

2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Introduction

This report has been prepared by Van Belle Nursery Ltd. (the “**Company**”) pursuant to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for the financial year ending December 31, 2024.

The information provided in this report applies to the Company and to its subsidiaries, Van Belle Finished Plants Ltd., Van Belle Retail Solutions Ltd. and Van Belle Youngplants Ltd. References in this report to “Company”, “we”, “our” and similar terms are to Van Belle Nursery Ltd. and its subsidiaries on a consolidated basis, unless otherwise indicated.

This report highlights the key actions of the Company within the last financial year to prevent and reduce the risk of forced labour or child labour in its activities and its supply chain

Organizational Structure, Activities and Supply Chain

Founded in 1973, the Company is a family-owned wholesale nursery and propagation supplier located in Abbotsford, British Columbia. We specialize in new and improved flowering shrubs, perennials, annuals, evergreens and houseplants.

The Company and its subsidiaries are private companies incorporated under the laws of British Columbia, Canada. The Company procures goods including plants, pots, soil, shipping supplies, equipment and finishing supplies from suppliers in Canada, the United States, Australia, Belgium, Denmark, Germany, Israel, the Netherlands and Sweden.

Van Belle Finished Plants sells live goods to retailers in Canada and the United States. The finished plants we sell are primarily manufactured by us at our farms in Abbotsford, British Columbia, Canada. To make our plants retail ready, we source plastic and ceramic decorative pots from suppliers in Canada and the Netherlands. We also broker some finished plants for resale to our customers from other nurseries in both British Columbia, Canada and Washington State, United States.

Van Belle Youngplants propagates quality inputs for resale to our partners in the nursery industry in both Canada and the United States. Our inputs are propagated in Abbotsford, British Columbia, Canada, and shipped to our partners in our pot-less shipping system with cardboard boxes purchased from the United States. We purchase some plant inputs as trial plants and tissue culture from reputable plant breeders in Canada, the United States, Europe and Australia. These inputs are then grown on by us until they are ready for sale.

Steps to Prevent and Reduce the Risks of Forced Labour and Child Labour

Activities taken to prevent and reduce risks of forced labour and child labour include:

- Emphasizing our Code of Conduct and Corporate Core Values with all employees
- Using a vendor selection process of engaging with reputable suppliers who share our commitment to ethical labour practices.
- Providing new employees with an onboarding experience that clearly communicates our company's Core Values and Workplace Expectations, which includes principles of workplace behavior, bullying/harassment, conflict of interest, respect for others and human rights.
- Ongoing education for all employees through our internal training programs, Van Belle U and Learn to Lead, on subjects related mental health, financial literacy, learning styles and barriers to learning, leadership and people and culture. This training is led by senior managers at the company, and occasionally by external subject matter experts.
- Monthly monitoring, reporting and training so employees are equipped with the knowledge and skills related to workplace health and safety.

Policies and Due Diligence Processes

The Company is committed to continuously improving our awareness surrounding modern slavery policies and risks.

For the financial year 2025, we are taking various steps to identify risk areas in the supply chain, mitigation measures and training, with the aim of preventing and reducing the risk of forced labour or child labour at any step of the production of goods in Canada and elsewhere by our Company or of goods imported by us into Canada. These measures include:

- Continuing to re-enforce our Workplace Expectations that articulate zero tolerance of any form of abuse, harassment or violence in the workplace and human resource policies addressing compliance with applicable employment, safety and human rights laws.
- Reviewing our Team Member Handbook to include specific wording related to forced labour and child labour in our Principles of Workplace Behavior.
- Working to gain a deeper understanding of the supply chains of all direct suppliers to our business, with a focus on assessing their wage and hiring practices, child labour, safety and workplace ethics.

Assessing Forced Labour and Child Labour Risk

The Company acknowledges that the global agriculture sector, just like any other sector, carries risks related to forced labour and child labour. We mitigate these risks by engaging with reputable suppliers who share our commitment to ethical labour practices.

The Company's material suppliers are based in Canada, the Netherlands, and the United States—countries classified as low-risk by the Global Slavery Index (Walk Free Organization) and the U.S. Department of Labor.

According to the U.S. Department of Labor's Bureau of International Labor Affairs 2022 *List of Goods Produced by Child Labor or Forced Labor*, the material goods procured by the Company—such as plastic or ceramic pots, boxes, and plants—are all considered low risk.

To date, no instances of forced labour or child labour have been identified or reported within our subsidiaries' operations or supply chains. We remain committed to working with our suppliers to enhance transparency and strengthen oversight of labour practices across our agricultural supply chains.

Remediation Measures and Remediation of Loss of Income

Through our Team Member Handbook, which outlines the Company's commitment to fostering a safe, respectful and inclusive work environment for all team members, employees are encouraged to report workplace behavior violations to supervisors verbally and in writing. All complaints are investigated to determine the nature of the complaint and the follow-up actions that need to be taken.

To date, we have not received any identified or reported instances of forced labour or child labour in our operations and supply chains, and therefore, no remediation measures or remediation of loss of income to families have been taken.

Employee Training

The Company will continue to provide ongoing training to employees specific to workplace policies in effect at each location, including with respect to health, safety and human rights, raising awareness of the risks and indicators of forced labour and child labour in our operations and supply chains.

Assessing Effectiveness

The Company requests its suppliers to comply with applicable workplace laws. In 2025, we will implement enhanced purchase orders, contracts, and processes specifically designed to address S-211 requirements. These measures will be a key part of our broader compliance framework and will support our ongoing efforts to assess and improve labor practices throughout our supply chain.

Approval & Attestation

This report has been approved by the President of the Company in accordance with the Act.

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 and each of its controlled entities. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full Name: David Van Belle

Title: President

Date: May 31, 2025

Signature:

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

I have the authority to bind the Company