



FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT

Reporting Party:	Farmers' Rice Cooperative
Financial reporting Year:	2023
Business Number:	79385 2682 RT0001
Entity:	Cooperative
Sector/Industry:	Rice drying, milling, manufacturing
Manufacturing Location:	2224 Industrial Boulevard, West Sacramento, California, 95691, USA
Corporate Office Location:	2566 River Plaza Dr., Sacramento, California, 95833, USA
Website:	www.farmersrice.com

1. Prevention/Reduce Risk:

- a. Our milling and manufacturing facility is a part of the union, Teamsters Local 150. We agree to a contract every three years. (<http://www.teamsters150.org>)
- b. Non-Union employees are to abide by the laws set forth by the state of California and follow a company code of conduct policy.
- c. Work with companies that have American subsidiaries.

2. Structure, Activities and Supply Chains:

- a. Structure - Corporation
 - i. Rice Cooperative
 - ii. Board appointed by the grower owners
 - iii. Executive staff
 - iv. Employees (non-union)
 - v. Union employees
 - vi. Seasonal employees
- b. Activities/Supply Chain:



- i. Rice grown by Farmer's that are grower owners
- ii. Rice transferred to drying facilities
- iii. Rice shipped to milling location
- iv. Rice milled and packaged by manufacturing facility
- v. Rice is shipped in various forms of transportation; truck, train, vessel

3. Policies:

a. Employment Applications Required:

The Company relies upon the accuracy of information contained in the employment application, as well as the accuracy of other data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information may result in the exclusion of the individual from further consideration for employment or, if the person has been hired, termination of employment.

b. Pre-Employment Drug and Alcohol Screening:

The Company is committed to providing a safe, efficient, and productive workplace by preventing unlawful drug or alcohol use. All positions within the Company require an applicant to successfully complete a pre-employment drug and alcohol test at the cost of the Company. This test will occur after a conditional offer of employment has been made, and the offer of employment will be contingent upon the applicant's successful completion of the test.

c. Verification of Lawful Work Status (Background Check):

The Company is required by federal immigration laws to employ only those individuals who are legally authorized to work in the United States and to verify the identity and legal authorization to work of all employees.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 form with the Company within the past three years, or if their previous I-9 is no longer retained or valid.



4. Risks:

- a. Vendor or contractor subcontracting without authorization and validation by company's leadership team.

5. Measures taken to remediate forced/child labor:

- a. Disclosures in place, under the California Transparency in Supply Chains Act. We have a strong indemnification provision in case child labor occurs.

6. Measures taken to remediate loss of income to vulnerable families:

- a. California has a welfare system to assist vulnerable families.

7. Training:

- a. Every vendor and contractor are subject to a credit check.
- b. Every employee is subject to a background check.

8. Details of actions taken:

- a. Farmers' Rice Cooperative supports the California Transparency in Supply Chains Act of 2010 and prohibits the use of child labor, forced labor, and human trafficking. Farmers' Rice Cooperative is an advocate of human rights and is in full compliance of all laws governing the enforcement of such laws. Farmers' Rice Cooperative expects our suppliers to be in full compliance, respect human rights, and ensure no child is forced into labor and that their rights are respected, and that no supplier is engaged in any violation of child labor, forced labor, or human trafficking.

“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.”



FARMERS' RICE COOPERATIVE

P.O. BOX 15223 · SACRAMENTO, CA 95851-0223

Full name: Rick Rhody

Title: President & CEO

Date: 05-30-2024

Signature:

A handwritten signature in blue ink, appearing to read 'Rick Rhody', written over the 'Signature:' label.

"I have the authority to bind 'Farmers' Rice Cooperative."