

Vineland Growers' Co-operative, Limited
Report on Modern Day Slavery
January 1 to December 31, 2023

Vineland Growers' Co-operative, Limited ("Vineland Growers") has zero tolerance to forced labour and child labour and is committed to continuous improvement, as well as improving our practices to ensure that modern slavery is not present in our operations or our supply chains.

Steps Taken

In 2023 Vineland Growers 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 the Co-op or of goods imported into Canada by the Co-op:

- Conducted an internal assessment of risks of forced labour and/or child labour in the Co-op activities and Supply chains
- Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour
- Developing and implementing Anti Forced and Child Labour Policy
- Developing and implementing training and awareness materials on forced labour and child labour

Our Structure, Business, and Supply Chains

About Vineland Growers' Co-operative, Limited

Vineland Growers has the distinction of being the longest continually run Co-operative in Ontario. Vineland Growers was established in 1913, and since then has been owned and operated by Canadian farmers. Our distribution warehouses and head office are located in Ontario. Vineland Growers provides marketing, warehousing, distribution, logistics and crop input supplies to its growers. As an extension of the business these services are provided to select growers from around the world.

Our Structure

Vineland Growers is a Co-operative Corporation. A Co-operative embodies a unique business structure driven by collaboration and shared ownership. At its core, a Co-op operates on the principle of democratic control, where members, typically customers, employees, or producers, collectively own and govern the business. Vineland Growers Co-op is owned by over 300 grower members all located in Ontario. The membership elects the board of directors who provide leadership, set policies, manage risk and determine the allocation of profits. The President of the Co-op is hired by and reports directly to the Board of Directors. The Co-op employs 40-60 employees in Canada annually. We employ temporary workers seasonally as required to perform fruit repacking and warehouse material handling.

Our Activities

We distribute peaches, apples, nectarines, cherries, plums, grapes, berries and pears, grown on family farms. Over 98% of the fruit is distributed in Canada, a small percentage is sold into the USA or other countries. Vineland Growers has always been committed to the family farm and sustaining the industry for generations to come. Our two retail stores and distribution warehouses offer packaging, tools and supplies for farming and growing businesses. In addition to services to local growers, the Co-op provides distribution, warehousing, packaging and repacking services to select growers around the world for distribution in Canada.

Our Supply Chain

Our supply chain is predominantly made up of growers in Canada and crop input and packaging suppliers located in Canada and the USA. We source an estimated 5% of fruit and supplies from outside of North America.

Policies Relating to Modern Slavery

We are committed to upholding the highest standards of ethical conduct and respect for human rights. We recognize the inherent dignity and worth of every

individual and are dedicated to ensuring that our operations and supply chains reflect these principles.

As part of this commitment, we maintain a zero-tolerance policy towards forced labour, slavery, and child labour. We firmly believe that all work should be voluntary and free from coercion, and that the employment of children is fundamentally unacceptable.

Due Diligence Processes

As a part of Vineland's commitment to upholding the highest standard of ethical conduct and respect for human life, we will conduct thorough due diligence on our supply chains to identify and address any risks of forced or child labor. This may include assessments, audits, and other monitoring mechanisms to ensure compliance.

Risk in the Supply Chain

The Co-op acknowledges that there is an inherent risk of modern slavery in the agriculture business. We have identified a higher risk on fruit and products imported from higher risk countries. The Co-op has an internal review and approval process for all growers and suppliers, an integral part of this review is building a relationship and knowledge of the supplier business which may include reasonable enquiries and attending supplier businesses.

Remediation

Vineland Growers did not identify any forced or child labour in 2023 and therefore did not take any measures to remediate.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, management, as well as members of our Board of Directors, are required to complete training online.

Effectiveness Assessment

To assess the effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chain, the President will report on the policies and procedures to the Board of Directors annually.

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.

Phil Tregunno

Board Chair

May 31, 2024

A handwritten signature in black ink, appearing to read 'Phil Tregunno', with a long horizontal flourish extending to the right.

I have the authority to bind Vineland Growers' Co-operative, Limited