
Forced Labour in Canadian Supply Chains

Annual Report for Entities 2024

Foliera Inc.

1. What steps has the entity taken in the previous financial year 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 by the entity or of goods imported into Canada by the entity?
 - Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
 - Developing and implementing an action plan for addressing forced labour and/or child labour
 - Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily.
 - Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour.
 - Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
 - Developing and implementing child protection policies and processes
 - Auditing suppliers
 - Monitoring suppliers
 - Developing and implementing training and awareness materials on forced labour and/or child labour
 - Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

2. Please provide additional information describing the steps taken:

Foliera Inc. participates in yearly audits to verify that anti-forced labour/child labour controls are in place and being properly followed and completed by our company and some supply chain partners.

Many of our supply chain partners have signed a statement of compliance with our anti-forced labour and anti-child labour policies. During these audits, we may require



suppliers to provide training and other records for compliance verification purposes. A supplier found to be non-compliant with our anti-forced labour and anti-child labour policies can/will be replaced if the situation is not rectified immediately.

Foliera Inc. conducts its own worker recruitment through well-established channels including job fairs, online job boards, internal postings, and employee referrals. As employee sourcing and resume information is kept on file, Foliera Inc. can verify how an employee has been recruited. All new candidates selected for hire are given a formal offer of employment and ample time to consider, accept or reject said offer. The offer letter provides the candidate with clear information on their proposed hours of work, wage, and a complete job description. Foliera Inc. candidates are always recruited voluntarily and provided with ample time to consider and accept or reject an employment offer. Foliera Inc. does not allow forced or child labour. All workers at Foliera Inc. are free to terminate their employment at any time without penalty.

3. Which of the following accurately describes the entity's structure?

- Corporation

4. Which of the following accurately describes the entity's activities?

- Producing goods (including manufacturing, extracting, growing and processing) in Canada
- Selling goods in Canada
- Selling goods outside Canada
- Distributing goods in Canada
- Distributing goods outside Canada
- Importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains:

Foliera Inc. is a Canadian company that is a greenhouse grower and wholesaler of potted plants. Foliera specializes in supplying a diverse clientele across Canada and the United States. Our business structure is designed to ensure efficient production, streamlined distribution, and a commitment to environmental responsibility. Foliera's business structure and commitment to sustainable practices, efficient production, and exceptional customer service ensures we remain a leader in the wholesale market for tropical plants and succulents.

6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour?

- Yes,
- Embedding responsible business conduct into policies and management systems
- Communicating how impacts are addressed

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour.

Foliera Inc.'s due diligence processes include providing workers with resources regarding their worker rights related to wage minimums, maximum allowable hours and overtime hours. By requiring workers to provide proof of their eligibility to work in Canada and by verifying their photo identification, we can utilize worker date of birth information to confirm they are of legal working age prior to employment. Our company has an open-door policy where any questions or concerns related to employment can be brought forward to and addressed by Human Resources as well as our management team or brought forward anonymously through our suggestion boxes. We seek to foster a work environment with great transparency, respect for one another and open communication.

During our new hire orientations all employees are given information on their rights under the Employment Standards Act (ESA) including resources for obtaining more detailed information on Ontario legislation regarding minimum wage standards (including vacation and public holiday time/pay), limits on hours of work, minimum standards for meal breaks as well as leaves of absence and termination pay. Employees are also given information on company standards that prevent child labour and forced labour. These include age verifications to confirm a new hire is legal working age, and employee education that overtime hours are offered on a voluntary basis only.

8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?

- No, we have not started the process of identifying risks.

9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?

- None of the above

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk:

N/A

11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains?

- Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour.

N/A

13. Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains?

- Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.

N/A

15. Does the entity currently provide training to employees on forced labour and/or child labour?

- Yes, the training is mandatory for some employees.

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour.

Employees are provided information on their rights under the Employment Standards Act and regarding our standards to prevent forced and child labour.

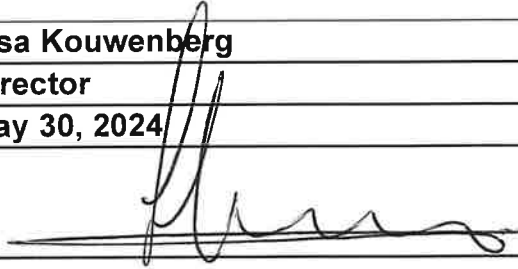
17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?

- Yes,
- Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.

Foliera Inc. participates in annual audits that look to ensure that all company protocols used to identify risks and prevent forced and child labour are being followed. Any areas in our protocols that are identified as a weak point are corrected in a timely manner to ensure our protocols are as effective as possible. Foliera Inc. requires each employee have a completed orientation checklist present in their employee files, these checklists require proper age and SIN information be provided to be deemed complete. The checklist also requires that employment standard information resources be provided to the worker as well - with links to employee rights and employer responsibilities. By completion of these yearly audits, Foliera Inc. is able to assess its effectiveness to ensure the prevention of forced/child labour in our facilities or supply chain.

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:	Lisa Kouwenberg
Title:	Director
Date:	May 30, 2024
Signature:	 <hr/> <p>I have the authority to bind Foliera Inc.</p>