

REPORT UNDER THE MODERN SLAVERY ACT

FISCAL YEAR ENDED AUGUST 31, 2023

FOR:



Novid
INC.®

built to endure

Introduction

In accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act), Novid Inc. has prepared the following report for the fiscal year ending August 31, 2023.

Novid Inc. (“Novid”, “we”, “us”, and “our”) is incorporated in the province of Manitoba, privately-owned with 100% Canadian ownership, and conducts its business exclusively in Canada and the United States of America.

Since its inception we have had a commitment to philanthropy both locally and internationally. Our Value Statement includes a commitment to use our success and resources to impact and influence both our local and larger community for the better, and that we will encourage and support our team members in doing the same. In July 2024 a group of our employees, managers and owners will be travelling to Northern Mexico to build a house for a family in need.

Organizational Structure, Activities and Supply Chain

Incorporated in 2003, Novid Inc. is a family-owned manufacturing company located in Southern Manitoba, employing approximately 100 persons. Our primary business is the manufacturing and sale of sustainable stainless-steel storage for agricultural fertilizers and chemicals.

The majority of our primary suppliers are located in Canada. Some of them have source points located outside of Canada and import from foreign sources, and may potentially be at risk of Forced Labour or Child Labour at these locations, although we do not feel that is likely. Novid does not import high volumes of supplies from non-domestic suppliers and we feel there is limited exposure to risk there.

Due Diligence, Risk Assessment and Actions Taken

Our initial assessment of our primary suppliers has given no reason to suspect forced labour or child labour is being used in their facilities. As many of these suppliers are also completing their initial assessments of their own supply chain at this time, it is our intention to initiate reviews with them on the results of these assessments.

In 2023, Novid hired its first Supply Chain Manager to oversee the Procurement Department and purchasing activities of Novid. She is ISO 28000 certified in Avoiding Risk in Supply Chain Management as well as Risk Analysis, and will be reviewing all aspects of our relationships and dealings with our suppliers. All new hires in this department will be trained in Forced Labour risk assessments as part of their onboarding and training process.

In summer of 2024 we will begin the complex process of auditing our suppliers and mapping out their sub-suppliers through interviewing and surveying them. This will include the creation of policies to assess potential risks in our supply chain and systems to screen for, monitor and detail forced labour risk, capturing data as it becomes available.

Part of this process will include the communication of these new expectations to our suppliers. Our manager will notify our Executive Management and is authorized to end relations with any supplier who is unwilling or unable to demonstrate compliance with the Act, or unwilling to engage in our process.

Conclusion

Novid's ten values in our Values Statement are built off the following:

At the foundation of Novid's values is the Golden Rule. We will treat others as we would want to be treated: with honesty, fairness, kindness, empathy, humility and respect. Novid's team members are expected to display high moral character at work and away from work. Integrity should not have an off switch or a pause button. We will aspire to grow into the best people we can be and in turn, build Novid into the best company it can be.

Guided by this overriding core value, Novid is committed to the fair, respectful and ethical treatment of all. The first of these ten values is Integrity:

***Integrity** - Novid's team members will behave with honesty and demonstrate respect in all their dealings, including communications with customers, suppliers, government agencies and each other. The values of Novid will not be sacrificed in pursuit of financial gain for the company, nor will deceptive practises for personal gain be tolerated.*

The goals of the Fighting Against Forced Labour and Child Labour in Supply Chains Act are aligned with the values of Novid.

Novid Inc. reaffirms its commitment to ethical labour practises and the eradication of forced labour and child labour in our supply chains. We will regularly review and update our policies and practises based on our audit findings to ensure continuous improvement in our efforts to combat forced labour and child labour. By taking proactive steps and engaging with all stakeholders, we aim to create a more humane and ethical 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.

Ryan Plett, President

May 2024

A handwritten signature in blue ink, appearing to read 'R. Plett', with a long horizontal flourish extending to the right.

I have the authority to bind Novid Inc.