



## **VYEFIELD ENTERPRISES LTD. MODERN SLAVERY REPORT**

This statement constitutes Vyefield Enterprises Ltd.'s ("**Vyefield**" or the "**Company**") modern slavery report for the financial year ending November 30, 2023 under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**"). The reporting entity under the Act is Vyefield.

### **I. Vyefield Structure, Activities & Supply Chain**

#### **a) Structure**

Vyefield is a corporation incorporated under the *Business Corporations Act* (Alberta). The Company is headquartered in Calgary, Alberta. The Company is a multi-faceted private company owned and managed by the Kielstra family serving Western Canada since 1974. Vyefield currently operates five (5) divisions as further set out below.

As of November 30, 2023, the Company had approximately 150 employees in Canada and zero outside of Canada.

#### **b) Activities**

The Company's activities are divided into five (5) divisions: (i) imports of Dutch products (the "**Dutch Store**"), (ii) operating a dairy farm ("**Cattle**"), (iii) operating a poultry farm ("**Poultry**"), (iv) imports of general merchandise ("**Shirra**"), and (v) manufacturing and supplying custom label blending ("**Blending**").

##### *Importation of Goods*

###### *(i) Dutch Store*

The Company imports various goods from Dutch origin, such as groceries and giftware from the Netherlands that it sells in its retail store.

###### *(ii) Shirra*

The Company imports various goods from the United States, Canada and various countries in Asia, such as seasonal home décor, candles, toys, party goods, among others. The Company then brokers and sells these goods to primarily retail grocery stores and drug stores in Western Canada.

##### *Production*

###### *(iii) Cattle*

The Company operates 2000 acres of farmland in Burdett, Alberta, planted mostly to alfalfa, corn and barley. The Company's dairy operation includes the milking of 400 cows and a 600 head feed lot operation.

###### *(iv) Poultry*

The Company operates a poultry farm at a provincially inspected plan, where it raises free run broiler chickens. The Company processes the birds and then sells them to grocery stores, restaurants, and private consumers in Alberta.

##### *Manufacturing*

###### *(v) Blending*



The Company owns 50% of SR Blending Inc., a bakery manufacturing and supply company that specializes in custom label blending for bread mixes, icings, grain & seed blends, and muffin mixes for commercial bakeries and large retailers throughout Western Canada. SR Blending Inc. also distributes a range of basic baking ingredients to retail bakeries.

### **c) Supply Chain**

Vyefield's commitment to upholding ethical business practices extends to its relationships with customers, suppliers, and its employees. For the successful production of its dairy and poultry products, Vyefield sources raw materials, such as seeds and fertilizers from Canadian suppliers. The Company aims to maintain high food safety & quality assurance standards, especially as required in the food industry, and has implemented standard operating procedures in its production facilities to ensure it meets regulatory and customer requirements.

With respect to its Dutch Store segment and its Shirra segment, the Company imports from suppliers in the Netherlands, the United States (approximately 25% of Shirra imports), and China/Hong Kong (approximately 75% of Shirra imports).

## **II. Risks**

As set out above, other than its Shirra and Dutch Store segments, the Company produces its products, such as dairy and poultry in its own farms and facilities. Further, the suppliers for the farms and poultry facilities are reputable Canadian suppliers, therefore minimizing exposure from suppliers in less regulated jurisdictions. Nonetheless, the Company recognizes that modern slavery risks can present in many forms, particularly as it relates to its Shirra and Dutch Store segments, which deal with foreign third-party suppliers. These third-party suppliers are in the Netherlands, the United States and China/Hong Kong.

The Company operates in a highly regulated environment, as such, Vyefield is satisfied that the forced labour and child labour risks in its supply chain are minimal. Nevertheless, the Company acknowledges that this does not preclude all risks. In this regard, the Company has identified and considered the risks in its supply chains with respect to the Shirra and Dutch Store segments. The Company aims to establish relationships with reputable suppliers, who are required to comply with domestic and international laws, and is committed to continuing to work on identifying and addressing any such risks in its business and supply chains if ever they present themselves. In fact, the Netherlands also has an antislavery legislation and therefore the Company expects that its suppliers comply with their own local laws.

## **III. Policies and Practices**

As of November 30, 2023, the Company did not and does not have formal policies or a due diligence process in place relating specifically to forced labour and child labour. Vyefield does not support or condone the use of forced or child labour and prohibits any form of modern slavery in its workplace and in its supply chain. Vyefield expects its suppliers and business partners to share and uphold that value.

## **IV. Remedial Actions**

Vyefield is not aware of any forced or child labour in its supply chain. Therefore, it has not taken any remedial actions within the last fiscal year. This includes not taking any remedial actions relating to the loss of income of the most vulnerable that may be impacted by a measure take to reduce / prevent forced or child labour in its supply chain.

## **V. Training**





As of the date hereof, the Company does not currently provide any specific training with respect to forced and child labour and methods for mitigating risks. The Company reviews all of its policies and procedures, including training practices, on a regular basis and will continue to consider the appropriateness of expanding its training offerings. The Company's senior leadership team and board of directors have been advised and notified of the Act and the requirements thereunder.

**VI. Measuring the Effectiveness of Our Policies**

Vyefield continues to develop its policies and practices, including those relating to forced and child labour. Our senior leadership team and the Board of Directors monitors the development and implementation of our policies, and we adopt formal and informal measures to ensure their effectiveness and if necessary develop new policies to highlight the Company's commitment to preventing forced labour and child labour in its supply chains.

**VII. Road Map Forward**

Throughout Fiscal Year 2024, Vyefield intends to undertake the following actions to further support its policies and practices in relation to modern slavery:

- implement Know Your Client procedures for suppliers in relation to forced and child labour

**VIII. Approval & Attestation**

This statement is made pursuant to the Act and has been approved by the board of directors of the Company.

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.

Hessel Kielstra

Hessel Kielstra  
President  
May 31, 2024

I have the authority to bind the Company.