

Corporate Structure and Operations

Island Independent Buying Group, DBA Country Grocer, is a family-owned corporation based on Vancouver Island, operating in both the wholesale and retail grocery sectors. Island Independent Buying Group serves as the primary warehouse and distribution center for Country Grocer, a chain of full-service grocery stores across Vancouver Island.

Retail and Wholesale Operations

- **Retail Presence:** Country Grocer operates 11 retail locations with nine grocery stores under the Island Independent Buying Group banner and two franchise locations. Each store offers a comprehensive range of products, including:
 - Meat
 - Produce
 - Deli items
 - Bulk goods
 - Bakery items
 - Floral
 - General grocery items
- **Wholesale Operations:** Island Independent Buying Group procures products from Canadian wholesalers and vendors, with a strong emphasis on local sourcing.

While the majority of products are distributed through the central warehouse, the company also collaborates with direct-to-store vendors to broaden the product selection available to customers

In-House Production

Country Grocers in-house production capabilities include:

- **Deli:** Freshly prepared meats, cheeses, and ready-to-eat items.
- **Produce:** Fruit and vegetable trays, salsa, guacamole.
- **Bakery:** A variety of baked goods produced daily, ranging from bread to pastries.

Ethical Business Practices

Commitment to Ethical Standards

Island Independent Buying group and Country Grocer are committed to upholding the highest ethical standards across all operations. This commitment includes:

- **Prohibition of Forced and Child Labor:** The corporation strictly prohibits any form of forced labor and child labor within its business and supply chain.

- **Compliance with Legislation:** In accordance with new government guidelines, including the Canadian Bill S-211, the company is actively implementing policies and training to address and prevent forced labor and child labor within its supply chain.

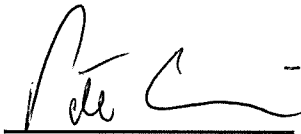
Supplier Relationships and Sourcing

Although the company does not import products directly into Canada, it ensures ethical sourcing by purchasing from large, reputable wholesalers and distributors within the country. These relationships are crucial in maintaining the integrity and quality of the products offered.


We have not identified any forced labor or child labor in our activities or supply chains. Therefore, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in our activities or supply chains.

Employee Welfare and Inclusivity

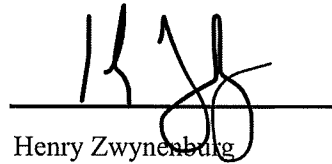
Country Grocer is dedicated to fostering a positive work environment that promotes inclusivity, dignity, and respect for human rights. The company continuously reviews and updates its practices to align with evolving legislative requirements and industry best practices.



Peter Joseph Cavin
Owner



Walter Martin Large
Owner



Henry Zwynenburg
Owner

Have the authority to bind Island Independent Buying Group and Country Grocer

May 31, 2024