



## Social Responsibility / Accountability In Manufacturing

We certify that all products sold by Bartek Ingredients Inc. are manufactured in a socially responsible and accountable manner. Our products are manufactured in accordance with the laws of Canada, the Province of Ontario and all other applicable statutes and standards.

The Company conducts its business using a set of policies that are similar to those listed in the Ethical Trading Initiative Code of Practice and the Social Accountability International SA8000 Code of Conduct. Specifically, we do not employ child labour or forced labour. We have in place sophisticated systems to ensure Health and Safety in the plants and we recognize the right of our employees to free association, fair pay and working hours and equal treatment under the laws of Canada.

We compete fairly for our business without bribery, kickbacks, or giving anything of value to secure an improper advantage and encourage a diverse workforce free from discrimination, harassment, or any other form of abuse.

Finally, we are dedicated to maintaining these commitments as a prerequisite for all current and future business activities and to conduct business responsibly, with integrity, honesty and transparency.

A handwritten signature in blue ink that reads "John Burrows". The signature is written in a cursive style and is positioned above a horizontal line.

John Burrows  
CEO

Dated: May 19, 2021  
Supersedes: November 13, 2020

Revision 8