



**JOINT REPORT OF ALIMENTS JEFO INC. AND JEFO
INTERNATIONAL INC. FOR THE YEAR 2025, IN ACCORDANCE
WITH THE PROVISIONS OF THE FIGHTING AGAINST FORCED
LABOR AND CHILD LABOR IN SUPPLY CHAINS ACT, S.C.
2023, C.9 (CANADA)**

APRIL 2026

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Life, made easier.



JEFO FOODS INC. AND JEFO INTERNATIONAL INC.

This report (referred to as “Report”) concerns Aliments Jefo Inc. and its wholly-owned Canadian subsidiaries, namely Jefo Nutrition Inc., Jefagro Technologies Inc., and Jefo Santé Animale Inc., on the one hand, as well as Jefo International Inc. and its U.S., Mexican, Colombian, Brazilian, Turkish, and Chinese subsidiaries, on the other hand (collectively referred to as “Jefo,” the “Company,” “we,” or “our”), in accordance with subsection 11(1) of the Fighting Against Forced Labor and Child Labor in Supply Chains Act, S.C. 2023, c. 9 (the “Act”) and relates to our most recent fiscal year ended July 31, 2025.

This report outlines the measures taken to prevent and mitigate the risk of forced labor or child labor at any stage of the production of goods—whether in Canada or elsewhere—or their importation into Canada by the Company.

COMPANY HISTORY

The operating company, Jefo Nutrition Inc., was established in 1982 and is incorporated under the Canada Business Corporations Act, R.S.C. (1985), c. C-44 (the “CBCA”). Its head office is located at 5020 Jefo Avenue, P.O. Box 325, Saint-Hyacinthe, Quebec, Canada, J2S 7B6.

As for Jefo International Inc., the company was formed in 2018 and is incorporated under the Quebec Act respecting business corporations (RLRQ, c. S-31.1) (the “LQSA”).

AREAS OF BUSINESS

Jefo’s products and services focus on the following areas:

- Manufacturing of dry and liquid nutritional products for animal feed, including feed for farm animals and certain pets (collectively referred to as “Animals”).
- Local distribution and export of products manufactured by or for Jefo.
- Distribution of ingredients such as amino acids, minerals, vitamins, and other ingredients necessary for animal feed.

For a complete list of products, please visit our website at www.jefo.ca/en/.

Jefo employs more than 250 people worldwide and markets its products in several countries, particularly in North America, South America, Central America, Europe, the Middle East, and several other countries in Central Asia, Southeast Asia, and the Asia-Pacific region.

SUPPLY CHAIN

The key ingredients used in the manufacture of Jefo’s animal feed products, as well as the feed additives we distribute, are sourced from numerous suppliers around the world with whom we have long-standing business relationships. These ingredients comply with the standards and laws of the countries where the products are sold.

[Governance, Policies, and Due Diligence Processes](#)

OVERVIEW

Jefo is committed to respecting human rights in all aspects of its operations and business activities. We also integrate the principle of responsible business conduct into our policies and management systems, ensuring that we prevent human rights abuses, promote equity, diversity, and inclusion, and maintain a transparent and constructive dialogue with our stakeholders throughout our value chain.

Our Board of Directors is responsible for the overall stewardship of Jefe and for overseeing the management of its operations. It has established a committee to assist it in fulfilling its oversight responsibilities, particularly with regard to corporate social responsibility and compliance with legal and regulatory requirements, including those addressed in this report.

SUPPLIER CODE OF CONDUCT

Jefe has revised the “Rules of Conduct,” also referred to as the “Code of Conduct,” which outline the requirements our suppliers must continue to comply with regarding ethics and integrity, human rights and working conditions, occupational health and safety, environmental management, and protection against child labor. We require that our suppliers, along with all members of the Jefe community, adhere to these rules in order to comply with all applicable laws, regardless of where we operate.

These Rules of Conduct are particularly strict regarding child protection and do not tolerate any form of forced labor or human exploitation, whether within our own operations or those of our suppliers.

Furthermore, suppliers must acknowledge that they have read Jefe’s Supplier Code of Conduct, which outlines our expectations of them, by signing the Code. The rules of conduct described in the Code may be amended, updated, or revised by Jefe as needed. A copy of the Supplier Code of Conduct is available for review on the website: [Jefe Supplier Code of Conduct](#).

