

Vineland Growers' Co-operative, Limited

Report on Forced and Child Labour (Modern Slavery Report)

Reporting Period: January 1 to December 31, 2024

Date Filed: May 29, 2026

Statement

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

Steps Taken

In 2024, Vineland Growers took the following steps to reduce the risk that forced labour or child labour was used at any stage of the production of goods or in its supply chains:

- Continued internal assessment of forced labour and child labour risks
- Prioritized higher-risk areas within supply chains
- Implemented the Forced and Child Labour Policy
- Developed and delivered training and awareness materials
- Strengthened supplier onboarding and screening processes
- Maintained oversight of contract labour agencies and compliance with Ontario regulatory requirements

Our Structure, Business and Supply Chains

About Vineland Growers' Co-operative, Limited

Vineland Growers is a co-operative corporation established in 1913 and owned by over 300 Ontario grower members. Distribution warehouses and head office operations are located in Ontario.

The Co-operative provides marketing, warehousing, distribution, logistics and crop input supplies to its members and select growers globally.

Our Structure

The Co-operative is governed by a Board of Directors elected by its members. The Board provides oversight, sets policies and manages risk. The President reports directly to the Board.

Vineland Growers employs approximately 40–60 employees annually, along with seasonal workers for warehouse and repacking operations.

Our Activities

Vineland Growers distributes fruit grown on family farms, including apples, peaches, nectarines, cherries, plums, grapes, berries and pears.

Over 98% of products are distributed within Canada, with a small portion exported. The Co-operative also provides services to select international growers.

Our Supply Chain

- Primarily domestic (Canada and United States)
- Approximately 5% of sourcing from outside North America
- Long-standing relationships with most growers and suppliers
- Higher-risk sourcing identified outside North America, Europe and Australia

Policies Relating to Forced Labour and Child Labour

Vineland Growers is committed to upholding the highest standards of ethical conduct and respect for human rights.

In 2024:

- The Forced and Child Labour Policy was formally implemented
- Expectations for ethical conduct were reinforced across operations

Due Diligence Processes

Vineland Growers applies due diligence practices that include:

- Supplier screening and approval processes
- Ongoing relationship management with known growers and suppliers
- Risk-based focus on imported products from higher-risk jurisdictions
- Oversight of contract labour agencies and compliance with applicable regulations

Planned enhancements for 2025 include:

- Enhanced documentation and tracking of supplier risks

Risk of Forced Labour and Child Labour

Vineland Growers recognizes inherent risks within agriculture and global supply chains.

Higher Risk Areas

- Imported fruit and supplies from higher-risk jurisdictions
- Contract labour, particularly where language barriers exist

Lower Risk Areas

- Domestic growers and suppliers subject to Canadian regulations
- Direct employees hired through formal processes

Remediation Measures

Vineland Growers did not identify any instances of forced labour or child labour in 2024.

If such instances were identified, the Co-operative would:

- Conduct a prompt investigation
- Work with the supplier to remediate the issue
- Terminate the relationship if appropriate

Training

In 2024:

- Management and Directors received training on identifying forced labour risks
- Awareness of modern slavery increased across leadership

Future plans include:

- Expanding formal training programs
- Integrating training into onboarding processes

Assessing Effectiveness

Vineland Growers monitors effectiveness through:

- Ongoing management oversight
- Annual reporting to the Board of Directors
- Continuous review of supplier relationships

Future improvements include more formal tracking of risk mitigation activities.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects.

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

Phil Tregunno
Board Chair

Date: May 29, 2026

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