

Schuyler Farms Limited

Report on Modern Day Slavery

July 1, 2023, to June 30, 2024

Schuyler Farms Limited and its subsidiaries, including Norfolk Fruit Growers' Association and 1000145544 Ontario Limited o/a Harbourview Hotel ("Schuyler Farms"), have zero tolerance for forced labour and child labour. We are committed to continuous improvement and to ensuring that modern slavery is not present in our operations or supply chains.

Steps Taken

In the 2023-2024 financial year, Schuyler Farms took the following steps to reduce the risk that forced labour or child labour was used at any step of the production of goods in Canada or elsewhere by Schuyler Farms or of goods imported into Canada by Schuyler Farms:

- Conducted an internal assessment of risks of forced labour and/or child labour in our activities and supply chains.
- Developed and implemented an Employee Code of Conduct policy.
- Developed and implemented training and awareness materials on forced labour and child labour.
- Ensured compliance with all Canadian laws and safe work practices.

Our Structure, Business, and Supply Chains

About Schuyler Farms Limited

Schuyler Farms Limited is a corporation involved in agriculture, food processing, and fruit packaging. Our primary location is in Simcoe, Ontario, with additional operations in Port Dover, Ontario. We employ 304 workers, both in Canada and from outside Canada.

Our Structure

Schuyler Farms operates with a corporate structure. We control the Norfolk Fruit Growers' Association, which specializes in the packing and marketing of apples, and 1000145544 Ontario Limited o/a Harbourview Hotel. Our organizational structure and accountability chart are detailed in Appendix A.

Our Activities

We are engaged in the growing of fruits such as apples, pears, and cherries, as well as grains like corn and soy, and livestock including sheep. Our products are predominantly distributed within Canada and the United States.

Our Supply Chain

Our supply chain consists of the production, manufacturing, and distribution of goods primarily within Canada. We also source packaging materials for product distribution. The majority of our goods are produced and processed in Ontario, Canada.

Policies Relating to Modern Slavery

We are committed to upholding the highest standards of ethical conduct and respect for human rights. We maintain a zero-tolerance policy towards forced labour, slavery, and child labour. All

work should be voluntary and free from coercion, and the employment of children is fundamentally unacceptable.

Due Diligence Processes

As part of Schuyler Farms' commitment to ethical conduct and respect for human rights, we conduct thorough due diligence on our supply chains to identify and address any risks of forced or child labour. This includes assessments, audits, and other monitoring mechanisms to ensure compliance.

Risk in the Supply Chain

The agriculture industry carries inherent risks of modern slavery. We have identified a higher risk in products imported from higher-risk countries. Schuyler Farms has an internal review and approval process for all suppliers, which includes building relationships and conducting reasonable enquiries and on-site visits.

Remediation

Schuyler Farms did not identify any forced or child labour in the 2023-2024 financial year and therefore did not need to take any remediation measures.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking, management and all levels of employees are required to complete training. This training is part of our onboarding procedures and is mandatory for all employees.

Effectiveness Assessment

To assess the effectiveness of our efforts to ensure that forced labour and child labour are not used in our activities and supply chains, we conduct annual reviews. The President will report on the policies and procedures to the Board of Directors annually.

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report for the 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.



Brett Schuyler
President
May 30, 2024

I have the authority to bind Schuyler Farms Limited