

**RESOLUTIONS
PASSED BY THE DIRECTORS OF
SAJE NATURAL BUSINESS INC.**

The undersigned, being all the directors of Saje Natural Business Inc. (the “**Company**”), hereby consent to the following resolutions effective as of May ___29___, 2025.

WHEREAS:

- A. Pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (the “**Act**”), the Company is required, on an annual basis, to:
- (1) submit a report to the Minister of Public Safety Canada on the steps that it took during its previous financial year to prevent or reduce the risk that forced labour or child labour was used at any step of the production or import of its goods in Canada, and which includes an attestation signed by an authorized officer of the Company confirming that the report has been approved by the Company’s board of directors and is, to his or her knowledge, true, accurate and complete in all material respects (a “**Modern Slavery Report**”); and
 - (2) complete an online questionnaire relating to the foregoing matters which may be accessed through Public Safety Canada’s website (the “**Questionnaire**”);
- B. The Company has prepared a Modern Slavery Report for the Company’s 2024 financial year, a copy of which is attached as Appendix A hereto (the “**2024 Report**”); and
- C. The directors are of the opinion that it is in the best interests of the Company to (i) approve the 2024 Report and to authorize the Chief Financial Officer of the Company (the “**CFO**”) to sign the attestation contained therein, (ii) to complete and file the Questionnaire, and (iii) to take such other action and execute and file such other documents as he considers necessary or desirable in connection with the foregoing.

BE IT RESOLVED THAT:

1. The 2024 Report be and is hereby approved;
2. The CFO be and is hereby authorized, for and on behalf of the Company, to sign the attestation contained in the 2024 Report and to submit the 2024 Report to Public Safety Canada as required under the Act; and
3. The CFO be and is hereby authorized, for and on behalf and in the name of the Company, to complete the Questionnaire, and to execute and file the Questionnaire and any and all such other documents, and do any and all such acts and things, as in his opinion may be necessary or desirable in connection with this resolution.

EXECUTION IN COUNTERPARTS

These resolutions may be signed in as many counterparts as may be necessary and such may be delivered by facsimile or any other means of electronic transmission, each of which so counterparts signed shall be deemed to be an original bearing the date first set out above, and such counterparts together shall constitute one and the same instrument notwithstanding the date of execution.



AVIK PRAMANIK



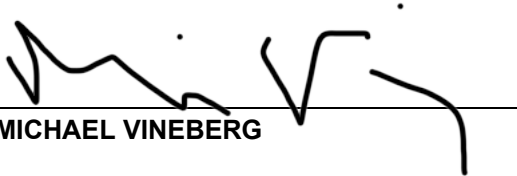
ADAM HASIBA



CHRISTOPHER LU



BARBARA DE LAERE



MICHAEL VINEBERG

APPENDIX A
2024 REPORT

(see attached)

Report Pursuant to the Act to enact the ***Fighting Against Forced Labour and Child Labour in Supply Chains and to amend the Customs Tariff Act***

Saje Natural Business Inc.
(DBA Saje Natural Wellness)

Fiscal Year 2024

Compliance Report – Act to enact the *Fighting Against Forced Labour and Child Labour in Supply Chains* and to Amend the *Customs Tariff Act*

Introduction

Scope of the Report

Entities Covered

This report covers compliance activities within Saje Natural Business, Inc. (DBA Saje Natural Wellness), (hereinafter “Saje” or “the Company”).

Time Period Covered

The assessment period for compliance spans Saje’s Fiscal Year 2024 from February 1, 2024 to January 31, 2025.

General Saje Business Information:

Established in 1992, Saje has been connecting people with the healing power of plants since its inception, aiming for individuals to lead naturally fulfilled lives. The company operates an Omni-channel business spanning Canada and the United States (the US), encompassing retail stores, eCommerce, and corporate sales.

Supply Chain & Operations Information:

Saje manages two company-operated distribution centers in Canada: one in Surrey, British Columbia (SDC), and another in Mississauga, Ontario (TDC). In the US, Saje utilizes a third-party logistics (3PL) distribution center in Ogden, Utah, with Propack Logistics as the 3PL provider. Transportation and logistics programs are internally managed, utilizing relationships and agreements with key partners like CRSA, KWE, and FedEx.

Most of Saje's products are contract manufactured, employing a hybrid model that primarily leans towards tolling. Contract manufacturers are in both Canada and the US. Diffusers, accessories and merchandise items are sourced through both international and North American suppliers. Primary and secondary packaging is primarily sourced from international suppliers with labels and stickers being sourced domestically. Saje directly contracts with both domestic and international companies for its Essential Oils.

Summary:

Founded in 1992, Saje specializes in harnessing the healing properties of plants for natural living. Operating in Canada and the US through various channels, including retail, eCommerce, and corporate sales, Saje ensures broad accessibility to its products.

