



PO BOX 128 STN A
Abbotsford, BC
V2T 6Z5

FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT - 2024

Reporting Company: **One Degree Organic Foods Inc.**

Reporting Period: **January – December 2024**



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TABLE OF CONTENTS

Introduction.....	3
Structure Business & Supply Chain.....	4
Policies and due diligence processes.....	6
Risk assessment.....	7
Actions to reduce and address the risk.....	8
Training and awareness.....	8
Approval.....	8



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INTRODUCTION

One Degree Organic Foods Inc. is a leading supplier of oat products in Canada and the USA. We are committed to upholding the highest ethical standards and corporate responsibility. We are guided by our core values in our operations which includes our dedication to respecting labor laws, upholding human dignity and rights, and developing a workplace culture that is based on integrity and fairness.

The following report summarizes the initiatives that were taken from January to December to address the issue of forced labor and child labor within our supply chains. We continue our efforts during this period to develop a comprehensive measure that will address prevention, detection, and remediation



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STRUCTURE BUSINESS & SUPPLY CHAIN:

Structure

One Degree Organic Foods Inc. is incorporated in Canada and has manufacturing facilities located in Abbotsford, BC. The company manufactures cereals, granolas, oats, oatmeal, and flour with sprouted grains.

One Degree is a family-owned entity which is vertically integrated in its operation. Oats are manufactured and used as an ingredient in subsequent products. The company promotes transparency in its supply chain resulting from the philosophy that consumers should know where their food comes from. Resulting from this philosophy, consumers can scan the QR code on the package and be introduced to the supplier of each ingredient.

Activity

The company produces goods in Canada and engages co-manufacturers in its activities. One Degree supplies products directly to the market as well as utilizes distributors. Products are sold in Canada and outside of Canada. One Degree does not control any of the entities that produce goods for its brands.

The company's products are primarily sold in North America and Mexico, while our supply chain, where our raw materials and ingredients are sourced, extends to local and international suppliers in many countries.

Supply Chain

One Degree believes in connecting healthy soil, crops and people and is focused on transparency in the supply chain offering organic foods that have been produced using sustainable practices. These foods are traceable to the farmers and producers. The company visits each supplier to determine the alignment of values such as organic, non-GMO, sustainability and ethical practices. The supply chain partners are subjected to our supplier approval program and added to our supplier database.

We have assessed our organization's activities by reviewing our hiring practices and policies and there is no risk of forced and/or child labour in our activities. Through our database platform we have collected supplier responses on compliance with Slavery and Human Trafficking Laws and continue to do so as we onboard suppliers to this platform and address our supply chain.

SEE THE INGREDIENTS. MEET THE FARMERS.



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With the implementation of our robust supplier approval program and continuous supplier engagement One Degree Organic Foods considers the risk of our operations or supplier chain incorporating products linked to modern slavery, forced labour, child labour or human trafficking to be minimal.

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POLICIES AND DUE DILIGENCE PROCESSES

Policy on Human Rights and Modern Slavery

One Degree Organic Foods Inc. is committed to operating in accordance with the highest ethical standards and all applicable laws, rules, and regulations. We place the highest value on the integrity of each employee and company representative. Our Company expects compliance with all applicable laws, rules, and regulations, but also responsible and ethical behaviors and compliance with our Code of Conduct which are set out in the Company's Policy Manual. The Company believes in and upholds the dignity of each person, and all forms of modern slavery including forced labour and child labour are incompatible with our values.

Our commitments:

Adherence and respect to National Legal Standards: One Degree Organic Foods Inc. is dedicated to upholding all applicable national laws and regulations related to human rights. This includes forced labour and child labour.

Code of Conduct: Respect and protecting human rights is fundamental to us. Our Code emphasizes the importance of upholding human rights standards in all aspects of our operations, from procurement to production and sales. Colleagues and Supply Chain are encouraged to uphold the dignity of each person when conducting business activities and making decisions, ensuring that our actions align with ethical principles.

Supply Chain Assessment: This is a continuous process and takes place through our supplier approval program as well as through our supplier labour assessment platform. Any identified breaches of human rights, such as instances of forced labour and child labour, within our area of influence, control, and knowledge will be actioned, and remediation measures taken.



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RISK ASSESSMENT:

The sourcing of ingredients from suppliers within the supply chain could pose potential risks of forced labour or child labour especially if these suppliers operate in regions with lower labour standards or inadequate oversight. It is important therefore for One Degree to assess and manage these risks throughout its business operations and supply chains, with the following steps.

1. **Supplier due diligence:** We have implemented a supplier approval process that appropriately vet suppliers to ensure that they are compliant with all applicable labour laws and ethical practices.
2. **Annual supplier risk assessment,** using internal supplier management data and publicly available sources such as Responsible Sourcing Tool, Alliance 8.7 Global Estimates of Modern Slavery, the US State Department's list of goods produced by child and forced labor, and the US State Department Trafficking in Persons Report. This informs our prevention and mitigation strategies.
3. **Training and Awareness:** We are exploring additional training for employees and suppliers on the importance of ethical labour practices and the identification of forced labour or child labour indicators. Open communication and reporting of any suspicions or concerns are encouraged.
4. **Supply Chain Transparency:** Maintain transparency throughout the supply chain by regular monitoring, site visits, and reporting on labour practices. This will primarily be done through our third-party platform.
5. **Leveraging the Sedex and SMETA platforms** for identification, monitoring and mitigation of risks.
6. **Continuous Improvement:** Regularly review and update policies, procedures, and practices to address emerging risks and evolving standards. Conduct regular audits and assessments to identify areas for improvement and implement corrective actions as needed.



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ACTIONS TO REDUCE AND ADDRESS RISKS

During the review period One Degree Organic Foods did not identify any occurrences of forced labor or child labor in our supply chain operations. Therefore, no remediating actions were taken. We continue our due diligence process.

TRAINING & AWARENESS

During onboarding, all One Degree Organic Foods Inc. employees receive an overview of our core values along with key policies and our commitment to respecting the dignity of every human being and caring for our workplace and community.

APPROVAL AND ATTESTATION

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.

I have the authority to bind One Degree Organic Foods Inc.

A handwritten signature in black ink that reads "Stan Smith".

Stan Smith
President
One Degree Organic Foods Inc.