	Bill S-211- Report to the Exec. Team	
	Created By: Chief Operating Officer	Initial Date: May 23, 2024
	Approved By: IFC Exec. Team	Review Date: May 22, 2025
	Revision#: New Document	

This is the May 2024 Bill S-211 Report that is required in accordance with *Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the Act).


This report dated May 23, 2024, covers the fiscal year of Inovata Foods Corporation (IFC) of May 1, 2023, to April 30, 2024. IFC operates within the food manufacturing sector in the following three provinces of Canada; British Columbia, Alberta, and Ontario.

Bill S-211 requires qualifying Entities to be responsible for, and to do whatever is reasonable to ensure that exploitative practices are addressed and eradicated from the Supply Chain.

Inovata Foods takes this responsibility very seriously and has taken a number of steps to ensure that the company is suitably identifying risks associated with forced and child labour in our Supply Chain, as well as implementing internal checks to ensure that all new and existing employees are of suitable work age and have accepted their roles willingly and without being coerced in any way.

Inovata Foods Corporation has taken the following steps:

- Developed and prepared an Exec-1010 Forced Labour and Child Labour in the Supply Chain Policy – Bill S-211.
- The policy was reviewed by the Executive Team, signed off as approved and implemented.
- A Bill S-211 Supply Chain Audit Checklist was developed and prepared.
- The Corporate Purchasing Director was given the responsibility of sending the Bill S-211 Supply Chain Audit Checklist to all new and existing Vendors/Suppliers.
- Completed Bill S-211 Supply Chain Audit Checklists are reviewed by the Quality Support Specialist and any issues brought to the attention of the Chief Operating Officer.
- Any Vendor/Supplier who is identified as using Forced or Child Labour will be removed from our Approved Vendor/Supplier List.
- HR in all facilities have a procedure in place to check the dates of birth of all new and existing employees to ensure that we do not have any underage employees.

	Bill S-211- Report to the Exec. Team	
	Created By: Chief Operating Officer	Initial Date: May 23, 2024
	Approved By: IFC Exec. Team	Review Date: May 22, 2025
	Revision#: New Document	

- HR provides Offer Letters to all proposed employees and these individuals are allowed to sign off to accept roles of their own free will and without any coercion.

Other Applicable Inovata Foods Policies:

Exec-1010 Forced Labour in the Supply Chain Policy – Bill-S-211

COM-1030 - Privacy Policy and Compliance

COM-1090 - Corporate Social Responsibility Policy

Reviewed by IFC Exec Group on document; Bill S-211 – Approval & Attestation.