To facilitate its operations, Saje manages distribution centers in Canada and utilizes a third-party logistics center in the US. Transportation and logistics are internally managed, with partnerships with key service providers.

Saje predominantly employs contract manufacturing, sourcing from Canada and the US. Packaging materials and hard goods are sourced from Canada, the US and Asia. Essential oils are contracted from multiple sources globally.

Overall, Saje's business model emphasizes accessibility, quality, and sustainability across its operations and product offerings.

Supplier Standards and Requirements:

Saje mandates that its managed suppliers maintain current documentation to remain active. This includes:

- Mutual Non-Disclosure Agreement: Establishes rules for protecting confidential information.
- Standard Terms and Conditions of Purchase: Defines legal terms for procurement.
- Supplier Code of Conduct: Outlines expected business practices.
- Supplier Onboarding Form: Captures essential supplier information for setup and transactional purposes.

All supplier information is self-reported and validated through follow-up conversations or additional documentation.

The term "managed" refers to suppliers in the "Direct" spending pool, managed by Sourcing and Procurement under SC & Ops. Indirect spending (e.g., marketing, legal services) falls outside the scope of this report. However, some MRO items purchased online from suppliers such as Uline are included, despite lacking commercial relationships with these organizations.

Summary:

Saje requires its suppliers to maintain current documentation, including Non-Disclosure Agreements, Purchase Terms, and a Code of Conduct. These standards aim to ensure ethical and legal business practices. Supplier information is self-reported and validated internally, as Saje lacks a third-party verification system.

Steps Undertaken:

In the 2023 Fiscal Year (FY 2023), Saje undertook the following steps to prevent and reduce the risk of forced labor or child labor being used at any stage in the production of goods it sells or imports into Canada:

- Required suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labor and/or child labor in their operations and supply chains.
- Developed and implemented contractual clauses addressing forced labor and/or child labor.
- Established and introduced standards, codes of conduct, and compliance checklists aimed at preventing forced labor and/or child labor.
- Created and deployed training and awareness materials related to forced labor and child labor.

During FY 2023, Saje also significantly updated its Standard Terms and Conditions of Purchase and revised its Supplier Code of Conduct. The revised Code of Conduct was formally incorporated as "Exhibit A" to the updated Standard Terms and Conditions. All active managed suppliers (i.e., those with active purchases from Saje during FY 2023) were required to acknowledge and sign the revised Code. By the beginning of FY 2024, 100% of these suppliers had done so.

Suppliers not in active status were deactivated in Saje's Enterprise Resource Planning (ERP) system and will be treated as new suppliers for any future business engagements. Additionally, Saje conducted internal training for its sourcing and procurement teams to introduce Bill S-211 and committed to delivering annual refresher training going forward.

Sustained Efforts in FY 2024:

In FY 2024, Saje sustained and reinforced the standards and measures introduced in FY 2023. This included continued enforcement of supplier requirements, maintenance of updated contractual and compliance frameworks, and successful completion of the annual refresher training on forced labor and child labor for relevant internal stakeholders.

Policies:

Saje has a simple policy and due diligence process in place related to forced labor and/or child labor. Presently, the primary element for the due diligence process in relation to forced labor and/or child labor consists of:

- Embedding responsible business conduct into policies and management systems.

Saje's policies and expectations concerning forced labor and/or child labor are most accurately outlined in the company's Supplier Code of Conduct. All current managed suppliers, as well as prospective suppliers, must possess an up-to-date and acknowledged Supplier Code of Conduct on file to engage in business with Saje. No supplier will be permitted to engage in business transactions unless this requirement is fulfilled. Past and/or legacy suppliers lacking acknowledgment of the most recent version of the Supplier Code of Conduct are deactivated and managed as new suppliers for future business considerations.



NATURAL WELLNESS

Risks:

Beyond the activities previously discussed, Saje has not yet initiated a process to identify risks related to forced labor and/or child labor in its operations and supply chain. In combination with the Supplier Code of Conduct, the Company is in the preliminary phase of outlining formal policies and procedures to assess its effectiveness in ensuring that forced labor and child labor are not utilized in its operations and supply chain.

Training:

In FY 2024, Saje conducted mandatory training for its sourcing and procurement team, focusing on supplier standards and documentation requirements. The session reinforced key principles of the Supplier Code of Conduct, including the prohibition of child and forced labor, and served as a refresher on Bill S-211 and its implications for Saje. This training will continue to be held annually, with content reviewed and updated regularly to reflect evolving standards and best practices related to forced and child labor in Saje’s supply chain. A recording of the FY 2023 training is on file and may be used as a reference for onboarding new team members if needed..

Approval and attestation:

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the period of February 1, 2024 to January 31, 2025.

This report has been issued on behalf of Saje Natural Business, Inc. and approved by the Board of Directors and:

Alexander Holsenbeck
Chief Financial Officer (CFO)
Saje Natural Business, Inc.

May 29, 2025

Date