



1. Introduction

This report, prepared pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “Act”), pertains to Terminal Fruit & Produce Ltd. Limited (“dba The Produce Terminal”).

Terminal Fruit & Produce Ltd. hereby reports to the Minister of Public Safety and Emergency Preparedness on the steps taken during their previous financial year ended December 30, 2023 to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods imported into Canada thereby.

2. Structures, Activities and Supply chains

a. Structure

Terminal Fruit & Produce Ltd. was incorporated under the Companies Act in British Columbia on the 6th May 1948. It is a wholesaler of fresh fruit & vegetables and meets the revenue threshold for reporting.

b. Activities & Supply Chain

Terminal Fruit & Produce Ltd. has a warehouse in Vancouver, British Columbia, and its activities include buying and selling of fresh fruit & vegetables.

Number of Employees: 78

Full time: 66

Part Time: 12

Casual: 0

Location of Employees: All within British Columbia

Staff Remuneration: All employees are paid minimum wage or higher.

Sales are only to customers in Canada.

Purchases- Goods are imported from vendors in the United States of America (approximately 35 %) and/the balance purchased from Canadian vendors.

Number of direct suppliers: Approximately 160

Main types of goods and services procured: fresh fruit and vegetables

Nature of contractual arrangements with suppliers: both long- and short-term arrangements.

3. Company policies and due diligence Processes

Terminal Fruit & Produce Ltd. has developed formal policies, a code of conduct for employees and compliance standards that uphold the rights of customers and employees of Terminal Fruit &



Produce Ltd. As the USA & Canada are considered areas of low risk of forced labour or child labour. Terminal Fruit & Produce Ltd. has no formal due diligence processes in place, relating to forced labour and/or child labour.

Code of Conduct and our ethical work environment

Our Code of Conduct sets out principles that will enable Terminal Fruit & Produce Ltd. and its employees to act in a manner which reflects and embodies those central characteristics and ensure all our actions are ethical, legal and responsible.

a. Vendor Leadership Questionnaire

A Vendor Leadership Questionnaire is being drafted that will help us better understand their commitment to a basic code of conduct, including commitments on child labour, non-discrimination, environmental responsibility and anti-corruption. This covers areas including fair workplace practices.

4. Remediation, Training and Effectiveness

At Terminal Fruit & Produce Ltd., we have not identified any forced labour or child labour in our activities and supply chains.

a. Assessing Effectiveness

We continually assess the effectiveness of our actions to report on year-to-year progress of Terminal's capability to respond to risks in our operations, business activities, and supply chain. We are committed to working towards improving our efforts in this area. We also carry out continual assessments for the suppliers we do business with to establish their base risk level, which enables us to detect activities likely to breach our Vendor Responsibility Code.

We are committed to preventing and fighting all forms of forced labour and child labour in the Terminal Fruit & Produce Ltd.' activities and supply chains. As such, we will continue to regularly review our processes, practices and policies in order to identify opportunities for improvement.

5. 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 make the above attestation in my capacity as a director of the board of Terminal Fruit & Produce Ltd. for and on behalf of the board of Terminal Fruit & Produce Ltd.

A handwritten signature in blue ink is written over a horizontal line. The signature is stylized and appears to be "L. Stefanucci".

Luigi Stefanucci

Director

TERMINAL FRUIT & PRODUCE LTD.