted as part of the hiring process, and the Human Resources Department verifies each applicant’s date of birth and Social Insurance Number (SIN) prior to commencement of employment.

Supplier Code of Conduct

In 2024, BAM introduced a Supplier Code of Conduct and distributed it to all Tier One suppliers identified as higher risk for forced and child labour based on geographic location and industry sector. The Code sets out BAM's expectations for compliance with Canadian and international human rights standards and requires suppliers to report any instances of forced or child labour. By the end of 2025, all existing Tier One Suppliers had read, acknowledged, and signed the Code, achieving a 100% adoption rate. Going forward, acceptance of the Code is a precondition for importation: all new Tier One Suppliers must sign the Code before any materials are imported from their facilities.

On-Site Supplier Visits

In 2025, BAM's CEO and Sourcing & Demand Planning Manager conducted in-person visits to seven Tier One supplier facilities. Visit selection prioritized the company's largest suppliers in higher-risk regions, as well as suppliers that had not received an on-site review in several years. These visits represent a direct and proactive means of verifying supplier practices and reinforcing BAM's commitment to responsible sourcing.

Remediation Preparedness

To date, no instances of forced labour or child labour have been identified within BAM's supply chain. Accordingly, no remediation measures have been required. However, BAM has established a clear response protocol: if any instance of forced or child labour is identified, BAM will initiate an immediate investigation and suspend procurement from the implicated supplier pending the outcome. Appropriate corrective actions will be implemented before procurement resumes. BAM is also prepared to address remediation of income loss to vulnerable families, should such circumstances arise.

Commitments for the 2026 Fiscal Year

In the 2026 fiscal year, BAM is committed to further strengthening its due diligence framework through two key initiatives:

- **Training:** The Senior Leadership Team and Procurement Department will complete a formal training program focused on recognizing indicators of forced and child labour and understanding internal reporting mechanisms.
- **Supplier Procedure Enhancement:** BAM will strengthen its Approved Supplier Procedure by incorporating additional due diligence measures related to forced and child labour risks. Supplier questionnaires will be updated to include targeted questions regarding labour practices and the controls suppliers have in place to prevent forced and child labour within their own operations and supply chains.

3. 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 this report for Bio Agri Mix LP. 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.

Jim Holliday

CEO

Name

Title

I have the authority to bind Bio Agri Mix LP.

Jim Holliday

MAY 29, 2026

Signature

Date