



47 Colborne Street, Suite 301, Toronto, Ontario M5E 1P8
2633 Albuna Townline, Leamington, Ontario N8H 3V5
1921 Road 3 E, Kingsville, Ontario N0P 2G0
795 Road 4 E. Kingsville, Ontario N9Y 2E5

CANADA'S MODERN SLAVERY ACT
FIGHTING AGAINST FORCED AND CHILD LABOUR IN SUPPLY CHAINS REPORT
GREEN RISE FOODS INC.
2024 ANNUAL REPORT FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2024

Purpose of this Report

This report (the “Report”) outlines the key measures undertaken by Green Rise Foods Inc. (“Green Rise” or the “Company”) and its wholly owned subsidiary, Mor Gro Sales Inc. (“MGSI”), to prevent the use of forced labour, child labour, and all forms of modern slavery within their operations and supply chains during the financial year ended December 31, 2024. The Report has been prepared in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). References to “we,” “us,” “our,” or the “Entities” refer collectively to Green Rise and MGSI.

11(1) Steps Taken to Reduce Risks of Forced Labour and Child Labour

Green Rise and its wholly owned subsidiary, MGSI, are committed to upholding the dignity and human rights of people everywhere. The Entities which are covered in this Report have established and implemented processes to ensure compliance with a range of requirements, including food safety, labour onboarding and training, health and safety, environmental standards, and regulations set by the TSX, OSC, and other relevant authorities. We also strive to work with suppliers and contractors who share our values and operate in a responsible, ethical, and reputable manner.

11(3)(A) Structure, Activities and Supply Chains

Green Rise is a public entity listed on the TSX Venture Exchange under the ticker symbol GRF.V. Headquartered in Toronto, Canada and operating 71.5 acres of controlled environment agriculture (“CEA”) greenhouse facilities in Leamington and Kingsville, Ontario, Canada, the Entities are engaged in the growing, packing and distribution of greenhouse vegetables. Supply chains involve the sourcing of input materials such as seeds, other agriculture inputs required annually to build and maintain the Company’s bearer plants, packaging materials and fuel and electricity to heat and power its CEA greenhouse ranges. Most of the products are sourced locally from Canadian suppliers, however some products are imported.



47 Colborne Street, Suite 301, Toronto, Ontario M5E 1P8
2633 Albuna Townline, Leamington, Ontario N8H 3V5
1921 Road 3 E, Kingsville, Ontario N0P 2G0
795 Road 4 E. Kingsville, Ontario N9Y 2E5

Our supplier vetting process was primarily guided by compliance with the standards established by the Global Food Safety Initiative (GFSI), the Ethical Charter, and our customers' specific requirements.

The workforce is comprised of temporary foreign workers, regular employees, as well as contractors and service providers. Written agreements are in place for temporary foreign workers and Help Agencies require licensing for their services provided.

11(3)(B) Policies and Due Diligence Processes

A review of our policies and due diligence processes are completed on an annual basis to ensure compliance.

Our policies and due diligence processes include but are not limited to the following:

- **Employee Handbook** – Outlines to all employees the code of conduct that must be followed and practiced. All employees are required to review the employee handbook at least once annually.
- **Policies** – Forced Labour and Child Labour, Health and Safety, Harassment, and Workplace Violence
- **EFI Certification (Equitable Food Initiative)** – The social compliance and Food Safety Audit verifies the workplace, and the accommodations provided to the workers to ensure that employment is freely chosen, that child labour is not used, living wages are paid and on a timely basis, working hours are not excessive, regular employment is provided, and no inhumane treatment occurs.
- **Regulatory Requirements** – All relevant requirements in Canada are followed within the organization, including compliance with the Employment Standards Act (ESA).
- **Whistleblower Hotline** – Provides all employees with the means to report any illegal activities, on an anonymous basis, to an independent third party. The confidential reporting services is accessible as follows:
 - **By internet:** Employees can go to reporting.cornerstonegovernance.com. Using Login ID: grfi47ON
 - **By telephone:** Toll free in Canada and the United States: 1-888-650-7768

11(3)(C) Prevention and Risk Reduction

The parts of the business and supply chains that carry a risk of forced labour or child labour being used is in the Company's Temporary Foreign Worker Programs and the utilization of contractors. The Company requires copies of all worker documents, such as, photo



47 Colborne Street, Suite 301, Toronto, Ontario M5E 1P8
2633 Albuna Townline, Leamington, Ontario N8H 3V5
1921 Road 3 E, Kingsville, Ontario N0P 2G0
795 Road 4 E. Kingsville, Ontario N9Y 2E5

identification, a copy of their social insurance number and a work permit where applicable. For Temporary Help Agencies, the Company ensure that they are licensed under the Gov't of Ontario portal listed below.

https://www.tha.labour.gov.on.ca/portal/s/public-facing-status-page?language=en_US

This practice helps prevent and reduces the risk of hiring forced labour and/or child labour.

11(3)(D) Measures Taken to Remediate any Forced Labour or Child Labour

The Entities have not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

11(3)(E) Measures Taken to Remediate the Loss of Income to the most Vulnerable Families from any Measure Taken to Eliminate the use of Forced or Child Labour in its Supply Chain.

The Entities have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, no remediation measures have been undertaken for loss of income.

11(3)(F) Employee Training

Training is provided to all employees employed by the Entities by reading and acknowledging the Code of Conduct within the Employee Handbook which includes a section on Forced Labour and Child Labour.

11(3)(G) -How the Entity Assesses Its Effectiveness

The Entities did not find any instances of forced labour or child labour in operations or supplier operations in 2024. We continue to operate in accordance with our policies and procedures and best practices for labour, social compliance and health & safety. The Entities have not yet undertaken any steps to assess the effectiveness of our policies and procedures but intends to do so at a later stage.

A copy of this Report is available on Public Safety Canada's Modern Slavery Report at Public Safety Canada. Additionally, this Report is posted on the Company's website:

<https://www.greenrisefoods.ca/investors>.

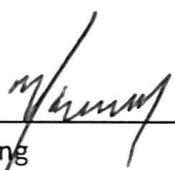


47 Colborne Street, Suite 301, Toronto, Ontario M5E 1P8
2633 Albuna Townline, Leamington, Ontario N8H 3V5
1921 Road 3 E, Kingsville, Ontario N0P 2G0
795 Road 4 E. Kingsville, Ontario N9Y 2E5

11(4) and 11(5) Approval and Attestation

The report has been approved by the Board of Directors of Green Rise Foods Inc.

In accordance with the requirement of the Act, and in particular section 11 thereof, I attest I have reviewed the information contained in the report for the Entities listed in this Report. 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 period year listed above.



Vincent Narang

Chief Executive Officer and Director
Green Rise Foods Inc.

Dated: May 28, 2025