



## **Fighting Against Forced Labour and Child Labour in Supply Chains Act**

**REPORT PERIOD: MAY 31, 2024 (Fiscal ending November 30<sup>th</sup>, 2023)**

### **About this Report:**

This report constitutes the first report prepared by Lifeist Wellness Inc. (defined below) pursuant to Canada's new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). The report is a joint report ("Report") made by Lifeist Wellness Inc. It sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of goods imported into Canada by Lifeist Wellness Inc. and its subsidiaries.

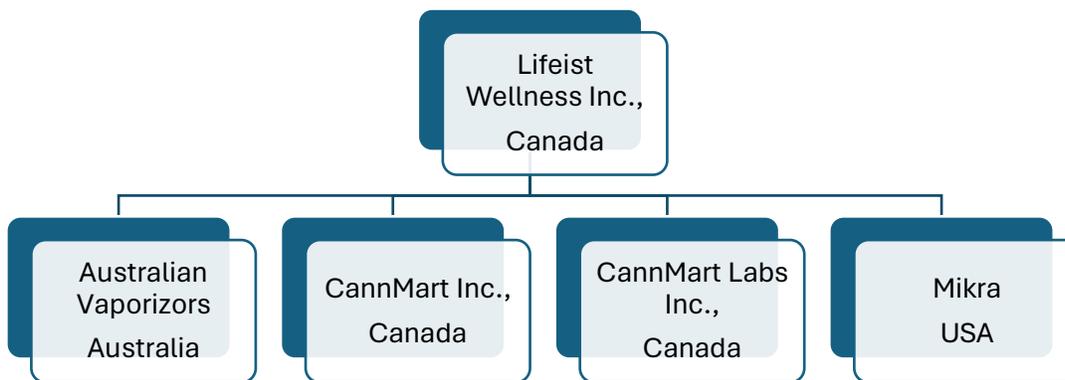
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## Introduction:

At Lifeist Wellness Inc. and all affiliated companies we recognize the profound impact our supply chain practices can have on society, the environment, and the global economy. We are committed to conducting business with integrity, respect, and responsibility. Our Ethical Supply Chain Policy outlines our commitment to upholding ethical standards across all aspects of our supply chain operations.

## Organization Structure:



## Organizational Information:

With headquarters in Toronto, Ontario, and Team Members around the globe, Lifeist Wellness Inc. is a health-tech company that leverages advancements in science and technology to build breakthrough companies that transform human wellness. Portfolio business units include: CannMart, which operates a B2B wholesale distribution business facilitating recreational cannabis sales to Canadian provincial government control boards including for CannMart Labs, a BHO extraction facility producing high margin cannabis 2.0 products; Australian Vaporizers, one of Australia's largest online retailers of vaporizers and accessories; and Mikra, a biosciences and consumer wellness company developing and selling innovative therapies for cellular health.

## Supply Chains:

Lifeist Wellness Inc. strives to work with suppliers, agents, consultants, and other third parties and business partners, as well as their respective employees, directors, and officers, (collectively "Suppliers") who share our commitment to social, ethical, and environmental responsibility. Our main Suppliers provide a wide range of goods and services.

## **Policies and Protections:**

Lifeist Wellness Inc. regularly reviews its Code of Business Ethics and onboarding training. We share and enforce our Anti Violence, Anti Harassment/Sexual Harassment, and Anti-Discrimination Policy (includes Human Rights), and our Supplier Code of Ethics Policy. We also maintain several methods for Team Members and third parties to anonymously report any concerns through our Whistle Blower policy.

- **Anti Violence, Anti Harassment/Sexual Harassment, and Anti-Discrimination Policy:**

The purpose of this policy is to ensure that Team Members at Lifeist Wellness Inc. have a work environment that is free of violence, harassment, or discrimination of any kind, whether it arises from another employee or any other person visiting the workplace or interacting online with employees. This policy will ensure that individuals understand that acts of violence or harassment are considered a serious offence for which necessary action will be imposed.

