

Vineland Growers' Co-operative, Limited
Report on Forced and Child Labour (Modern Slavery Report)

Reporting Period: January 1 to December 31, 2025

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 continuously strengthening our policies, due diligence processes, and supply chain oversight to ensure modern slavery is not present in our operations or supply chains.

Steps Taken

In 2025, Vineland Growers continued to enhance its modern slavery compliance program and took the following steps:

- Continued annual risk assessment and documentation of forced and child labour risks
- Expanded management training and awareness on identifying labour exploitation risks
- Reinforced supplier screening and onboarding processes
- Maintained focus on higher-risk sourcing regions
- Continued oversight and compliance verification of contract labour agencies

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. Its head office and distribution facilities are located in Ontario.

The Co-operative provides distribution, warehousing, logistics, marketing, and crop input supply services to its members and select global partners.

Our Structure

Vineland Growers is governed by a Board of Directors elected by its members. The Board is responsible for oversight, governance, and risk management.

The organization employs approximately 40–60 employees annually, along with seasonal workers to support warehouse and repacking operations.

Our Activities

Vineland Growers distributes a variety of fruit products, including apples, peaches, nectarines, cherries, plums, grapes, berries, and pears.

The majority of products are distributed within Canada, with a limited amount exported internationally.

Our Supply Chain

- Predominantly domestic sourcing (Canada and the United States)
- Approximately 5% of sourcing from outside North America
- Established, long-standing relationships with growers and suppliers
- Continued identification of elevated risk in sourcing from jurisdictions outside North America, Europe, and Australia

Policies Relating to Forced Labour and Child Labour

Vineland Growers maintains policies that reflect its commitment to ethical business practices and human rights.

In 2025:

- The Forced and Child Labour Policy remained in effect and was communicated across the organization
- Expectations regarding ethical labour practices continued to be reinforced with suppliers through business relationships and onboarding processes

Vineland Growers continues to evaluate opportunities to further formalize supplier expectations.

Due Diligence Processes

Vineland Growers applies a risk-based approach to due diligence, including:

- Supplier screening and approval processes
- Relationship-based oversight with known growers and suppliers
- Risk identification based on geography and supplier type
- Oversight of contract labour agencies and employment practices

Enhancements in 2025 included:

- Continued focus on higher-risk sourcing areas

Risk of Forced Labour and Child Labour

Vineland Growers recognizes that risks of forced labour and child labour may exist within global agricultural supply chains.

Higher Risk Areas

- Imported goods 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

Risk levels and profiles remained consistent with prior reporting periods.

Remediation Measures

No instances of forced labour or child labour were identified in 2025.

If such instances were identified, Vineland Growers would:

- Conduct a prompt investigation
- Engage with the supplier or partner to address the issue
- Implement corrective actions where necessary
- Terminate the relationship in cases of non-compliance

Training

In 2025:

- Awareness of forced labour indicators continued to be reinforced

Future improvements include:

- Expanding training coverage

Assessing Effectiveness

Vineland Growers assesses effectiveness through:

- Ongoing management oversight
- Annual reporting to the Board of Directors
- Monitoring supplier relationships and identified risks

Future improvements include:

- Creation and implementation of formal supplier letter outlining expectations

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', written over a light gray rectangular background.

Phil Tregunno
Board Chair

Date: May 29, 2026

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