



# ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

February 2026





# RESPONSIBILITY

*Export Packers is a leading diversified international food company, serving retail, foodservice, and further-processor customers throughout Canada and around the world.*

Our expertise and experience give us the unique ability to source a variety of meat, seafood, fruit/vegetable and other food products that meet the diverse needs of our customers.

We are proud to share our commitment to supporting positive environmental and social change as part of the role we play in the global food industry.





# ENVIRONMENTAL

*We recognize the importance of protecting the long-term health of the environment, our ecosystems and the people and communities who rely on them. Our operations have an impact on the environment, and we are committed to working with our customers, suppliers and other stakeholders to source products that meet our customers' expectations around sustainability.*

## **RECYCLING & PACKAGING**

We work with our suppliers to meet our customers' requirements for reductions in the amount of packaging and increasing the amount of recyclable content in packaging used.

For example, the CHEP Pallet Program utilized in our warehouses reduces waste through discarded pallets and ensures 100% recyclability of the pallets used.

## **SEAFOOD SUSTAINABILITY**

Our significant presence in the seafood market means that seafood sustainability is an important consideration for our business.

We do not sell wild-caught seafood species identified as endangered in the International Union for Conservation of Nature's Red List of Threatened Species and do not permit the purchase of seafood acquired through illegal, unreported or unregulated catches. We are working towards the goal of 100% traceability on all seafood products.

We look to partner with suppliers who share our view and catch or farm seafood in a sustainable and responsible manner. We offer a wide variety of products that have been certified by third-party organizations working on advancing sustainable and responsible seafood practices, including MSC certified wild-caught seafood products and BAP or ASC certified farmed seafood products. We also purchase seafood originating from Fishery Improvement Projects (FIPs). FIPs are multi-stakeholder initiatives that aim to help fisheries work towards sustainable and responsible seafood practices.

Within our Diamond Harvest® and Ocean Jewel® brands, we are committed to sourcing third party certified seafood products or products purchased via a FIP, wherever commercially available. We measure the percentage of certification for these products to monitor our performance against these commitments and periodically publish updates on the applicable brand website.

We are committed to working proactively with our customers, suppliers, industry experts and rating agencies with the goal of increasing the percentage of third-party certified products sold through these brands.

# SOCIAL

*We aim to make a positive impact in communities in which we operate through our actions and our relationships with our partners around the world.*

## **DIVERSITY & CAREER DEVELOPMENT**

We are proud of the diversity of our workplace and the varied background and experiences our employees bring to the workplace. We are committed to building a diverse and inclusive workplace where all employees can find opportunities for growth and advancement.

## **CHARITY**

We are committed to giving back to the communities in which we operate through charitable giving. Export Packers provides hunger relief through ongoing support and regular donations to foodbanks across Canada. We also have provided financial support to some of Canada's leading healthcare institutions for research and specialized treatment centres, as well as various other charitable organizations.

## **SUPPLIER COMMITMENTS**

Export Packers has adopted a Supplier Code of Conduct which sets forth our expectations of our suppliers, including that they treat people with dignity, respect and in accordance with their unalienable human rights. Suppliers are required to be able to demonstrate their compliance with our Code. If we identify a compliance issue, we may, as appropriate, suspend our relationship with those suppliers pending satisfactory remediation of the compliance, or terminate relationships with such suppliers.



# GOVERNANCE

*We are committed to providing our customers with high-quality products which have been produced in a safe and responsible manner by organizations that adhere to applicable human rights and employment standards.*

## **FOOD SAFETY & QUALITY**

Our customers expect us to provide high-quality and safe products everywhere around the world and we have processes in place to ensure our suppliers meet our expectations for food safety and product quality.

## **HUMAN RIGHTS & EMPLOYMENT STANDARDS**

We uphold and respect the human rights of our employees, customers and members of our communities and we expect our suppliers and other partners to do the same. We will not conduct business with any supplier who engages in forced or child labour, subjects workers to harassment, intimidation or discriminatory practices or otherwise fails to comply with employment law in their jurisdiction. Export Packers has adopted policies and due diligence processes to prevent and reduce the risk of forced or child labour occurring within our supply chain. For more information on the steps taken, access our most recent report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* which is available on our website.

## **WORKPLACE SAFETY**

We are committed to providing our employees with a safe and healthy place to work and expect our suppliers to do the same. We are proud of our record of workplace safety and constantly assess our practices and procedures to ensure we are keeping up with innovations and best practices to ensure the health and safety of our team.



Contact us for more information.  
[www.exportpackers.com](http://www.exportpackers.com)

