Progressive Planet Solutions Inc.

Statement Regarding Modern Slavery Act in Canada 2024

Financial Year Ending April 30, 2024

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1. Introduction

Progressive Planet Solutions Inc. (PLAN) is committed to preventing forced labour and human trafficking within our operations and supply chains. This statement outlines the specific steps we have taken during the financial year ending April 30, 2024, to ensure compliance with Bill S-211 and to safeguard against slavery and human trafficking in our business activities and supply chains.

2. Our Business and Supply Chain

PLAN is a CleanTech and manufacturing company based in Kamloops, British Columbia, specializing in developing low-carbon and carbon-sequestering solutions using our owned mineral assets and recycled materials. PLAN employs approximately 50 full-time staff and sources raw materials primarily from within interior British Columbia, which are then transported to our manufacturing plant in Kamloops. Our products are distributed across over 10,000 retail stores in North America. We prioritize sourcing goods and services within Canada and are committed to working with suppliers and vendors that meet our ethical and sustainable business standards.

3. Policies on Forced Labour and Human Trafficking

PLAN has established comprehensive policies to prevent forced labour and human trafficking within our operations and supply chains. These policies are aligned with applicable laws and regulations, and all employees and suppliers are required to adhere to our Code of Conduct, which explicitly prohibits forced labour and child labour. Our policies include:

- **Supplier Code of Conduct:** All suppliers must comply with PLAN's ethical standards, which include zero tolerance for forced labour and child labour. Suppliers are required to acknowledge and agree to these standards as part of our contractual agreements.
- **Employee Handbook and Training:** Our internal policies are outlined in the employee handbook, which is regularly updated to reflect best practices in ethical labour standards. Employees are trained on identifying and addressing forced labour and child labour.

4. Due Diligence Processes

PLAN maintains robust due diligence processes to identify and mitigate the risk of forced labour and human trafficking in our supply chain. These processes are led by our management team and include:

- **Supplier Risk Assessments:** We conduct regular risk assessments of our suppliers, focusing on those operating in regions or industries with higher risks of forced labour and human trafficking.
- **Supplier Audits:** PLAN performs periodic audits of suppliers to verify compliance with our Code of Conduct. These audits may include site visits, employee interviews, and reviews of relevant documentation.
- **Supplier Questionnaires:** We are developing a formal supplier questionnaire to evaluate compliance with our ethical standards and applicable laws regarding forced labour and child labour.

5. Risk Assessment and Management

PLAN has implemented a risk management framework to identify, assess, and monitor risks related to forced labour and human trafficking. This framework includes:

- **Regular Risk Assessments:** We conduct regular assessments of our supply chain to identify potential risks of forced labour and human trafficking. These assessments are based on criteria such as the geographic location of suppliers, the nature of the supplied goods, and historical risk data.
- **Risk Mitigation Strategies:** When risks are identified, we work with suppliers to implement corrective actions, which may include revising contract terms, providing additional training, or, if necessary, terminating the business relationship.

6. Training Programs

PLAN is committed to educating our employees on the risks of forced labour and child labour.

- **Employee Training:** All employees, particularly those involved in supply chain management, receive annual training on recognizing signs of forced labour and child labour, understanding our Code of Conduct, and knowing how to report potential violations.

7. Measuring Effectiveness

PLAN continuously evaluates the effectiveness of our policies and practices in combating forced labour and human trafficking. We measure effectiveness through:

- **Performance Indicators:** Key performance indicators (KPIs) are used to track compliance, including the number of supplier audits completed, the number of suppliers found non-compliant, and the number of corrective actions taken.
- **Feedback Mechanisms:** We actively seek feedback from employees, suppliers, and stakeholders to identify areas for improvement in our policies and practices.

8. Grievance Mechanisms

PLAN is committed to providing safe and confidential channels for reporting concerns related to forced labour and human trafficking. Employees and suppliers can report any suspected violations to their supervisor, manager, or human resources. We are implementing a third-party anonymous reporting system in fiscal 2025 to further enhance our grievance mechanisms.

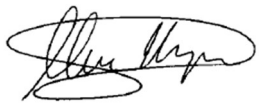
9. Remediation Measures

To date, PLAN has not found any evidence of forced labour or child labour within our supply chain or internal operations. Should any such issues be identified, PLAN will take immediate corrective actions, including working with affected suppliers to remediate issues, providing support to impacted individuals, and implementing measures to prevent recurrence.

10. Approval and Signature

In accordance with the requirements of Bill S-211, and specifically section 11 thereof, this statement has been reviewed and approved by PLAN's Board of Directors and Executive Team. Based on our knowledge and having exercised reasonable diligence, we attest that the information contained in this report is true, accurate, and complete in all material respects for the purposes of the Act for the reporting year listed above.

Signed by



Steve Harpur, CPA, CGA

CEO

Progressive Planet Solutions

August 31, 2024