A clause referring to the obligation for suppliers to comply with the Code of Conduct will be an integral part of our procurement and distribution contracts.

The Code of Conduct applies to Jefe and its subsidiaries, as well as to all employees, including its directors and officers. The company’s business partners and suppliers are also required to uphold the principles outlined in the Code of Conduct within their own operations and business activities.

RESPONSIBLE SOURCING POLICY

Jefe has implemented a “Responsible Sourcing Policy” to ensure that ethical, social, environmental, and economic criteria are integrated in the procurement process and decision-making.

The Policy aims to establish Jefe’s internal procedures regarding its sourcing activities in accordance with sustainability criteria. It outlines our commitment to responsible procurement while defining the guiding principles, as well as the roles and responsibilities of each stakeholder involved. This policy aims to provide a framework for transparent and sustainable purchasing practices by prioritizing partners and suppliers who share these values. It also helps reduce negative impacts while supporting the responsible development of the supply chain. These new responsible strategies are implemented in compliance with the applicable legal and regulatory framework.

This policy applies to all of our purchasing activities and to all of our suppliers, subcontractors, and business partners.

RISK ASSESSMENT AND MANAGEMENT

Jefe continues its efforts to identify risks related to forced labor and child labor in our supply chain through the evaluation of our suppliers. We are committed to ensuring—to the extent that we can control these parameters and assuming the good faith of our suppliers’ declarations—that our entire supply chain remains free of forced and child labour. However, we acknowledge that a residual risk may still exist, particularly with indirect suppliers, which is why enhanced vigilance and the implementation of proactive measures are necessary to help prevent such situations.

We will remain vigilant and, as part of our operations, we will continue to maintain an appropriate risk management framework.

Jefe reserves the right to verify that all its suppliers, agents, and subcontractors comply with the Code. Jefe, or an external resource designated by it, may also conduct an audit of compliance with this Code, including, in particular, visiting facilities and reviewing relevant records of the supplier, agents, and subcontractors.

CORRECTIVE MEASURES

The company remains committed to upholding the highest possible standards of ethics, morality, and business conduct. Jefe is committed, to the extent possible, to prioritizing suppliers that adopt responsible practices in social, environmental, and governance areas, and to using its influence to encourage its partners to adopt such practices.

Suppliers and any other members of the Jefe community who do not meet expectations will be encouraged to modify their practices and will then be re-evaluated. However, if they show no interest in adhering to these standards, Jefe reserves the right to replace them with other suppliers who do commit to them.

EMPLOYEE TRAINING

Jefe's management team certifies that they have read the Code of Conduct, understood its contents, and implement it. While the company does not currently offer employee training on forced labor, all employees will be required to read the Code of Conduct and confirm that they have done so. Furthermore, we intend, in the near future, to offer targeted training sessions on forced labor and child labor to relevant personnel, at the appropriate time.

Any violation of the Code of Conduct by an employee may result in disciplinary action and sanctions, including termination of employment. In some cases, violations of the Code of Conduct may result in legal action. The company expects third parties with whom it engages to adhere to standards consistent with the Rules of Conduct, and it reserves the right to end any business relationship with a third party acting in a manner that is incompatible with its values.

EFFECTIVENESS ASSESSMENT

As we noted in our previous report, we recognize the inherent complexity of assessing the effectiveness of our efforts to ensure that forced labor and child labor are absent throughout our supply chain. However, we acknowledge the importance of such an assessment for mitigating risks.


We have developed an assessment matrix to evaluate the effectiveness of the actions implemented to prevent forced and child labour within our operations and supply chains. This process will include a thorough review of our internal policies and procedures, as well as a systematic evaluation of all our suppliers, to the extent that they maintain transparent and open communication.

Approval and Certification

This report has been approved by the board of directors of Jefe Nutrition Inc. and Aliments Jefe Inc. in accordance with subsection 11(4)(a) of the Act.

As required by the Act, and in particular section 11 thereof, I, the undersigned, certify that I have reviewed the information contained in this report for the entities listed above. To the best of my knowledge, and having exercised reasonable diligence, I confirm that the information contained in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year.

I have the authority to bind Jefe.

B:  _____

Full Name: JEAN-FRANÇOIS FONTAINE

Title: Vice Président exécutif

Date: 29 mai 2025