



# Andrew Hendriks & Sons Greenhouses Inc.

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Forced Labour and Child Labour in Supply Chains Assessment  
May 14, 2026

## Introduction

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Andrew Hendriks & Sons Greenhouses Inc. ("Hendriks Greenhouses" or the "Company") is a corporation having jurisdiction with our head office in Beamsville, Ontario. The financial year for which we are reporting is October 1st, 2024, to September 30th, 2025, and there are no other reporting requirements under other jurisdictions. Our company continuously seeks realistic, yet innovative ways to carve out our path in the future of sustainable development. We strive towards having minimal to no impact on the environment by reducing waste and lowering energy costs, while ensuring responsible practices in our daily production.

## Structure

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During the 2025 fiscal year, the Andrew Hendriks & Sons Greenhouses partnership was dissolved and continued operations under Andrew Hendriks & Sons Greenhouses Inc. Andrew Hendriks & Sons Greenhouses Inc. (referred to as "Hendriks Greenhouses") is a corporation registered under the Canada Business Corporations Act (Corporate account no. 10020 9329). Andrew Hendriks & Sons Greenhouses Inc. was incorporated on November 14, 1983, and carries on a greenhouse operation. As per the Bill S-211 reporting requirements, our entity meets two out of the three compliance thresholds related to revenue and asset sizes. We operate Greenhouses providing creative floral solutions for our customers. At the end of 2025, we had 196 employees within Canada.

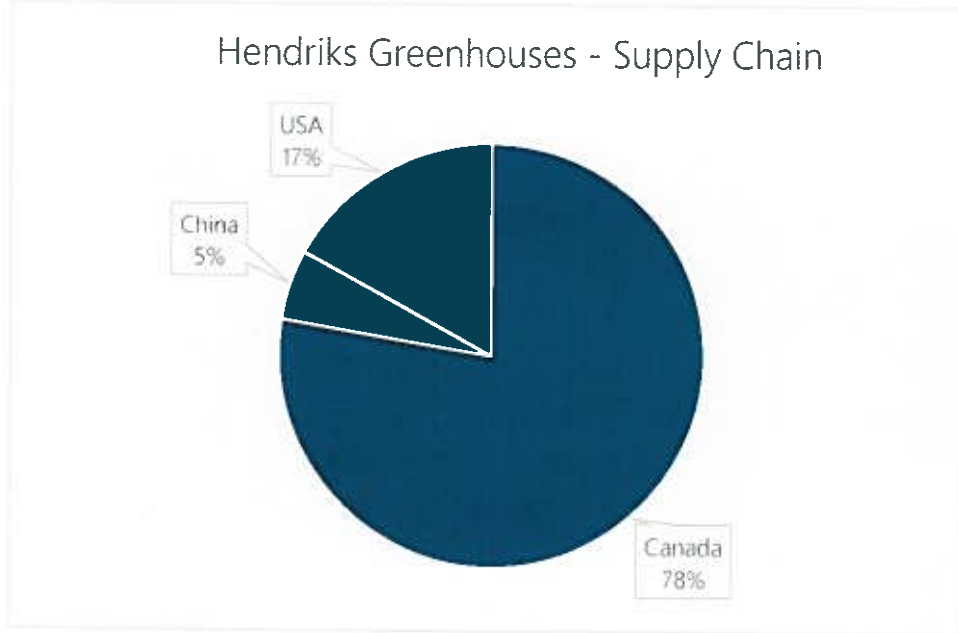
## Activities

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At Hendriks Greenhouses, we operate Greenhouses and provide creative floral solutions for customers. We are a leading supplier of indoor gardens. We are involved in developing flowers and small plants from our greenhouse and sell them to customers for development of gardens.

## Supply Chain

The figure below presents the makeup of our supply chain by country, exclusive of any country that makes up  $\leq 1\%$  of total spend. Hendriks Greenhouses has 323 direct suppliers from 3 countries, 2 of which are outside of Canada.



## Policies & Due Diligence

### Current Policies

Hendriks Greenhouses prioritizes the creation of an inclusive, safe, and respectful work environment for all employees. This can be reflected in key policies outlined in the company's Employee Handbook, which underscore its commitment to employment equity, health and safety, and the prevention of harassment and discrimination in the workplace.

### **Employment Equity Policy**

Hendriks Greenhouses firmly adheres to the principle of equal employment and advancement opportunities for all employees and potential hires. The Employment Equity policy emphasizes the company's commitment to fostering a workplace free from discrimination and harassment, in accordance with the Canadian Human Rights Act. It ensures that all individuals, regardless of background, are treated with dignity and respect, and are provided with fair opportunities for professional growth and development.

### **Harassment and Discrimination prevention policy**

Hendriks Greenhouses maintains a zero-tolerance stance against workplace harassment and discrimination. The Harassment and Discrimination Policy outlines the company's dedication to providing a work environment where all employees are treated with respect and dignity. Workplace harassment, defined as any unwelcome conduct that is offensive or demeaning, is strictly prohibited and can originate from any individual within or outside the company. The policy encourages employees to report any incidents of harassment or discrimination, assuring them of fair and timely investigation and resolution of complaints. By fostering a culture of accountability and support, the company ensures that all employees feel safe and valued in their workplace interactions.

### **Workplace Health & Safety Policy**

Hendriks Greenhouses is committed to providing and maintaining a safe, healthy and respectful workplace in accordance with the Ontario Occupational Health and Safety Act (OSHA). The company's Workplace Health & Safety Policy affirms the commitment to workplace health & safety, outlines roles and responsibilities under the Ontario OSHA, supports the prevention of workplace injuries and encourages open communication and reporting without the fear of reprisal. Hendriks Greenhouses will continue to take every reasonable precaution for the protection of workers.

