

# **Viola Alliance**

## **Bill S-211 Compliance Report**

**Fiscal Year: 2023**

### **1) Executive Summary**

This report details Viola Alliance's measure during the fiscal year 2023 to address, mitigate, and prevent the risks of forced and child labor within our operations and supply chain. These efforts reflect our continuing obligations under Bill S-211 – The Fighting Against Forced Labour and Child Labour in Supply Chains Act.

### **2) Compliance and Governance**

Our President, Joey Furfari, along with the Board of Directors and Leadership Team, reaffirms our commitment to uphold the highest standard of human rights, as reflected in our comprehensive code of conduct policies.

### **3) Compliance Policies and Implementation**

Our company is committed to ethical and legal hiring practices. In compliance with Bill S-211 and applicable labor laws, we ensure that all our employees are over 18 years of age. This policy reflects our dedication to preventing child labor and upholding the highest standards of workplace integrity.

For our construction side of the business, we hire employees through Local 793 and Local 183 unions. These unions ensure that all employees meet the age requirements and protect their interests, providing a safe and equitable work environment.

### **4) Risk Assessment and Management**

Our company conducts risk assessments to ensure compliance with Bill S-211 and to maintain ethical standards throughout our operations. By sourcing the majority of our raw materials locally within Canada, we significantly reduce the risks associated with supply chain management.

Canada's stringent labor laws and robust regulatory framework provide strong protections against unethical practices, such as child labor and unsafe working conditions. This local sourcing strategy not only supports our commitment to ethical practices but also minimizes the risk of non-compliance with labor standards. By working closely with Canadian suppliers, we maintain greater oversight and control over our supply chain, further reducing potential risks.

### **5) Future Commitments**

#### **Employee Training:**

Our company is committed to continuous improvement and the highest ethical standards. As part of our future commitment, we are updating our code of conduct to reflect our hiring practices, age requirements, and stance against forced labor.

The updated code of conduct will explicitly outline our policy of hiring employees over 18 years of age, in compliance with Bill S-211 and other applicable labor laws. It will also include stringent measures to prevent any form of forced labor, ensuring that all employees work voluntarily and under fair conditions.

We are dedicated to fostering a safe, ethical, and inclusive workplace, and our revised code of conduct will serve as a cornerstone of these values. By regularly reviewing and updating our policies, we aim to uphold the highest standards of integrity and accountability in all aspects of our operations.

**Supplier Engagement:**

We have also started informing our raw material suppliers of the need to comply with Bill S-211. By ensuring our suppliers understand and adhere to these requirements, we further strengthen our commitment to ethical practices and minimize potential risks in our supply chain. Additionally, we are obtaining certifications from our vendors to verify their compliance with these standards, ensuring transparency and accountability.

**Evaluating International Vendors for Equipment Imports:**

As part of our commitment to ethical and responsible sourcing practices, we are working on establishing procedures to rigorously evaluate international vendors whenever we import equipment and manufacturing plants from outside Canada. These evaluations will ensure that there is no risk to labor and human rights.

**6) Certification and Approval**

This report has been reviewed and approved by Viola Alliance's Board Members on May 31, 2024, and I, Joey Furfari, attest to the accuracy and completeness of the information provided.



Joey Furfari, President

May 31, 2024