- **Code of Business Ethics:**

The Purpose of the Code is designed to provide guidance on the conduct of the Company's business in accordance with high ethical standards. As a public company, the Company must not only conduct, but must also be seen to conduct, its business in accordance with such high ethical standards. The Code constitutes written standards that are reasonably designed to promote integrity, to deter wrongdoing and to address, at a minimum, the fundamental principles set out below. The Code applies to all directors, officers and employees of the Company and its subsidiaries (who are referred to collectively as "Company Personnel") and operates in all countries in which the Company and its subsidiaries conduct business. Company Personnel are required to be familiar with and adhere to the Code. Suppliers and partners are also expected to adhere to the Code when dealing with the Company. Fundamental Principles:

1. Conflict of Interest
2. Protection and Proper Use of Corporate Assets and Opportunities
3. Confidentiality of Corporate Information
4. Fair Dealing
5. Policy to Prevent the Corruption of Public Officials
6. Compliance with Laws, Rules and Regulations
7. Reporting of Any Illegal or Unethical Behaviour
8. Consequences of Violating the Code Whistleblower Policy.

- **Ethical Supply Chain:**

Our Ethical Supply Chain Policy extends the principles of our Code of Conduct and Human Rights Policy to our Suppliers. It affirms our commitment to doing the right thing and to working with Suppliers who share our commitment to being socially, ethically, and environmentally responsible. The Supplier Code details our expectations of Suppliers regarding compliance with laws and ethical standards, human rights, health and safety, environment, and climate change.

- **Whistle Blower:**

The purpose of this policy is to establish procedures for (a) the receipt, retention and treatment of complaints received by the Company regarding financial statement disclosure issues, accounting, internal accounting controls, auditing matters or violations of the Company's Code Business Conduct and Ethics; and (b) the submission by employees, officers, and directors of the Company, on a confidential and anonymous basis, of concerns regarding questionable financial statement disclosure, accounting, auditing matters or violations to the Company's Code Business Conduct and Ethics.

- **Scope:**

These policies apply to all Lifeist Team Members. The following persons are required to observe and comply with all policies: All directors, officers and employees of the Company or its subsidiaries or any other person retained by or engaged by or on behalf of the Company or any of its subsidiaries (such as a consultant, independent contractor, adviser, or other service provider), or any third-party partner such as suppliers, and resellers. For the purposes of these Policies, the persons/groups listed above are collectively referred to as "Team Members". These policies apply to situations that occur at/or away from the workplace, during or outside working hours.

### **Assessing and Managing Risk:**

As Lifeist Wellness Inc. procures many goods and services from a broad range of industries, both domestically and internationally, we acknowledge a risk that forced labour and/or child labour may be used in our extended supply chain. We understand the importance of risk mitigation and relationship management throughout the procurement process, including complying with the Act. To accomplish this, we have during this past reporting period, introduced a process for potential suppliers to acknowledge compliance with internal policies, and international legal requirements.

### **Remediation Measures:**

As Lifeist Wellness Inc. has not identified any forced labour or child labour in its business or supply chain, it has not had to take any measures to remediate any forced labour or child labour or to remediate any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chains.

### **Training and Education to Team Members:**

All policies have been incorporated into the Team Member Handbook and all new hires receive and sign off on having read the handbook including all policies. On an annual basis Lifeist Wellness Inc.,

1. Reviews and updates all policies as needed;
2. Conducts training on the existing policies and any year over year changes;
3. Obtains Team Member sign off on all policies.

### **Assessing Effectiveness:**

Lifeist Wellness Inc. is committed to addressing the risks of forced labour and child labour in our business and supply chains. As described in this Report, Lifeist Wellness Inc. has introduced a number of measures to prevent and reduce these risks. However, to date, no actions have been taken to assess the effectiveness of these measures.

This Report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the boards of directors Lifeist Wellness Inc. In accordance with the requirements of the Act, and in particular section 11 thereof, we, the undersigned, attest that we have reviewed the information contained in this joint report for the entity specified below. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this joint report is true, accurate and complete in all material respects, for the purposes of the Act, for the Reporting Period specified above.

I make the above attestation in my capacity as a director of the board of directors of Lifeist Wellness Inc. for and on behalf of the Lifeist Wellness Board.

I have the authority to bind Lifeist Wellness Inc.

Director and President and CEO of Lifeist Wellness Inc.

*Meni Morim*  
Meni Morim (May 30, 2024 11:24 ADT)

Meni Morim