

Committed to providing quality food products on a global basis, while exercising excellence in business practices - from sourcing to delivery.



Beaver Street Fisheries
Annual Report – Fighting Against Forced Labor and
Child Labor in Supply Chains

It is with great pride and a deep sense of responsibility that we present this report detailing our commitment and efforts to prevent forced labor within our supply chain. At Beaver Street Fisheries, we recognize the gravity of the global challenge posed by forced labor and its impact on human rights. Our commitment to ethical business practices extends beyond mere compliance, it is a cornerstone of our identity.

In this report, we will share the comprehensive measures we have implemented to identify, assess, and mitigate the risk of forced labor in our supply chain. By embracing transparency, accountability, and collaboration, we aim to set a standard for responsible business conduct that goes beyond mere compliance with regulations. Our journey towards eradicating forced labor is not just a corporate obligation but a moral imperative that we embrace wholeheartedly.

As you delve into the pages of this report, we invite you to join us on this journey of continuous improvement and ethical leadership. Together, we can create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all. Thank you for your interest in our commitment to preventing forced labor, and we look forward to your engagement and support in this critical endeavor.

Steps Taken

The following outlines the steps that Beavers Street Fisheries, (“the entity”) has taken during its previous financial year to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

In 2023, BSF (Beavers Street Fisheries) was dedicated to ensuring ethical conduct within their supply chain. A sustainability report was published outlining the company’s approach to topics such as Business Ethics and Integrity, Sustainability Management and Oversight, Sustainability into BSF Supply Chain, and many other social responsibilities. ([View our FY 2023 Sustainability Report](#))

One of the company policies focused on forced labor and responsible recruitment practices. To combat this, BSF adheres to the International Labor Organization’s (ILO) 2014 recommendations.

Beaver Street Fisheries continues into 2024 to focus on fair recruitment and the importance of human rights diligence in recruitment procedures, as highlighted in the ILO's 2016 guidelines.

BSF suppliers are mandated to implement procedures ensuring compliance with the laws of slavery and human trafficking. Suppliers must ensure labor is voluntary with strict prohibition on slave, child, underage, forced, bonded, or indentured labor. Beaver Street Fishers requests that all suppliers provide a company social audit report. BSF also requires suppliers to acknowledge BSF's Supplier Code of Conduct.

The Beaver Street Fisheries code of conduct highlights at least nine items pertaining to ethical and responsible sourcing.

- Compliance with law
- Voluntary labor
- Labor hours
- Hiring and employment practices
- Compensation
- Freedom of association and collective bargaining
- Health and safety
- Dormitories and canteen
- Environment

BSF understands the importance of monitoring the business practices of their supply chain. Any discovery of supporting forced or bonded labor will result in immediate termination of the supplier relationship.

Structure, Activities and Supply Chain

Beaver Street Fisheries is an importer, exporter, manufacturer, and distributor of seafood and meat products sourced worldwide. Harry Fisch was the founder and chairman of Beaver Street Fisheries. He started a small fish shop over 70 years ago and built one of the largest seafood processors and distributors in the United States.

Beaver Street Fisheries Inc. is a family-owned company with its headquarters in Jacksonville, Florida. The facility in Jacksonville employs over 460 people. The company is one of the largest seafood importers nationwide with over 2,000 SKUs stocked year-round. The company imports into 10 ports of entry with sourcing from 50 countries. [A snapshot of the company can be found here.](#)

While the company is not Canadian, BSF does operate in the North American market including the Canadian seafood industry. Many of the products imported and sold in

Canada by Beaver Street Fisheries are sourced worldwide. Some of the company's core items are, but not limited to, shrimp, clams, oysters, mussels, and lobster tails. If it swims in the ocean, Beaver Street Fisheries sells it.

BSF is committed to providing quality food products on a global basis, while exercising excellence in the business practices from sourcing to delivery. BSF has built an integrated supply chain over the years. The company sources seafood and meat from various regions around the world. Beaver Street Fisheries has a large cold storage facility in Jacksonville, Florida, with strategic locations and networks of carriers for efficient delivery around North America.

BSF is committed to food safety with standard operating procedures and robust food safety systems. BSF operates across multiple lines of business, serving both retail consumers such as grocery stores and the food service industry through partnerships with distributors like Sysco.

Policies and Due Diligence Processes

As part of BSF's commitment to responsible sourcing, BSF actively collaborates with the Seafood Task Force and Project Issara to mitigate risks.

Seafood Task Force – The Seafood Task Force is the only global trade association where the world's largest retailers, seafood brands, and their seafood partners are working together to drive supply chain oversight and continuous improvement from vessel to plate.

Project Issara is a nonprofit organization focused on combating human trafficking and forced labor in southeast Asia. Issara works to transform global supply chains through a combination of workers, partnerships, and innovation.

Traceability is a cornerstone of responsible sourcing, ensuring accountability and transparency in critical areas such as food safety, product quality, sustainable fisheries management, and environmental and social responsibility. In response to evolving industry expectations, regulatory requirements like NOAA's Seafood Import Monitoring Program (SIMP) and the FDA's Food Safety Modernization Act (FSMA) 204 Rule have heightened the need for robust traceability systems. Additionally, customers are increasingly seeking detailed information about the origins of their seafood based on importing country.

As part of BSF's ongoing due diligence process, the company is committed to strengthening traceability throughout its supply chain to meet these regulatory standards and customer expectations, while supporting sustainable and ethical sourcing practices.

Risk Identification

The greatest risk of forced child labor in the seafood industry stems from products

imported from suppliers based in Southeast Asia. To address this, Beaver Street Fisheries requires all vendors to undergo a comprehensive onboarding process, which includes submitting a valid social audit of their operations. Suppliers are required to acknowledge BSF's Code of Conduct which outlines the company's no-tolerance policy to forced labor.

Remediation Measures

BSF's commitment includes a zero-tolerance policy for any supplier knowingly supporting forced or bonded labor. The discovery of such practices would result in the immediate termination of a supplier relationship.

Remediate Income Loss

Over the course of the year, income loss remediation for vulnerable families was not necessary, which reflects positively on our partnership with Project Issara.

Training

Currently, Beaver Street Fisheries does not have a global training program specifically addressing forced labor and child labor. All BSF employees have access to the Sustainability Report via the company website and the BSF code of conduct for reference. If there are concerns from any BSF employee regarding forced and child labor, the individual is encouraged to reach out to the Director of Sustainability and Quality Management Systems and the Director of Human Resources for any clarification or direction.

Assessment of Effectiveness

BSF's zero-tolerance policy for any supplier knowingly supporting forced or bonded labor has shown impressive results because it has created a clear and enforceable standard across the entire supply chain. BSF has fostered a culture of accountability and ethical responsibility among its partners. This proactive approach not only safeguards vulnerable workers but also strengthens BSF's commitment to ensuring a safe workplace for everyone involved in the supply chain.

Conclusion

At Beaver Street Fisheries, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labor from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes, ongoing audits, and partnerships with credible third-party organizations to ensure compliance with internationally recognized labor standards. Furthermore, we

recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labor.

While we are proud of the strides we have made, we acknowledge that eradicating forced labor requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.”

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full name: Casey R. Marion

Title: Director of Sustainability & Quality Management Systems

Date: May 30, 2025

Signature,

I have the authority to bind ‘Beaver Street Fisheries’