



QUIK'S FARM LTD.
Flowers with impact

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Bill S211 – Report

Structure & Activities

Quik's Farm is a flower growing operation in Chilliwack, BC that provides a wide selection of high-quality cut flowers across Canada and the United States. Utilizing advanced greenhouse climate control technology and industry's best practices, we are able to supply a spectacular variety of highly marketable cut flowers to our wholesale, distributor, and retail partners.

Policies in Relation to Forced & Child Labour

This section explains the "rules" your company lives by.

Our Commitment and Policy Framework

Quik's Farm maintains a zero-tolerance approach to forced labour and child labour. Our commitment is formalized through the following internal and external policies:

- **Supplier Code of Conduct:** All vendors providing agricultural inputs (seeds, bulbs, fertilizers, and growing media) must sign our Code of Conduct, which strictly prohibits the use of bonded, indentured, or child labour.
- **Ethical Recruitment Policy:** We prioritize the fair treatment of our workforce. This policy mandates that no worker—whether domestic or a Temporary Foreign Worker (TFW)—shall pay recruitment fees to secure employment with [Company Name].
- **Whistleblower Policy:** We provide a confidential channel for employees and contractors to report any suspected ethical violations within our operations or supply chain without fear of retaliation.

Due Diligence Processes

This section explains the "actions" you take to enforce those rules.

Identifying and Managing Risks

We take a proactive approach to supply chain oversight, focusing on the areas of highest impact for the floral and greenhouse industry.

Growing Smiles Daily

A. Supplier Vetting & Prequalification

Before onboarding new suppliers for high-risk commodities—such as fresh cut from Southeast Asia or minerals for fertilizers—we conduct a preliminary risk assessment. This includes:

- **Verification of Certifications:** We prioritize suppliers who hold internationally recognized social responsibility certifications.
- **Transparency Requirements:** Suppliers must disclose the geographical origin of raw materials to ensure they are not sourced from regions known for systemic labour abuses.

B. Ongoing Monitoring

For existing partners, our due diligence includes:

- **Annual Disclosure Questionnaires:** We require key suppliers to complete an annual self-assessment regarding their labour practices and those of their sub-tier contractors.
- **Site Visits:** Where possible, members of our procurement team conduct informal site visits to domestic nurseries and suppliers to observe working conditions firsthand.

C. Labour Contractor Audits

Recognizing that seasonal labor is a high-risk area in horticulture, we perform due diligence on third-party labor providers. This involves:

- Reviewing contracts to ensure compliance with provincial labor standards.
- Verifying that all workers retain possession of their own travel and identity documents.

Implementation Checklist for 2025

- ☐ **Board Approval:** Board of Directors formally sign off on the Reporting Requirements.
- ☐ **Documentation:** Keep a folder of signed Supplier Codes of Conduct as evidence of due diligence.
- ☐ **Training Logs:** records of employees completed the modern slavery awareness training; add ethical sourcing policy to Monthly HR PPT in the lunchrooms.

Risk Assessment Section

This section identifies where your business is most vulnerable to forced or child labour.

Assessment of Forced and Child Labour Risks

Quik's Farm Ltd. has conducted a risk-based analysis of our activities and supply chains, focusing on three primary risk drivers: **Geographic Source**, **Commodity Type**, and **Workforce Vulnerability**.

A. High-Risk Commodities & Supply Chains

We have identified the following areas as carrying a higher inherent risk:

- **Imported Raw Materials:** Specifically focusing on fertilizers, growing media and plastic pots/packaging sourced from regions with less stringent labor oversight.
- **Consumables:** Sourcing of seeds, bulbs, and plant stock from international nurseries where third-party oversight may be limited.
- **Tier 2+ Suppliers:** Recognizing that while our direct (Tier 1) suppliers may be compliant, the risk increases deeper in the chain where raw minerals or fibers are extracted.

B. Operational & Labor Risks

- **Seasonal & Migrant Labor:** In the horticulture sector, the use of Temporary Foreign Workers (TFWs) and seasonal contractors is a known risk area. We assess the risk of "deceptive recruitment" (where workers pay fees to third-party agents) as a priority.
- **Manual Labor Intensity:** The high demand for manual, low-skilled labor in greenhouse and field operations historically correlates with higher risks of labor exploitation.

C. Mitigation Actions Taken

- Implemented a **Supplier Disclosure Questionnaire** for all vendors providing goods exceeding \$500,000 annually.
- Utilized **Geographic Risk Mapping** (based on the [Global Slavery Index](#)) to flag high-risk points of origin for imported goods.

Training Section

This section details how you are educating your staff to spot and report these risks.

Training and Awareness Programs

To ensure the effectiveness of our Bill S-211 compliance, Quik's Farm provides mandatory training for "gatekeeper" roles and general awareness for all staff.

A. Targeted Training for Key Personnel

Mandatory annual training is required for all employees in **Procurement, Human Resources, and Supply Chain Management**. Topics include:

- **Red Flag Identification:** Spotting signs of forced labour in supplier sites (e.g., workers living on-site, restricted movement, or withheld identity documents).
- **Ethical Recruitment:** Training for HR on auditing third-party labor contractors to ensure no recruitment fees are being charged to workers.
- **Reporting Protocols:** Clear instructions on how to use the Company Internal Hotline/Whistleblower Portal to report suspicions without fear of retaliation.

B. General Employee Awareness

All employees receive an introductory briefing on our **Ethical Sourcing Policy** during onboarding. This covers:

- The definition of "Modern Slavery" and "Child Labour" under Canadian law.
- The company's commitment to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

C. Measuring Training Effectiveness

We track training completion rates with a target of **100% for all relevant departments**. Effectiveness is assessed through post-training quizzes and periodic "knowledge checks" during departmental meetings.



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"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 or entities listed above. Based on my knowledge, and having exercised reasonable diligence, 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."

Signature:  _____

Name & Title: Andries Quik, CEO

Date: Dec 31, 2025