



## CHILD LABOUR REMEDIATION POLICY

### PURPOSE

At Lassonde Industries Inc. (“**Lassonde**”, “**we**”, “**us**” or “**our**”), we believe in acting as a reputable corporate citizen. We are committed to conducting our business activities in a socially responsible and sustainable manner, including taking steps to mitigate the risk of child labour in our supply chain and to protect the rights of young workers.

If a situation involving child labour were ever identified, we would act in the best interests of the child, aiming to protect them from exploitation and providing support for a safe transition to an appropriate environment.

### SCOPE

This Child Labour Remediation Policy (the “**Policy**”) applies to all Lassonde employees and suppliers and to all operational contexts where child labour could occur, including permanent or temporary work, whether directly employed or indirectly through third-party labour agencies, as well as children who have been trafficked or coerced into work.

We support the United Nations (U.N.) Convention on the Rights of the Child (1989), and this Policy draws on the International Labor Organization’s (ILO) Minimum Age Convention No. 138 (1973) and Worst Forms of Child Labour Convention No. 182 (1999).

This Policy should be read in conjunction with Lassonde’s Supplier Code of Conduct, which sets out our expectations for suppliers, including compliance with applicable labour laws and regulations, and with its Modern Slavery Act Compliance Policy.

### DEFINITIONS

“**Child**” means any person less than 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention No. 138, the lower will apply.

“**Child labour**”, as defined by ILO<sup>1</sup>, means work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their social, physical, and mental development. This refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and or

---

<sup>1</sup> International Labor Organization (ILO), “What is Child Labour”, available at: <https://www.ilo.org/topics/child-labour/what-child-labour>.

- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

“**Hazardous work**” is defined under ILO Conventions No. 138 and No. 182 as any work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise the health, safety, or morals of children.

Examples of Hazardous work include:

- Work which exposes children to physical, psychological, or sexual abuse;
- Work underground, underwater, at dangerous heights, or in confined spaces;
- Work with dangerous machinery, equipment and tools;
- Work involving the manual handling or transport of heavy loads; or
- Work in an unhealthy environment which may, for instance, expose children to hazardous substances, agents, or processes, or to temperatures, noise levels, or vibrations, damaging to their health.

“**Young worker**” means a young person who is legally entitled to work (i.e., above the minimum age of employment of 15) and below the age of 18.

## **POLICY**

- No Child is to be employed or otherwise engaged in any part of Lassonde’s product manufacturing process or in the provision of materials or services to us, in any capacity.
- Lassonde prohibits and will not permit any form of Child exploitation, illegal Child employment, or forced labour within its operations or supply chain.
- All corrective or remedial actions must prioritize the Child’s best interests, ensuring they are safeguarded against financial losses and vulnerability to harm or abuse.
- A Child should not be dismissed without a plan in place for what will happen to them.
- Lassonde supports the employment of Young workers, provided they are not assigned to Hazardous work, appropriate safety measures are in place, they receive at least the minimum wage for all hours worked, including training, and their employment fully complies with all applicable laws and regulations.
- Lassonde requires all suppliers to undertake credible due diligence and actively monitor their operations to ensure that both their facilities and supply chains are free from Child labour and/or Young worker employed in Hazardous work. This includes verifying and documenting ages, maintaining records of young workers and ensuring that third-party contractors do not employ children.

- Suppliers are required to immediately inform Lassonde of any suspected or confirmed cases of Child labour. Lassonde expects suppliers to fully cooperate throughout all phases of investigation and remediation, and to assume responsibility for any costs specified in this Policy or deemed necessary by Lassonde.
- Lassonde requires all suppliers and their sub-contractors to comply with its Supplier Code of Conduct, this Child Labour Remediation Policy, and all applicable national and international laws and regulations.

## REMEDIATION

If Child labour is ever found in Lassonde's operations, employees must immediately notify their manager or Human Resources representative. If it is suspected that a Child is employed at one of Lassonde's suppliers' facilities, suppliers are required to promptly notify Lassonde by completing the Child Labour Notification Form attached hereto as Schedule "A".

