



## Position statement on Fruit d'Or's commitment to social responsibility

May 2025, version 2.0

At Fruit d'Or, social responsibility and sustainable development are deeply embedded in our corporate culture. Since our inception, we have aspired to play an exemplary role and exert a positive influence within our community. In pursuit of this goal, Fruit d'Or is strongly committed to upholding the fundamental rights and freedoms of individuals as defined by the *International Bill of Human Rights*, including the *Universal Declaration of Human Rights* (UDHR), the *International Covenant on Economic, Social, and Cultural Rights*, and the *International Covenant on Civil and Political Rights*.

Simultaneously, Fruit d'Or adheres to the principles and fundamental rights outlined in the *International Labour Organization Declaration* (ILO), the *Ethical Trading Initiative's* (ETI) base code principles<sup>1</sup>, and the 10 *United Nations Global Compact* principles<sup>2</sup>.

As a company, we comply with applicable laws in the markets where we operate. When local laws have requirements less stringent than our own policies, as well as international standards on human rights and employment, we adhere to the strictest policies and standards.

To demonstrate our efforts and progress on these principles, we use the collaborative Sedex platform (Supplier Ethical Data Exchange), which allows us to transparently disseminate our data related to social responsibility. Additionally, in November 2023, Fruit d'Or conducted the SMETA ethical trade audit for its two main operational sites located in Centre-du-Québec. The

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<sup>1</sup> Fruit d'Or adheres to the principles without, however, being a member of the ETI.


<sup>2</sup> Fruit d'Or adheres to the principles without, however, being a signatory to the United Nations Global Compact.

# Fruit d'Or

**Aussi vrai que nature.** Cultivating what's real.

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audit methodology developed by Sedex, SMETA, is used to assess a company's compliance with the fundamental principles of the *ETI* and local legislation. We use the latest version of the 4-pillar SMETA audit: labor standards, health and safety, environment, and business ethics. In our commitment to continuous improvement, we will follow a triennial assessment cycle for these two sites to demonstrate our ongoing progress.

For more details, the comprehensive reports of the SMETA audits are available here:

<https://www.sedex.com/>

Fruit d'Or's reference number on Sedex is: ZC1043511

As a Canadian company, Fruit d'Or is subject to Bill S-211, which aims to combat forced labour and child labour in supply chains. In accordance with this legislation, we publish an annual report outlining the measures taken during the previous financial year to prevent and reduce the risk of forced and child labour within our operations and supply chain. This report is available in the *Reference Documents* section of our website:

<https://fruitdor.ca/en/sustainable-development/>

As part of our commitment to the Sustainable Development Goals (SDGs), Fruit d'Or also launched its first-ever sustainable development plan in September 2023, covering the 2024–2026 period. The full plan, along with our annual progress reports highlighting key achievements and milestones, is also available in the *Reference Documents* section of our website: <https://fruitdor.ca/en/sustainable-development/>

Sincerely,



Martin Le Moine

Président

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