

Modern Slavery Act Report (Fiscal Year 2023)

The Fighting Against Forced Labour and Child Labour in Supply Chains Act requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This report is published under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act on behalf of Woodland Mills Inc. This report covers the entity's fiscal year between January 1 and December 31, 2023. Woodland Mills Inc. is committed to supporting and respecting the protection of human rights and stands firmly against all forms of modern slavery and human trafficking.

1. OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Woodland Mills Inc. is a Canadian-owned company founded in 2009. Our [products](#) are designed in Ontario, Canada by Woodland Mills Engineers. They are manufactured in China to our specifications by a trusted supplier that exclusively works with Woodland Mills designers and shares in its organization mission and business ethics. Our operations and workforce, comprised mostly of office, retail, and warehouse staff, are located at 1431 Scugog Line 6, Port Perry ON L9L 0C3 Canada.

Woodland Mills was built on a solid foundation of putting customers first. We have always paid close attention to our community, proudly celebrating how they take control of their land and how they shape and craft the world around them. We listen to their needs, so we can understand the challenges they face. That's how we continue to build innovative features into our products to meet their demands. We maintain a relentless focus on the details, not just in what we build, but how it's assembled, how it's used and how it can be improved. Because we know our community takes just as much pride in their work as we do in ours. Our most important innovation is how we treat our customers. We are committed to working together and being their partner, every step of the way. We listen to them, we design with them in mind, and we continue to provide reliable service and support, long after our products go from our hands to theirs.

2. MEASURES TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Woodland Mills Inc. has policies, due diligence processes, and training programs in place to help mitigate the risk of unlawful activities in our business and supply chains, including modern slavery and human trafficking.

2.1 Policies, Training, and Due Diligence Processes

Our relevant policies, training and due diligence processes can be divided into those concerning our suppliers, our employees, and the services we provide to customers.

i. Our Supplier Code of Conduct

Our Supplier Code of Conduct requires suppliers and subcontractors to, among other things, abide by applicable employment standards, labour, non-discrimination, and human rights legislation. Where applicable laws do not prohibit human rights discrimination, or where they allow for differential treatment, we expect suppliers and subcontractors to be committed to non-discrimination principles and not to operate in a way that unfairly differentiates between individuals. Our supplier contract templates include terms relating to Supplier Code compliance. Pursuant to our Supplier Code, suppliers must be able to demonstrate that they have policies and procedures in place to confirm that: child, forced or compulsory labour is not used; human rights discrimination and harassment are prohibited; retaliation for speaking up is prohibited and employees are free to raise concerns and speak up without fear of reprisal; appropriate and reasonable background screenings, including investigations for prior criminal activity to support the integrity and good character of the supplier's employees have been conducted; clear and uniformly applied employment standards are used that meet or exceed legal and regulatory requirements

Where we are satisfied that a supplier's policies and procedures are at least equivalent to the Supplier Code, we may accept a supplier's commitment to comply with their own policies and procedures.

ii. Our due diligence processes

We have risk assessment and due diligence programs in place for suppliers including confirmation that suppliers acknowledge acceptance of the Supplier Code expectations. We risk assess suppliers at the inception of the business relationship and have processes in place to track changes in their risk profiles on an ongoing basis and identify negative news related to our highest risk suppliers. If a supplier is flagged for human rights risk, they will be subject to enhanced due diligence. Woodland Mills Inc. aims to prevent and mitigate adverse impacts we may be directly linked to by taking appropriate action to mitigate such risks, which may include exercising leverage in our business relationships.

Pursuant to the Supplier Code, Woodland Mills Inc. maintains the right to monitor supplier compliance and audit their control environment. We are also entitled to request information from our suppliers with respect to their compliance with the principles of the Supplier Code.

iii. Our training

Understanding and complying with the Code of Conduct is a condition of working at Woodland Mills, and employees and contract workers must complete the Code of Conduct training course and acknowledgment annually.

In addition, select segments of employees who oversee and engage with our supply chains completed targeted training focused on the risks associated with forced labour and child labour in our supply chains.

2.2 Our Remediation processes

Our Code of Conduct requires all employees and contract workers to report actual or possible misconduct. Our Leadership Model, which sets out key behaviors expected of our workforce, encourages speaking up for the good of Woodland Mills. Employees and contract workers are encouraged to speak to their manager, senior management, or Human Resources, so issues can be addressed quickly and objectively. Woodland Mills upholds a strict commitment to non-retaliation.

Customers can raise concerns through our website, and anyone who has reason to believe that the spirit or principles of the Supplier Code are not being respected by a Woodland Mills Supplier can report this to Woodland Mills Inc.

2.3 Assessing the Effectiveness of Our Approach

We intend to continue to assess and refine key performance indicators to measure our success in operationalizing the commitments in our Human Rights Position Statement and continuously improve our approach to human rights. We conduct ongoing screening of all suppliers, which allows us to baseline a supplier's risk profile and subsequently flag and assess any activities that would violate our Supplier Code. We discuss any instances where corrective actions are required with the supplier and track these issues to completion. Having leveraged such supplier screenings and monitoring procedures, as well as our policies and processes relating to internal conduct, no evidence of modern slavery – including forced labour or child labour – or human trafficking incidents, or loss of income as a result of steps taken to eliminate modern slavery or human trafficking have been identified in 2023 and thus there has not been a basis to take remedial steps regarding such matters.

3. CONCLUSION

Woodland Mills Inc. remains committed to preventing modern slavery and human trafficking from taking place in our businesses and in our supply chains. We will continue to review our policies, procedures, and practices periodically to determine any enhancements we can make to help prevent modern slavery and human trafficking.



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4. ATTESTATION PURSUANT TO SECTION 11 OF THE CANADIAN ACT

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this 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.

Signed by

A handwritten signature in blue ink, appearing to read "J. Malcolm", written over a horizontal line.

Josh Malcolm, Co-owner, Woodland Mills Inc., May 30, 2024

I have the authority to bind Woodland Mills Inc.