



## **Report on Forced Labour and Child Labour in Supply Chains**

### **Fiscal Year 2026**

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#### **1. ABOUT THIS REPORT**

This report relates to the financial year ending February 28, 2026. It is published by C&E Seafood Company Inc. (the “**Company**”) and its relevant subsidiaries in compliance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

References in this report to “Champlain Seafood”, “Company”, “we”, “our” and similar terms are to C&E Seafood Company Inc. and its subsidiaries generally, to one or more of them, or to those who work for them. The Company subsidiaries included in scope of this report are: Captain Dan’s Inc., Cape Bald Packers Limited, Champlain Seafood Cape Breton Inc., 12909839 Canada Inc., Pêcheries Cheticamp Fisheries (2016) Ltd., Petit de Grat Packers Limited, B.A. Richard Ltee, Boston Lobster Canada Inc., and Boston Wholesale Lobster Canada Inc.

This report was approved by the Board of Directors of C&E Seafood Company Inc. on May 6, 2026.

#### **2. OUR COMMITMENT**

As a leader in the seafood industry, Champlain Seafood feels a strong sense of responsibility as an organisation for setting high standards in responsible industry practices. Thus, we are committed to respecting human rights in everything we do, and we have a zero-tolerance approach to forced labour and child labour. We actively seek to minimise the impact of our activities and operations, while supporting and promoting responsible practices at every stage of our supply chain.

For us, creating a sustainable tomorrow means supporting a workplace culture and people who consistently do the right things.

#### **3. PREVENTING AND REDUCING RISKS OF FORCED LABOUR AND CHILD LABOUR**

This report highlights the key actions of the Company within the last financial year to prevent and reduce the risk of forced labour or child labour in its business and supply chain.

As stated in this report, we have reviewed the risks of forced labour and child labour in our organization's activities and supply chains during the reporting period. We have also gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily to prevent and reduce human rights risks.

#### **4. ABOUT US AND OUR SUPPLY CHAIN**

Champlain Seafood comprises a diverse team of seafood processors, operating across a network of facilities established in coastal communities in Canada and the US. With strong seafood experience, spanning multiple generations, our organization is committed to delivering high quality lobster products, snow crab and live lobster to discerning consumers.

Our core business revolves around the primary processing of snow crab and lobster, acquired directly from harvesters in the provinces of New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Maine. Most of these products are then processed into frozen packages in our various facilities before being sent to our cold storage facility for sale. Around 90% of our sales are to clients located in the United States.

#### **5. POLICIES AND DUE DILIGENCE PROCESSES**

We continue to strengthen our processes to reduce risks related to forced and child labour and although we have not yet implemented formal due diligence processes in our supply chains, we have embedded responsible business conduct into policies and management systems. Namely, our employee handbook outlines the importance of a positive and safe work environment and compliance with requirements regarding health and safety.

This past year we reviewed and updated the employee handbook for all seasonal / hourly employees for each of our Canadian companies. Each company booklet contains specifically a Child Labour policy which states:

- That they do not employ any individuals under the age of 18, with the exception of summer students.
- Upon hire, individuals are required to provide government issued identification that validates that they meet the age requirement of 18+.
- Employees must have a valid work permit and social insurance number.
- Should someone fail to provide the necessary identification, they will be refused employment and should someone provide false information about their date of birth, and it is discovered that they are in fact below the age of 18, their employment with the company will be terminated immediately.

The employee handbook also contains a policy on Human Rights, which states that employees at each company "have the right to be treated fairly in the workplace free from discrimination in accordance with the Canadian Human Rights Act".

In line with our commitment to ethical employment practices, we prioritize the well-being of temporary foreign workers (TFW) who come to Canada and work for the Company. As part of their annual orientation in 2026, they were all given a copy, in their first language, of the pamphlet “Temporary foreign workers – Your rights are protected”. See link at : [4337-TFWs-pamphlet\\_layout-EN.pdf](#).

## **6. RISK ASSESSMENT AND REMEDIATION MEASURES**

We believe that the risk of forced and child labour within our supply chain is limited, given that we procure snow crab and lobster from harvesters in Canada. We however acknowledge that instances of human rights abuses have occurred in the fishing sector globally and as such, we recognize that we have a responsibility to continue raising awareness and promoting best practices across our value chain.

We also recognize that our own activities, which are seasonal in nature and include the hiring of temporary foreign workers may give rise to higher risks.

During the last year, we updated our internal policies and practices regarding the TFW program. We also regularly submit to audits by Service Canada, and we are in full compliance with their program requirements.

## **7. ACTING ON IDENTIFIED RISKS AND IMPACTS**

As we continue to deepen our understanding of human rights risks in our business and supply chain, we remain committed to improving our practices to help prevent and reduce the risk of forced labour and child labour in our business and supply chain.

In the past year, we have not been made aware of specific instances of forced labour or child labour, and as such, no measures have been taken during the reporting period to remediate forced labour or child labour or loss of income in our activities and supply chains.

## **8. TRAINING AND CAPABILITY BUILDING**

To ensure a high level of understanding of the risks of forced labour and child labour in our supply chains and our business, we provide annual training and orientation sessions to all our employees, including to our temporary foreign workers to inform them on their rights. We also provide ongoing training to supervisors and managers on good leadership practices.

