



47 Colborne Street, Suite 301, Toronto, Ontario M5E 1P8
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CANADA'S MODERN SLAVERY ACT

FIGHTING AGAINST FORCED AND CHILD LABOUR IN SUPPLY CHAINS REPORT

GREEN RISE FOODS INC.

2023 ANNUAL REPORT FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2023

Purpose of this Report

This report ("Report") highlights the principal actions that Green Rise Foods Inc. ("Green Rise" or "the Company") and its wholly owned subsidiary Mor Gro Sales Inc. ("MGSI") have taken to ensure that no forced labour, child labour or modern slavery exist in Green Rise's or MGSI's operations and supply chains during the fiscal year ended December 31, 2023. The Report has been prepared pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). The use of the words "we", "us", "our" or "the Entities" refers to Green Rise and its wholly owned subsidiary MGSI.

11(1) Steps Taken to Reduce Risks of Forced Labour and Child Labour

Green Rise and its wholly owned subsidiary MGSI support the dignity and human rights of all people globally. These Entities which are covered in this Report have developed and implemented compliance management processes in relation to food safety, labour onboarding and training, health and safety, environmental, TSX and OSC and other legislative requirements that impact the Entities operational activities. The Entities endeavor to establish relationships with reputable, responsible and ethical suppliers and /or contractors.

11(3)(A) Structure, Activities and Supply Chains

Green Rise is a public entity listed on the TSX Venture Exchange under the ticker symbol GRF.V. Headquartered in Toronto, Canada and operating 71.5 acres of controlled environment agriculture ("CEA") greenhouse facilities in Leamington and Kingsville, Ontario, Canada, the Entities are engaged in the growing, packing and distribution of greenhouse vegetables. Supply chains involve the sourcing of input materials such as seeds, other agriculture inputs required annually to build and maintain the Company's bearer plants, packaging materials and fuel and electricity to heat and power its CEA greenhouse ranges. Most of the products are sourced locally from Canadian suppliers, however some products are imported.



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The workforce is comprised of temporary foreign workers, regular employees, as well as contractors and service providers. Written agreements are in place for temporary foreign workers and Help Agencies require licensing for their services provided.

11(3)(B) Policies and Due Diligence Processes

A review of our policies and due diligence processes are completed on an annual basis to ensure compliance.

Our policies and due diligence processes include but are not limited to the following:

- **Employee Handbook** – Outlines to all employees the code of conduct that must be followed and practiced. All employees are required to review the employee handbook at least once annually.
- **Policies** – Forced Labour and Child Labour, Health and Safety, Harassment, and Workplace Violence
- **EFI Certification (Equitable Food Initiative)** – The social compliance and Food Safety Audit verifies the workplace and the accommodations provided to the workers to ensure that employment is freely chosen, that child labour is not used, living wages are paid and on a timely basis, working hours are not excessive, regular employment is provided and no inhumane treatment occurs.
- **Regulatory Requirements** – All relevant requirements in Canada are followed within the organization, including compliance with the Employment Standards Act (ESA).
- **Whistleblower Hotline** – provides all employees with the means to report any illegal activities, on an anonymous basis, to an independent third party. The confidential reporting services is accessible as follows:
 - **By internet:** Employees can go to reporting.cornerstonegovernance.com. Using Login ID: grfi47ON
 - **By telephone:** Toll free in Canada and the United States: 1-888-650-7768

11(3)(C) Prevention and Risk Reduction

The parts of the business and supply chains that carry a risk of forced labour or child labour being used is in the Company's Temporary Foreign Worker Programs and the utilization of contractors. The Company requires copies of all worker documents, such as, photo identification, a copy of their social insurance number and a work permit where applicable. For Temporary Help Agencies, the Company ensure that they are licensed under the Gov't of Ontario portal listed below.



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https://www.tha.labour.gov.on.ca/portal/s/public-facing-status-page?language=en_US

This practice helps prevent and reduces the risk of hiring forced labour and/or child labour.

The Entities will in 2024, for their Tier 1 Vendors, review each Vendor's 2023 Annual Report on the Forced Labour and Child Labour in Supply Chains Act along with the attestation that the Vendor is compliant with subparagraph 11(4)(a) of the Act.

11(3)(D) Measures Taken to Remediate any Forced Labour or Child Labour

The Entities have not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

11(3)(E) Measures Taken to Remediate the Loss of Income to the most Vulnerable Families from any Measure Taken to Eliminate the use of Forced or Child Labour in its Supply Chain.

The Entities have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, no remediation measures have been undertaken for loss of income.

11(3)(F) Employee Training

Training is provided to all employees employed by the Entities by reading and acknowledging the Code of Conduct within the Employee Handbook which includes a section on Forced Labour and Child Labour.

11(3)(G) -How the Entity Assesses Its Effectiveness

The Entities did not find any instances of forced labour or child labour in operations or supplier operations in 2023. We continue to operate in accordance with our policies and procedures and best practices for labour, social compliance and health & safety. The Entities have not yet undertaken any steps to assess the effectiveness of our policies and procedures but intends to do so at a later stage.

A copy of this Report is available on Public Safety Canada's Modern Slavery Report at Public Safety Canada. Additionally, this Report is posted on the Company's website:

<https://www.greenrisefoods.ca/investors>.




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11(4) and 11(5) Approval and Attestation

The report has been approved by the Board of Directors of Green Rise Foods Inc.

In accordance with the requirement of the Act, and in particular section 11 thereof, I attest I have reviewed the information contained in the report for the Entities listed in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting period year listed above.



Vincent Narang
Chief Executive Officer and Director
Green Rise Foods Inc.
Dated: July 3, 2024