

Report on Greenhouse Operations and Ethical Practices

Legal Name: Pomas Farms Inc.

Financial Reporting year: 2023

Business number: *****209

This report is solely presented by Pomas Farms Inc. and does not represent a joint report with any other entity.

Our greenhouse operates as a corporation registered under the laws of Canada, registered as “Pomas Farms Inc”, operating in the sector of farming. We are located in Staples ON.

Pomas Farms is dedicated to sustainable agriculture, aiming to provide high-quality produce while promoting environmental responsibility, ethical labor practices and contributing positively to the community. We currently employ 280 people.

We ensure that ethical practices are a fundamental part of our operation. Our moral belief explicitly prohibits forced labor and child labor and is communicated across the organization.

Pomas Farms is a hydroponic greenhouse that grows bell peppers. The plants need to be cared for throughout the growing season by pruning, winding, spraying, and scouting. To avoid the use of harmful pesticides and to provide optimal growing conditions, our growing team invests much time in researching various types and behaviors of bugs. We use Integrated Pest Management (IPM) strategies, that combine biological, cultural, and chemical controls, which are essential to keep pest populations under control while minimizing environmental impact. Greenhouses provide a unique, hands-on learning opportunity for students, blending science, sustainability, and practical skills. A greenhouse offers students the chance to engage in hands-on learning experiences that complement traditional classroom instruction. By participating in the cultivation and maintenance of plants, students develop practical skills such as planting, watering, and harvesting. These activities provide a tangible connection to biological concepts and processes, making learning more engaging and memorable. Greenhouses serve as living laboratories where students can observe and study various scientific principles in action. Topics such as photosynthesis, plant biology, and ecosystems become more accessible and understandable when students can see and interact with them directly. This experiential learning fosters a deeper appreciation for the natural world and encourages scientific inquiry and curiosity. Incorporating a greenhouse into the school curriculum promotes sustainability and environmental stewardship. Students learn about the importance of sustainable practices, such as composting, water conservation, and organic gardening. This knowledge empowers them to make environmentally responsible choices and fosters a sense of responsibility towards protecting the planet. Learning about and implementing IPM practices in a greenhouse introduces students to environmentally friendly pest control methods. IPM emphasizes using a combination of biological, cultural, physical, and chemical tools to manage pests in a way that minimizes risks to human health and the environment. Students

learn to identify pests, understand their life cycles, and apply targeted interventions, promoting a holistic approach to pest management. Students are employed under supervision and are enrolled in various school programs, like the ACCESS program, while employed. They are visited on-site at their place of employment by their guidance instructor throughout the year.

The training is entity-wide, encompassing all levels of employees, including senior management and executive-level staff.

Our policies undergo regular review and update processes to ensure alignment with evolving standards and best practices in ethical labor practices. We have implemented feedback mechanisms to gather input from employees regarding any concerns or observations related to labor practices within our organization and supply chains. We are committed to continuous improvement in our efforts to prevent and reduce the risks of forced labor and child labor. Feedback and findings from assessments are used to inform and implement corrective actions and enhance our policies and procedures.

By adhering to these practices, Pomas Farms Inc. strives to maintain a responsible and ethical business model, ensuring the well-being of all individuals involved in our operations and supply chains.

BILL S-211

REPORT ATTESTATION

Reporting Entity: Pomas Farms Inc.

Previous Reporting Year End: November 2023


In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the "**Act**"), and in particular section 11 thereof, I, the attester named below, hereby attest that I have reviewed the information contained in the attached report for the Reporting Entity listed above.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the attached report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Year listed above.

Attested to by me at Staples, Ontario, on this 31 day of May 2024.

Printed Name: David Braun

Title: VP of Operations

Signature: 
I have authority to bind the Reporting Entity.