



BC Tree Fruits Cooperative Statement Regarding Modern Slavery 2023

Initial Statement

BC Tree Fruits Cooperative does not tolerate slavery or human trafficking in any form. This extends to our organization, customers, and suppliers. This report will outline our process, findings, risks, remediation, and other information pertinent to the Fighting Against Forced Labor and Child Labor in Supply Chains Act for the Year of June 1, 2022, to May 31, 2023.

Structure, Operations, and Supply Chain

BC Tree Fruits oversees the entire supply chain from orchard to market, ensuring rigorous standards for food safety and sustainability. The cooperative employs advanced agricultural practices and state-of-the-art packing facilities to maintain the freshness and quality of its produce. Through strategic marketing and distribution channels, BC Tree Fruits supplies both domestic and international markets, promoting agricultural heritage and premium fruits of British Columbia.

BC Tree Fruits supply chain stems from the cooperation of growers within the Okanagan. The grower's supply fruit to the cooperative where the fruit is stored, graded, sized, packaged, and distributed to customers. BC Tree Fruits also has a cidery and a small store that sells fresh produce, beverages, and other items. The main portion of the business of BC Tree Fruits derives from the main packing facility to sell raw fruit directly to businesses.

Policies In Relation to Forced Labor and Due Diligence

BC Tree Fruits does not have a direct policy in place to address the Modern Slavery and Forced Labor Act, however BC Tree Fruits maintains an environmental policy that has the beginnings of a greater scope to combat Modern Slavery and Forced Labor. The policy states the company is responsible for protecting the health and wellbeing of its employees and for contributing to the economic vitality of the communities in which it operates. Although it does not specifically address the upstream elements of our supply chain, BC Tree Fruits is working toward expanding that definition and scope.

Regarding due diligence, BCTFC did a study based on the ETI (Ethical Trade Initiative). This program is utilized to inform all suppliers, customers, and Growers of the cooperative that we adhere to the base code within ETI. This code focuses on the following ideologies: employment is freely chosen, freedom of association and the right to collective bargaining are respected, working conditions are safe and hygienic, child labor shall not be used, living wages are paid, working hours are not excessive, no



discrimination is practiced, regular employment is provided, and no harsh or inhumane treatment is allowed.

Risk Related Areas

Given the previous study with ETI, BCTFC operates in a lower risk category in regard to forced labor or modern slavery. Identified areas of risk include the purchasing of supplies used to protect and distribute fruit. Another area of risk not related to regular business activities is the procurement of new equipment, though this does not happen on a regular basis within the company.

BC Tree Fruits will be further studying this area in the future to ensure that these supply chains are in fact not utilizing Modern Slavery.

Remediation Process

Within the company we have a code of conduct in place for all those who work within the company. This code of conduct is in place to recognize, report, and prevent unethical behaviors within or linked to the company. This provides awareness across all platforms of employment presenting a broad spectrum of observation.

BC Tree Fruits has never identified any portion of Modern Slavery within their business so, there has been no remediation to cover the income of families affected. However, BCTFC will be looking into options of covering this effect, in the instance that areas of risk are identified, and families have been affected.

Assessments of Effectiveness of Process

In terms of the effectiveness, BC Tree Fruits has not been able to identify any Modern Slavery through the entire supply chain. Though this does not prove there is no existence of it, BC Tree Fruits will continue to study their higher risk areas further to understand the full scope.

As BC Tree Fruits has minimal risk in general, we will continue to work with suppliers to understand their processes. BC Tree Fruits is not exempt from Modern Slavery and will continue to understand our identified higher risk areas.

Conclusion

In conclusion, BC Tree Fruits Cooperative is a low-risk group of growers distributing fruit locally and internationally. With an identified risk of suppliers previously assessed through ETI, BC Tree Fruits will continue to work with those and with new suppliers to mitigate any known or unknown forms of forced labor.

BC Tree Fruits understands we need to expand the scope of our policy regarding Modern Slavery and Forced Labor and will look to do this in the coming year. As this is a new topic to most, we have done research to understand the matter and our impact. We look to prevent all Modern Slavery and Forced



Labor at BC Tree Fruits and throughout our supply chain. With each consecutive year, we strive to prevent, detect, remediate, and assess our findings further to ensure we can mitigate Modern Slavery.

Approval

The board members of the Cooperative on May 31st, 2024 approved this report.

Attestation

In accordance with section 11 (1) & (3) of the Fighting Against Forced Labor and Child Labor in Supply Chains Act, I attest that I have received the information within this report. I attest that the information in this report is true, accurate, and complete.

Signed by:

A handwritten signature in black ink, appearing to read 'Robert Stewart'.

Name:
Robert Stewart

Title:
Chair, Board of Directors
BC Tree Fruits Cooperative

Date:
May 31, 2024

Signed by:

A handwritten signature in black ink, appearing to read 'John Kay'.

Name:
John Kay

Title:
Chair, Finance & Audit Committee
Board of Directors
BC Tree Fruits Cooperative

Date:
May 31, 2024