



Policy: Fighting Against Forced Labour and Child Labour Act

Established in 2001, Mountain Top Foods is a food processing company that is focused on manufacturing superior quality food products for both retail and food service markets. We pride ourselves on ethnic-style meat entrees (chicken, beef, pork) and ready to serve meat entrees and appetizers. Our company is comprised of 190 employees with facilities located in Nanton and Edmonton, Alberta. Our facilities are federally inspected, GFSI certified, and HACCP (Hazard Analysis and Critical Control Point) recognized.

Mountain Top Foods Ltd. merged with OSI Select Ready Foods in 2025 and is now known as Mountain Top Foods OSI Ltd. This merger brings together two highly respected companies with complementary strengths and shared values.

Area	Activities
Updating Employee Code of Conduct	<ul style="list-style-type: none"> Clearly articulate our firm stance against forced labor and child labor, emphasizing our commitment to eradicating these practices throughout our operations and supply chains. Provide comprehensive training to all employees to raise awareness about the risks associated with forced labor and child labor, as well as the crucial importance of compliance with relevant laws and standards. Establish a whistleblower program to enable employees to confidentially report any concerns regarding forced labor or child labor. We guarantee protection against retaliation for those who come forward with information.
Area	Activities
Supplier Commitment	<ul style="list-style-type: none"> Existing Suppliers: Drafting and sending a questionnaire for existing suppliers to complete that affirms their commitment to comply with ethical practices and adherence to labour and human rights standards as set out by the Forced Labour Act. New Suppliers: Ensure new suppliers complete the questionnaire as part of the new supplier review and onboarding process to ensure compliance with the labour and human rights standards as set out by the Forced Labour Act.
Annual Supplier Review	<ul style="list-style-type: none"> Annual Review of Existing Suppliers: as of part of the annual review process for ingredient suppliers to Mountain Top Foods OSI, ensure their ongoing compliance to the Forced Labour Act by reviewing and confirming the details in the Supplier questionnaire.



Throughout our history, Mountain Top Foods OSI has remained committed to conducting business with integrity, respect, and social responsibility. Central to our values is an unwavering commitment to safeguarding human dignity and upholding ethical labour practices across all aspects of our operations and supply chains.

We do not tolerate the use of child labour, forced labour, human trafficking, slavery, or any other form of exploitation or abusive working conditions. We are dedicated to promoting safe, fair, and respectful workplaces that protect the rights, wellbeing, and dignity of all individuals.

We expect all employees, contractors, suppliers, and business partners to uphold the highest ethical standards. This includes full compliance with all applicable Canadian labour legislation, international human rights principles, and relevant industry codes of conduct, including the standards set out by the International Labour Organization (ILO). We require transparency in sourcing practices and proactive efforts to identify, prevent, and address risks related to forced labour and child labour throughout our supply chain.

In accordance with the **Fighting Against Forced Labour and Child Labour in Supply Chains Act**, which explicitly prohibits human trafficking, slavery, forced labour, and child labour across supply chains, we have implemented comprehensive due diligence and oversight measures. All suppliers are required to complete detailed compliance questionnaires confirming adherence to these standards which allow us to regularly evaluate supplier practices, identify potential risks, and ensure active alignment with our expectations for ethical labour conduct.

Through this robust vetting and monitoring process, we strive to partner exclusively with suppliers who share our commitment to protecting human rights and the wellbeing of children. We work collaboratively with suppliers to implement corrective actions and ensure prompt remediation. Continued non-compliance may result in termination of business relationships.

We recognize the importance of continuous education and awareness in strengthening responsible supply chain management. Mountain Top Foods OSI ensures that all employees receive ongoing training and information on emerging risks, best practices, and evolving standards related to forced labour and child labour prevention.

Our commitment extends beyond regulatory compliance. We actively support initiatives and partnerships that promote ethical sourcing, protect vulnerable populations, and advance children's rights globally. By leveraging our resources and influence, we aim to contribute meaningfully to the worldwide effort to eliminate child labour and exploitation.

Together, we can strengthen ethical supply chains, safeguard human dignity, and help create a brighter, safer future for children and workers around the world.



Mountain Top Foods OSI is committed to fostering alignment and adherence to our values through regular training sessions, business update meetings, and educational opportunities, ensuring ongoing communication throughout our entire organization.

A handwritten signature in blue ink, appearing to read "Jason Calvert".

Jason Calvert
CEO

May 28, 2026

I have the authority to bind Mountain Top Foods OSI Ltd.