All reports, whether made by employees or suppliers, may be submitted to [whistleblowing@lassonde.com](mailto:whistleblowing@lassonde.com), through Lassonde's whistleblowing hotline at **1 (877) WSL-BLOW / 1 (877) 975-2569**, or by mail to:

**Ethics Committee**  
 755 Principale Street  
 Rougemont (Quebec)  
 J0L 1M0 Canada

Lassonde will seek to collaborate with the supplier or, in the case of an internal finding, with the appropriate Lassonde functions, including Human Resources and Legal Affairs, to develop a responsible corrective action and remediation plan that prioritizes the best long-term interests of the children. Where appropriate, Lassonde will also engage with relevant external organizations.

Such corrective action plan may include the following actions:

- Ensure the Child ceases work immediately, receives a clear explanation of immediate next steps, and is supported throughout the process by an appropriate Human Resources representative (from Lassonde or the supplier, as applicable);
- If a Young worker is found engaged in Hazardous work, immediately remove the Young worker from the task where the hazard is present and reassign them to a safe, low-risk position, ensuring there is no reduction in pay or benefits;
- Undertake a full review of all relevant site personnel records and compile a list of all potential Child labourers and Young workers;
- Ensure that each Child has access to safe and adequate housing, is provided with meals, and is adequately protected from harm until the Child can be reunited with their family;
- Assess the Child's needs and preferences and explore available options for re-starting education;
- Develop appropriate remediation measures to:
  - Provide the Child with the opportunity to return to education while safeguarding economic wellbeing, ideally in consultation with a relevant external stakeholder such as a local non-governmental organization;

- Ensure the Child receives compensation for work already performed and continues to receive monthly payments until they reach working age or until an alternative long-term solution has been agreed upon with the Child and their family (e.g., employing an unemployed adult family member in place of the Child). Wages should meet or exceed the applicable national or local legal minimum
- Ensure that the Child has safe and acceptable accommodations and living conditions;
- Document all actions taken to support remediation.
- Thoroughly investigate how the Child was employed in violation of the applicable legal requirements and implement robust processes to prevent future recurrence.

During the remediation process, suppliers **must not**:

- Remove or dismiss any suspected or confirmed Child labourers and/or Young workers without prior notification to Lassonde, nor attempt to conceal or hide such cases;
- Threaten the Child or their family, or interfere with any aspect of the assessment or remediation;
- Conceal or falsify any documentation.

#### **APPLICATION AND OVERSIGHT**

The Chief Human Resources Officer and the Chief Legal Officer and Secretary are responsible for the administration of this Policy, together with the executive leadership team of Lassonde. Other individuals may be designated among Lassonde's business units or divisions for the purposes of supervising the implementation of this Policy.

\* \* \* \* \*

**SCHEDULE "A"**  
**Child Labour Notification Form**

**Notification Details**

Date and time of notification: \_\_\_\_\_

\_\_\_\_\_

Region where case is located: \_\_\_\_\_

\_\_\_\_\_

Number of cases identified: \_\_\_\_\_

\_\_\_\_\_

**Business Partner Information**

Importer and/or supplier's company name: \_\_\_\_\_

\_\_\_\_\_

Contact person name (Eng): \_\_\_\_\_

\_\_\_\_\_

Title: \_\_\_\_\_

\_\_\_\_\_

Email: \_\_\_\_\_

\_\_\_\_\_

Phone number: \_\_\_\_\_

\_\_\_\_\_

**Factory Information**

Factory name: \_\_\_\_\_  
\_\_\_\_\_

Factory site/location: \_\_\_\_\_  
\_\_\_\_\_

Address: \_\_\_\_\_

Factory contact name (Eng): \_\_\_\_\_  
\_\_\_\_\_

Email: \_\_\_\_\_

Phone number: \_\_\_\_\_

**Case Details (duplicate this section for each identified case)**

Child's name: \_\_\_\_\_  
\_\_\_\_\_

ID number (attach copy if available): \_\_\_\_\_

Date of birth: \_\_\_\_\_

Start date at the factory/site: \_\_\_\_\_

Work position: \_\_\_\_\_

Salary: \_\_\_\_\_

Current situation and location of the child: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Hometown or area of social registration: \_\_\_\_\_  
\_\_\_\_\_

Contact information (phone or other means): \_\_\_\_\_  
\_\_\_\_\_

Family status including primary caretaker and location of parents: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Parents/legal guardian name and contact number: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Main reasons why child was employed: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Engaged in hazardous work: Yes / No

Immediate actions taken (attach photos if applicable): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Any other relevant details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

