



AYURCANN

Forced Labor and Child Labor Report for Ayurcann Holdings Corp.

1. Introduction – our Business

Ayurcann Holdings Corp., a premier organization in the cannabis extraction and production industry, is dedicated to upholding the highest standards of ethical labor practices. This report outlines our proactive measures and firm stance against forced labor and child labor within our operations and throughout our supply chain.

2. Company Policies and Commitments

Our commitment to ethical labor practices is reflected in our strict adherence to Canadian labor legislation, including the Employment Standards Act and other relevant federal and provincial regulations. We take comprehensive measures to ensure that all employees, suppliers, and business partners comply with these rigorous standards.

3. Risks of Forced Labour or Child Labour in Our Supply Chain


Ayurcann Holdings Corp. is dedicated to ensuring the safety and health of its employees, conducting its operations in full compliance with relevant laws and regulations. We expect our suppliers to provide a safe working environment and adhere to all applicable health and safety laws related to the operation and use of their facilities where our products are manufactured or stored.

Like many global businesses, we face risks in our supply chain due to limited visibility into our suppliers' upstream supply chains. To mitigate these risks, we encourage suppliers to establish traceability systems that track raw material lot/batch numbers to the finished product lot/batch numbers, including traceability to inspection records.

Although the risk of forced labor and child labor within Ayurcann is considered low, our business requires sourcing a significant amount of supplies and materials from international manufacturers. These products are typically obtained from direct suppliers. Our current capacity to trace the origin of specific products or inputs is limited due to our position as a downstream purchaser. This limited visibility highlights the need for enhanced due diligence and greater transparency within our supply chains.

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4. Training and Awareness

Ayurcann Holdings Corp. implements robust training programs designed to educate our employees on the identification and prevention of forced labor and child labor, underscoring the importance of upholding ethical labor practices across all levels of our supply chain.

5. Reporting Mechanisms

Employees and stakeholders are encouraged to report any suspected violations of labor standards directly to the management team. Concerns can be escalated to upper management to ensure thorough investigation and appropriate action. Ayurcann Holdings Corp. is committed to protecting those who report such concerns and ensuring their anonymity and safety throughout the process.

6. Case Studies and Examples

Ayurcann Holdings Corp. prides itself on an exemplary record concerning forced labor and child labor. We have encountered no instances of such practices within our company or among our suppliers. This reflects our diligent efforts and commitment to maintaining ethical labor standards.

7. Conclusion

Ayurcann Holdings Corp. reaffirms its steadfast commitment to ethical labor practices. We urge all stakeholders to join us in supporting these efforts and contributing to a fair and just working environment. Our leadership in this area will continue to set a benchmark for the industry, ensuring that forced labor and child labor have no place in our operations or supply chain.


7. 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.

Roman Buzaker
Directors and President
May 28 2024

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