

## **Factors Group Forced Labour Statement**

This annual report is prepared by Factors Group Nutritional Companies Inc. (“Factors Group”) and is filed in compliance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act). It describes the approach and actions taken by Factors Group to address risk forced labour and child labour in its operations and supply chain during the year ended May 31, 2024.

### **About Factors Group**

Factors Group is a leading manufacturer of nutritional supplements and other health-building products. The company is based out of Coquitlam, British Columbia. Primarily operating under the Natural Factors brand, Factors Group manufactures, researches and develops various vitamins, extracts, and formulas to support the general well-being of its customers.

Expertly crafted from the highest-quality sources, Factors Group products have received Health and Safety clearance across Canada, the United States, and Australia, and are staple products at a broad selection of health food suppliers worldwide.

As one of North America’s largest manufacturers of nutritional supplements and formulas, Factors Group offers its target audience the widest range of alternative health products across Canada. Over the past 50 years, it has received various accolades and certifications from health food organizations and government bodies across the globe and has earned continuous popularity amongst a diverse array of nutritional enthusiasts. Factors Group manufacturing activities are carried out through its nearly 400,000 square feet of production facilities in four different locations across the province, each containing a host of state-of-the-art processing equipment to ensure the efficacy and safety of the company’s products.

### **Our Supply Chains and Risks of Forced Labour or Child Labour**

Factors Group owns over 1,000 acres of certified organic farmland in the Okanagan Valley of British Columbia and grows variety of crops for production and research. Factors Group also sources some of its raw materials from outside of Canada. Factors Group acknowledges that there are risks of forced labour or child in its supply chains, which vary depending upon entities involve, geography, and sectors/industry. Factors Groups also recognizes additional risks posed by limited visibility into its upstream suppliers. To uphold our commitment to ethical business practices and human rights, we plan to start to monitor and identify risks of forced labour in our supply chain.

## **Our Policies and Training Procedures**

At Factors Group, we care about:

- **The Source:** We go to great lengths to nurture, cultivate, and source ingredients that support your health and well-being.
- **Purity:** We care about the quality, purity, and efficacy of our products. Earning your trust means going above and beyond every day with every product.
- **The Planet:** We care deeply for the future of our beautiful planet. It is our privilege to care for it, no matter the cost.
- **People:** As citizens of the world, we believe in paying it forward and giving future generations the opportunity for a healthy, happy life.

Factors Group does not currently maintain a policy specific to the prevention of forced or child labour however Factors Group is committed to acting ethically and maintaining fair and honest business environment for employees, customers, suppliers and communities.

Factors Group does not currently maintain training specific to forced labour or child labour.

## **Due Diligence and Assessing Effectiveness of Factors Group's Actions to Prevent Forced Labour**

Factors Group maintains internal accountability and reporting processes that are designed to monitor and address situations where employees, contractors, suppliers, or others along the supply chain fail to demonstrate Factors Group's values and ethics. Should concerns arise, including in respect of forced labour and child labour in the supply chain, parties should contact Factors Group's Human Resources Department.

## **Remediation**

As of May 31, 2024, Factors Group has not faced situations of forced labour or child labour and has therefore not had to remedy such situations.

## **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.

By: 

Name: Michael Hobson

Title: President & CEO

Date: June 5, 2024

I have the authority to bind Factors Group.