



PLANTPRODUCTS®

Plant Products Annual Report on Bill S-211 – An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Who we are:

Plant Products delivers focused technical support and consumable goods to the specialty horticulture industries in Canada and USA. We are a leading distributor of fertilizers, synthetic and biological pesticides, Biobest® biological controls, substrates, seeds, and other innovative products to the markets we serve.

For more than 80 years, Plant Products' customers have benefitted from the customized technical support our specialists provide which is supported by fast, consistent delivery.

Plant Products is a distributor of agricultural crop inputs, including pesticides, beneficial insects, fertilizers, seeds, etc., serving customers across Canada and Eastern USA. The company sources products from suppliers around the world.

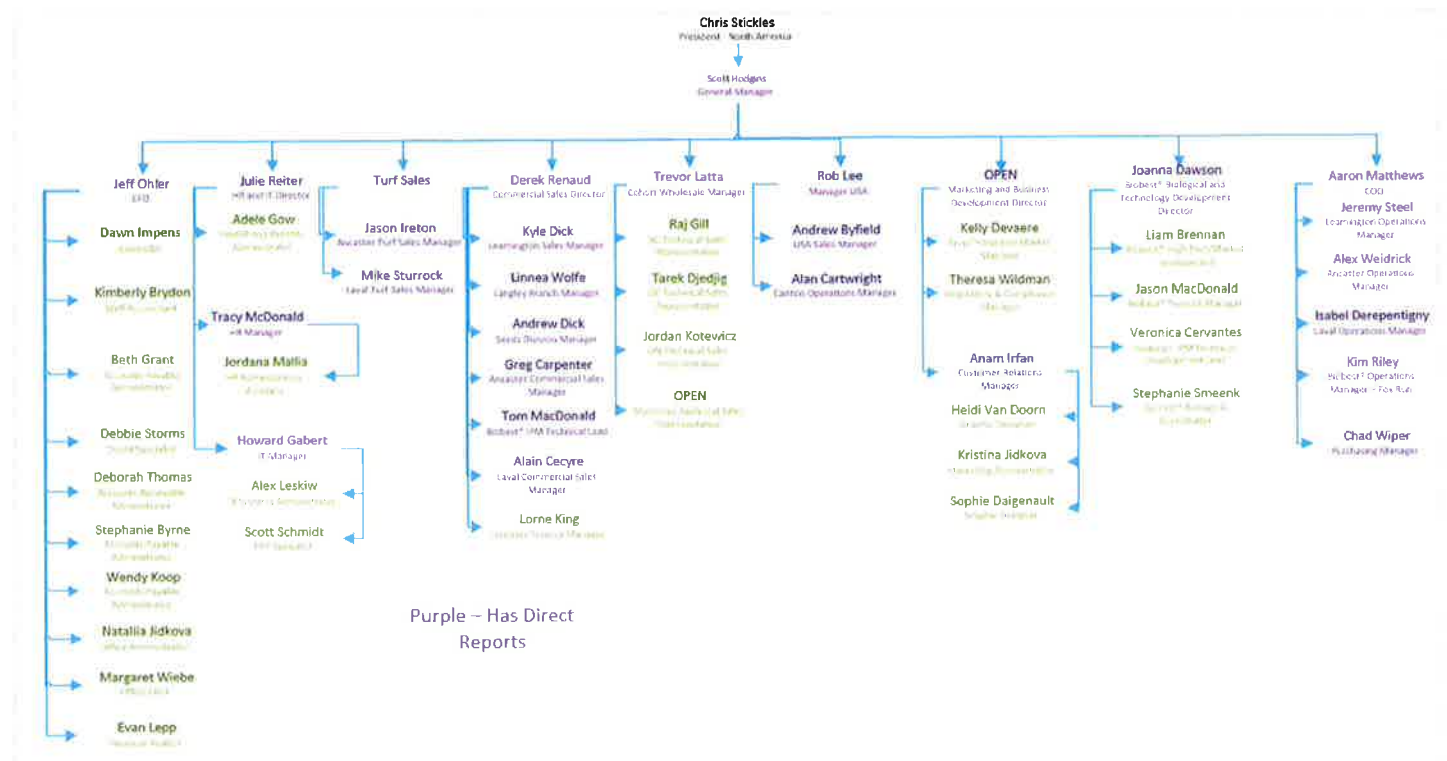
Structure:

Plant Products Inc. was incorporated in the Province of Ontario and is now part of a group of companies whose controlling interest is held by a Belgian entity, Biobest Group NV. In 2022, Biobest Group NV's subsidiary, Biobest Canada, acquired the controlling interest of Morse Leasing Inc, the parent company of Plant Products Inc.

The current ownership structure is as follows:

- Plant Products Inc
 - 100% owned by Morse Leasing Inc
- Morse Leasing Inc
 - 100% owned by Biobest Canada Ltd
- Biobest Canada Ltd
 - 90% owned by Biobest Group NV
 - 10% owned by Stickles Management Corporation

Plant Products Inc has 249 employees situated in Ontario, Quebec, and British Columbia. The company's organizational structure is illustrated below:



Policies and Due Diligence Processes:

Plant Products has asked all suppliers, via a survey, to affirm that they adhere to all forced and child labour laws governing the jurisdictions where they operate. The results of the survey are being tracked in a spreadsheet for review.

Plant Products has added a clause to its standard supply/distribution agreement where the supplier affirms that they adhere to all forced and child labour laws governing the jurisdictions where they operate.

Plant Products has created an Illegal Labour Policy Statement and has asked all managers read and acknowledge they will comply with the policy. Plant Products has also added a recruitment policy stating that illegal labour will not be tolerated in the organization. As part of our employment policies, we ensure that each employee is paid at least minimum wage as required by the Ontario Employment Standards Act.

Forced Labour and Child Labour Risks:

During the collection of data, almost all our suppliers have affirmed their products and/or services are not produced using child labour according to the labour laws of their jurisdiction/country. However, what has been uncovered is that there may be risks in a small number of tiers two and/or three suppliers. Plant Products also sources raw materials and commodities and recognizes that there may be increased risks associated with these sectors.

Remediation measures:

We have not identified any forced or child labour in our activities and supply chains.

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.

Training:

Plant Products is raising awareness among our leadership and management teams. We have created a policy that specially states our position and commitment to combating forced and child labour in our supply chain. Each member of our management team must sign off that they have read and will adhere to the policy.

Effectiveness:

No actions have been taken to assess the effectiveness of these measures in preventing and reducing risks of forced and child labour in the company's activities and supply chains.

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 Plant Products Inc.



Julie Reiter

Director of HR & IT

May 29, 2024