



Bill S-211: Modern Slavery Act Report
(Fiscal Year 2026)

Annual Report (Fiscal Year 2026)

1. Measures Taken to Prevent and Reduce the Risk of Forced Labour or Child Labour

Alpha Meat Packers Ltd. (“Alpha”) is committed to conducting its business ethically and respecting human rights.

During the reporting period, Alpha initiated an information-gathering process across its operations and supply chain to better understand risks related to forced labour and child labour. The company developed and formalized a Code of Conduct as well as a Supplier Code of Conduct, both of which explicitly prohibit modern slavery, including forced labour and child labour.

Alpha also introduced a supplier certification document. Based on an initial risk assessment considering factors such as geographic location, certain suppliers were identified as having a higher inherent risk of exposure to forced labour or child labour. Alpha prioritizes engagement with these suppliers as part of its due diligence process, including obtaining their certification.

In addition, Alpha conducted an initial mapping of its supply chain and plans to expand this mapping to include a greater level of detail. The company also reviewed Public Safety Canada’s modern slavery report catalogue, which contributed to the creation of an internal database accompanied by comments and a compliance checklist used to assess alignment with modern slavery requirements.

2. Structure, Activities and Supply Chains of Salaison Alpha

Alpha Meat Packers Ltd. is a protein processing company founded in 1970 and located at 10800 Golf Street, Anjou, Quebec, H1J 2Y7. The company’s activities consist of processing beef, chicken, pork, and veal into packaged products distributed to major food retailers across Quebec and Ontario.

Alpha’s governance framework emphasizes respect for human rights and ethical business practices. Responsibility for overseeing risks related to forced labour and child labour is integrated into management functions.

Alpha sources raw materials from eight countries outside Canada and the United States. During the reporting period, the company conducted an initial mapping of its supply chain, providing visibility into sourcing and product processing. Alpha intends to enhance this mapping over time by incorporating more detailed information and expanding coverage to additional supplier tiers.

3. Company Policies and Due Diligence Processes Related to Forced Labour and Child Labour

Alpha has taken significant steps to strengthen its internal policies and due diligence processes regarding forced labour and child labour. The company's Code of Conduct applies to all employees and explicitly prohibits all forms of modern slavery, including forced labour and child labour. Similarly, the Supplier Code of Conduct extends these requirements to suppliers and business partners, clearly stating that such practices are not tolerated within Alpha's supply chain.

To reinforce these requirements, Alpha implemented a supplier certification process whereby suppliers must confirm compliance with laws and standards related to modern slavery. The company has begun collecting and reviewing supplier documentation, including codes of conduct and modern slavery statements, and maintains a database to record this information and support ongoing monitoring.

As part of its due diligence efforts, Alpha identified suppliers that may present higher risks and prioritized engagement with them to obtain certifications and ensure compliance with its standards. These processes form part of a broader effort to establish a structured and transparent approach to managing modern slavery risks.

Alpha has also implemented a complaint mechanism that currently allows employees to report concerns, including any instances of forced labour or child labour, directly to the Human Resources department. The company plans to further develop and formalize this mechanism over time.

4. Risks of Forced Labour or Child Labour and Measures Taken to Assess and Manage These Risks

Alpha recognizes that certain elements of its supply chain may present a higher risk of exposure to forced labour or child labour. To address these risks, the company implemented a supplier identification and assessment process based on relevant risk factors, including geographic location and industry sector.

The company developed a centralized database to record supplier-related information, including the presence of codes of conduct and modern slavery statements. Drawing on Public Safety Canada resources, Alpha also created a compliance checklist to assess the extent to which suppliers meet modern slavery requirements and to identify potential gaps.

Through these efforts, Alpha identified higher-risk suppliers and is working to obtain their formal certification under its Supplier Code of Conduct. These actions represent an initial but important step toward developing a more comprehensive risk management framework.

5. Remediation of Any Cases of Forced Labour or Child Labour

To date, Alpha has not identified any instances of forced labour or child labour within its operations or supply chain. As a result, no remediation measures were required during the reporting period. The company remains committed to taking appropriate action should such issues be identified in the future.

6. Remediation of Loss of Income for the Most Vulnerable Families Resulting from Measures Taken

Alpha has not identified any cases where measures taken to eliminate forced labour or child labour resulted in a loss of income for vulnerable families. Should such situations arise, the company plans to carefully assess the impacts and consider appropriate mitigation measures.

7. Employee Training on Forced Labour and Child Labour

As of the end of fiscal year 2026, Alpha has not yet implemented formal training for employees on issues related to forced labour and child labour. The company recognizes the importance of employee awareness and intends to develop and deliver training programs as part of its ongoing efforts to strengthen its approach to managing modern slavery risks.

8. Assessment of Effectiveness

Alpha has not yet conducted formal assessments to measure the effectiveness of its measures to prevent forced labour and child labour. However, the company has begun laying the groundwork for such assessments through the development of its supplier database, compliance checklist, and benchmarking activities based on Public Safety Canada guidelines.

Alpha intends to build on these initial steps and implement more formal evaluation processes in future reporting periods.

Approval and Attestation

This report was approved in accordance with paragraph 11(4)(a) of the Act by the Board of Directors of Alpha Meat Packers Ltd.

In accordance with the requirements of the Act, and in particular section 11, I attest that I have reviewed the information contained in the report of Alpha Meat Packers Ltd. To the best of my knowledge, and having exercised due diligence, I certify that the information contained in the report is true, accurate, and complete in all material respects for the reporting year indicated above.



Nick Tountas, President

Alpha Meat Packers Ltd.

May 27, 2026

I have the authority to bind Alpha Meat Packers Ltd.