

# 2024 Modern Slavery Report

by BC Fresh Vegetables Inc.

## 1. Introduction

This Report is produced by BC Fresh Vegetables Inc. (“BCfresh” or the “Corporation” or “our” or “we”) for the period ending May 31, 2024 (the “Reporting Period”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation.

This Report constitutes the first report prepared by the Corporation pursuant to Canada’s new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

## 2. Steps to prevent and reduce risks of forced labour and child labour

We consider the respect of human rights to be a fundamental corporate responsibility and a value governing all our activities. We place the highest importance on respecting human rights while conducting our business activities everywhere we operate. We expect the same from our business partners.

In general terms, we took the following steps during the Reporting Period to prevent and reduce the risk of forced labour or child labour in our business and supply chains:

- reviewed and updated our Supplier Code of Conduct in May 2024;
- reviewed and updated our Producer Marketing Agreement in May 2024

Details of the above actions are set out in this Report.

## 3. Structure, activities and supply chains

BCfresh is incorporated under the *Canada Business Corporation Act*. We are a privately held company wholly owned by family farms and their respective corporations, partnerships, or sole proprietorships.

Headquartered in Delta, British Columbia, BCfresh grows, ships, and packs fresh produce to retailers, wholesalers, and food service customers across Canada.

BCfresh is a British Columbia business, with thirty full-time employees as of December 31,

2023. It strives to create a diverse and inclusive culture across our organization and grower partnerships.

BCfresh's products are grown on fresh vegetable farming operations in Canada (primarily British Columbia and other select provinces) as well as select regions of the United States. Operations conducted in those facilities consist of growing, harvesting, storing, washing, grading, and packing fresh vegetables. All marketing of the Corporation's products is provided through its head office in Delta, British Columbia.

BCfresh's supply chain consists of produce suppliers, providing fresh vegetables, packaging suppliers, providing materials needed to pack and ship fresh vegetables, and suppliers of non-product goods and services. Most of our fresh produce is provided by suppliers with whom BCfresh has long-term Producer Marketing Agreements. BCfresh seeks long-term relationships with our suppliers to provide the materials needed. BCfresh currently does business with approximately 150 produce suppliers located in North America, approximately fifty packaging suppliers, and approximately fifty non-product suppliers. The list of our Producer Marketing Agreements and approved suppliers is available upon request.

#### **4. Policies, Governance and Due Diligence processes**

BCfresh is committed to embedding human rights considerations into its policies, governance framework and decision making. BCfresh is committed to promoting, in our business activities, human rights, environmental protection, anti-corruption and labour rights, more specifically the elimination of all forms of forced labour and abolition of child labour.

##### **4.1 Code of Ethics (the "Code")**

The Code applies to all members of the BCfresh community, including the Board of Directors, management and employees at every level.

It addresses ethical conduct in our work environment, business practices and relationships with external stakeholders. The principles set out in the Code reflect BCfresh's belief that honesty and integrity foster a positive work environment that strengthens the confidence of all stakeholders. The Code details the standards of behavior expected from everyone to whom it applies in their daily activities and in dealings with others. It also outlines the key responsibilities of BCfresh leaders who are to provide a model of high standards of ethical conduct and to create a work environment reflecting both the content and the spirit of the Code. Our Code requires us to uphold our core values and our standards of behavior.

The Code is available upon request.

##### **4.2 Supplier Code of Conduct (the "Supplier Code")**

In line with BCfresh's vision for its suppliers, BCfresh actively engages its supply chain by the adherence of its suppliers to its Supplier Code. The Supplier Code, which was last updated in May 2024, details our expectations of suppliers in respect of human rights, labour, legal compliance, health and safety, the environment, anti-corruption, ethics, and governance. The Supplier Code is available upon request.

Our Supplier Code specifically includes provisions prohibiting child labour and forced labour, as follows:

***"E. No Child Labour or Forced Labour***

*Suppliers shall not use workers under the applicable legal age of employment or forced or involuntary labour or engage any supplier, vendor, contractor, or partner that uses such workers. Suppliers should only use workers who are legally entitled to work in the jurisdiction in question.*

*Suppliers agree to adhere to all applicable laws and regulations related to labour practices, including but not limited to Bill S-211, the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which may be amended at any time.*

**4.3 Reporting and Non-Retaliation Policy**

In accordance with our Supplier Code, should employees or suppliers have concerns regarding forced or child labour, they have a responsibility to report their suspicions. To that effect, BCfresh outlines channels for them to report any potential breach, on a confidential basis or not, such as reporting to colleagues, including supervisors, human resources representatives, internal audit representatives or next level of management.

**5. Remediation Measures**

Our Code of Ethics and Supplier Code offer a reporting mechanism for our employees and suppliers to report ethical or legal violations, among other concerns. If a situation of non-compliance is identified, BCfresh will work to develop and implement a corrective plan to improve and remedy the situation.

**6. Training**

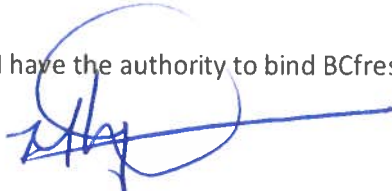
BCfresh's employees receive training on our policies. All new office employees are required to review and sign our Code of Ethics.

**7. Approval and Attestation**

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of BCfresh Inc.

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

I have the authority to bind BCfresh.



Murray Driediger  
President & Chief Executive Officer  
May 31, 2024