



Field Farms Marketing Ltd.  
4922 LaSalle Line, RR1  
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May 13, 2024

## **Field Farms Marketing Ltd. Report on Bill S-211, Forced Labour in Canadian Supply Chains**

This report is meant to detail the information required by new reporting rules under bill S-211, Forced Labour in Canadian Supply Chains.

**Legal Name:** Field Farms Marketing Ltd.

**Financial Reporting Year:** 2023

**Report Version:** 1.0

**Business Number:** 853177434

**Identification of a Joint Report:** N/A

**Identification of reporting obligations in other jurisdictions:** N/A

**Entity Categorization according to the Act:** Reporting Entity

**Sector/industry:** Agriculture

**Location:** Petrolia, Ontario



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#### A. Structure, Activities and Supply Chains

Field Farms Marketing Ltd. (“FFM”) employs 10 FTEs and operates in agriculture activities of organic and non-GMO commodities trading, handling, elevation, conditioning and merchandising. The supply chains are global sourcing from Africa, Argentina, Europe, Canada and United States, and selling mainly into Canada and the United States.

#### B. Policies and Due Diligence

FFM has a strict policy against forced labour and child labour. All of its employees work in their own freewill for the company. The entire supply chain of the company is vetted and 3<sup>rd</sup> party certified, and it is ensured that only organic, non-GMO, socially sound products are sourced globally. The companies also vet each of their customers to ensure they only deal with established, reputable companies that adhere to the same strict policy against forced labour and child labour that FFM does. Since FFM deals mainly in organic commodities, through the organic auditing process (required annually), FFM is ensured that all of its supply chains must adhere to strict labour and fair-trade policies that come with organic regulations. Organic certification contributes directly to the prevention of forced labor through the controlled supply chain:

- a. **Transparency and Traceability:** Organic certification requires a high level of transparency and traceability in the supply chain. This can help expose unethical labor practices, including forced labor and child labor.
- b. **Fair Trade:** Many organic products are also Fair Trade certified. Fair Trade certification has strict standards against forced labor and child labor, and it promotes fair wages and good working conditions.
- c. **Awareness and Advocacy:** The organic movement often goes hand in hand with advocacy for social justice, including labor rights. Consumers who choose organic products are often aware of and concerned about labor issues.
- d. **Regulations and Standards:** Organic certification bodies and related organizations often work with governments and other entities to strengthen regulations and standards related to labor rights.
- e. **Economic Factors:** Organic farming can potentially offer better economic returns for farmers, which could reduce the economic pressures that often lead to forced labor.

Furthermore, there is specific language from the legislation of the Canadian Organic Regime (COR) which regulates all certified organic imports to Canada (copy of which can we provide upon request):

**4.4.1** The operator shall maintain records and relevant supporting documentation such as visual aids (for example, maps, work-flow charts) concerning inputs and details of their use, production, preparation and transport of organic crops, livestock and products. The operator shall maintain the organic integrity of products and shall fully record and disclose all activities and transactions in sufficient detail to be easily understood and sufficient to demonstrate compliance with this standard.



**4.4.2** Records shall make it possible to trace

- a) the origin, nature and quantity of organic products that have been delivered to the production unit or operation;
- b) the nature, quantity and consignees of products that have left the production unit;
- c) any other information for the purposes of verification, such as the origin, nature and quantity of inputs, ingredients, additives and manufacturing aids delivered to the production unit, and the composition of processed products;
- d) activities or processes that demonstrate compliance with this standard.

**8.4.2** The following information shall accompany the organic product:

- a) the name and address of the person or organization responsible for the production, preparation or distribution of the product;
- b) the name of the product;
- c) the organic status of the product; and
- d) information that ensures traceability, for example, the lot number

**C. Areas of Risk for the Business**

The part of FFM's supply chain that may contain a higher risk of forced labour or child labour is product sourced from Africa. To ensure all product sourced from this region is fair trade and adheres to FFM's strict policy against forced labour and child labour, FFM vets each of its supplier and supply chain in the region thoroughly. FFM takes a "feet-on-the-ground" approach by contracting loyal and trusted consultants in each region it sources from to vet the supplier and its supply chain for a fair trade and humane approach to farming and agriculture. FFM takes this "feet-on-the-ground" approach with all of its global supply chains and has trusted contractors or consultants in Africa, Argentina and Europe. Like all other certified organic product, also produce from the above-mentioned higher risk areas are certified to the COR standards (Canadian Organic Regime). In these countries of origin, third party COR accredited certification agencies inspect, and verify the supply chains to ensure they comply with the COR standards before product can be exported to Canada.

**D. Measures Taken to Remediate Any Forced Labour or Child Labour**

All FFM approved supplier sign a declaration to "Fight against Forced Labour and Child Labour. The Third Party accredited organic certification body, such as Ecocert, inspects the supply chain. If the, despite the measure in place to prevent Forced and Child Labour, any source of forced labour or child labour was detected in its supply chain, FFM would immediately flag the supplier or company as a "NOT TRUSTED" supplier and report the supplier or company to the proper local authorities. FFM would not source from this supplier until the supplier has cooperated with local labour laws and puts measures in place to adhere to the same strict standard of FFM's policy against forced labour and child labour.



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**E. Fair Compensation to the Affected Victims**

Fair compensation would be requested of the supplier or company detected of using forced labour or child labour to provide to the families that are vulnerable to loss of income from eliminating forced labour or child labour. FFM would do everything in its power to have the supplier compensate the families accordingly including cooperating with the local authorities and legal bodies if the families were to pursue the supplier for compensation.

**F. Training**

Each year, all employees of FFM are trained in organic sourcing and procurement and to understand the requirements of fair-trade sourcing. A requirement of fair-trade sourcing is to ensure our supply comes from sources that strictly prohibit forced labour or child labour. Additionally, FFM has monthly corporate meetings in which ongoing company policies are addressed including the policy against forced labour and child labour. FFM encourages an open forum of discussion amongst employees during these meetings to ensure any concerns or questions surrounding this policy are addressed. At the start of each year, FFM also provides a brief training on common practices of awareness, detection and reporting of forced labour and child labour.

**G. Assessing Effectiveness**

Each year, FFM undergoes several organic and safety audits. At each of these audits, FFM's supply chains are thoroughly vetted to ensure all products are certified organic and fair-trade, meaning forced labour and child labour is not being used in its business and supply chains. This has become the standard in which FFM ensures the effectiveness of its policy remains intact and if any adjustments need to be made, these would be documented in the audit by a non-compliance report and an immediate corrective action would need to be taken in order for FFM to remain compliant with all of its organic and fair-trade certifications.



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*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.*

Full name: Rita Felder

Title: CEO

Date: May 13, 2024

Signature:  \_\_\_\_\_

*I have the authority to bind Field Farms Marketing Ltd.*