

# **FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT**

**REPORTING YEAR: 2024**



## **Statement**

Apple Valley Foods Incorporated is committed to upholding the highest standards of ethical conduct and corporate responsibility in all aspects of our operations. We understand the importance of compliance with regulations such as the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and take our obligations under this legislation very seriously.

Apple Valley Foods Incorporated is committed to equal employment opportunity and non-discrimination and dedicated to ensuring that there is no forced labour or child labour in our business or supply chains.

## **Our Company**

Apple Valley Foods Incorporated is a family-owned company dedicated to providing its customers with outstanding pies and remarkable customer service. We are one of the largest pie producers in North America, and our head office and primary facilities are in Nova Scotia.

Our business strives to deliver maximum performance in cost, quality and service in an environment that promotes diversity and inclusion and is safe for our employees and food safe for our customers. Our operation is Safe Qualified Food (SQF) certified.

We strictly abide by government labour standards at all our facilities and believe that everyone must be treated with dignity and respect.

## **Supply Chains**

At Apple Valley Foods Incorporated we use local resources whenever possible. Our top selling pies contain apples that are sourced predominately from the Annapolis Valley of Nova Scotia, and all our fillings are made from scratch, utilizing only grade "A" fruit. Our supply chains have evolved and expanded over time as we develop new products and grow our business. Today, some of the ingredients that go into making our quality food products come from other countries.

All our suppliers are currently required to complete a questionnaire and assessment survey, which highlights information that we use to evaluate sellers, including details on their legislation compliance, quality assurance, food safety, industry codes of practices, audits, certifications, and fraud vulnerabilities.

Beginning in 2024, a section on supplier compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* was included in our supplier survey. We use responses from these surveys, in addition to other information collected from online assessment tools and supplier websites to evaluate the risks of forced labour and child labour in our supply chain. Any supplier with risks associated with forced labour and child labour are contacted directly and asked to complete a supplier attestation letter or provide a company policy or statement confirming that their operation is free from forced labour and child labour.

Apple Valley Foods Incorporated is also a proud participant of the Roundtable on Sustainable Palm Oil (RSPO), a global multi-stakeholder initiative on sustainable palm oil. In this role we have committed to only using RSPO certified palm oil in our products, and our facilities are audited annually for RSPO compliance.

We are dedicated to building on the labour improvement efforts underway and to work closely with suppliers to expand and promote responsible sourcing and uphold high standards of integrity and accountability in eradicating forced labour and child labour in supply chains.

### **Policies and Training**

Apple Valley Foods Incorporated created its first *Forced Labour and Child Labour Policy* in 2024. This policy outlines our commitment to assessing risks, increasing awareness, and acting on any incidents related to forced labour and child labour. Starting in 2024, our employees were also required to complete awareness training and know the risks and warning signs of forced labour and child labour at the workplace. Forced labour and child labour training is also included in orientation onboarding sessions for all new employees.

### **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 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.

**Jeff Sarsfield**  
**President**

**May 1, 2025**



I have the authority to bind Apple Valley Foods Incorporated.