### **Due Diligence**

Hendriks Greenhouses operates under the Federal Government Temporary Foreign Worker Program, employing temporary foreign workers. The company adheres to stringent legal standards, ensuring that these workers receive equitable treatment and protection under Canadian law. Hendriks Greenhouses is committed to upholding the rights and protections of temporary foreign workers, as mandated by law. As evidenced by past Reports of Audit Conducted by Employment and Social Development Canada (ESDC)/Service Canada, the company has been found compliant with the conditions outlined in the Immigration and Refugee Protection Regulations (IRPR) sections 209.3 and 209.4. This indicates a robust adherence to the legal framework governing the employment of temporary foreign workers, ensuring their fair treatment and well-being within the workplace. Housing inspections are completed annually to ensure adequate and equitable living conditions for our Temporary Foreign Workers. Hendriks Greenhouses also undergoes rigorous translation and accessibility support for our workers to ensure appropriate communication and understanding is provided for all Temporary Foreign Workers.

In addition to its commitment to legal compliance, Hendriks Greenhouses demonstrates ethical responsibility in its supply chain management. The company prioritizes sourcing goods from local trusted vendors with whom it has established long-term relationships. By predominantly sourcing from vendors in Canada and the USA, the company mitigates the risk of forced and child labor entering its supply chain.

# Risk Identification & Management

## Countries of Operations and Risk

Using the *Walk Free Global Slavery Index* and the *U.S. Department of Labor List of Goods Produced by Child Labor or Forced Labor*, we had a risk assessment conducted on our countries of operations. These indexes use in-depth research in forced labour and child labour and indicate the risks associated with each country. We found that there were low inherent risks of forced labour or child labour in Canada. Hendriks Greenhouses has all its 196 employees located in Canada.

Country	Employees as of 2025 (#)	Inherent Risk per Country
Canada	196	Low

## Countries of Suppliers and Risk

Using the *Walk Free Global Slavery Index*, we had a risk assessment conducted on the countries of suppliers. This index uses in-depth research in the area of forced labour and child labour and indicates the risks associated with each country. We found that there were low inherent risks of forced labour or child labour in Canada, USA and UK and extreme inherent risks of forced labour or child labour in China. **This does not mean that evidence of forced labour or child labour was found to support this risk analysis** but that there is an increased inherent risk which necessitates closer scrutiny by Hendriks Greenhouses to ensure those risks do not flow through from our suppliers' countries.

Country	Suppliers (#)	Supply (%)	Inherent Risk per Country
Canada	272	78%	Low
United States of America	38	17%	Low
China	8	5%	Extreme

## Type of Goods Procured and Risk

Using the *Walk Free Global Slavery Index*, we had a risk assessment conducted on the types of goods of our suppliers. This index uses in-depth research in the area of forced labour and child labour and indicate the risks associated with each type of good. We found that 44 suppliers make up 80% of Hendriks Greenhouses total spend for the year 2025. The goods identified include Flowers/Plants, Ceramic articles, Glass articles, textile articles, metal articles the risk analysis found high inherent risks for forced labour and child labour from the raw materials of these goods. **This does not mean that evidence of forced labour or child labour was found to support this risk analysis** but that there is an increased inherent risk which necessitates closer scrutiny by Hendriks Greenhouses to ensure those risks do not flow through to the goods we procure. This includes reviewing the upstream sourcing practices of our suppliers, continuing to monitor the types of goods we procure, and the risk of forced labour and child labour associated with these goods.

Goods	Inherent Risk per Good	Country	% Share	Inherent Risk per Country	Overall Risk
Flower/Plant	High	Canada	36.3%	Low	High/Low
Flower/Plant	High	USA	17.7%	Low	High/Low
Ceramic article	High	Canada	26.2%	Low	High/Low
Packing boxes	Low	Canada	2.0%	Low	Low
Others small Articles	Low	Canada	1.9%	Low	Low
Glass article	High	USA	3.1%	Low	High/Low
Metal article	High	China	8.5%	Extreme	High/Extreme
Textile articles	High	Canada	2.3%	Low	High/Low
Glass article	High	Canada	2.0%	Low	High/Low

## Remediation Measures

At Hendriks Greenhouses, we commit to remediate human rights incidents and violations that occur within our operations and communities. During the year 2025, we received zero (0) complaints about Human Rights' contraventions internally and externally. We will continue to monitor processes to ensure we do not conduct business with entities that violate human rights or labour rights, and we will immediately cease business with a business if evidence of forced labour or child labour is found.

## Remediation of Forced & Child Labour & Vulnerable Family Income Loss

Hendriks Greenhouses is now in its third year (second reporting year) of discovering the full depth of our supply chain. To date, we have successfully raised awareness of our commitment to remediating Forced and Child labour through consistent distribution of supplier risk assessment questionnaires, updating our supplier onboarding procedures to include risk assessment questionnaires and implementing employee awareness training. Responsibility for compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act is overseen by senior management, including procurement and human resources personnel responsible for supplier engagement, employee onboarding, and policy implementation. To date, Hendriks Greenhouses has not identified or suspected any instances of forced labour or child labour within our operations or those of our suppliers. As such, no active remediation measures were required in respect to forced labour or child labour.

## Awareness Training

Since Hendriks Greenhouses' first annual reporting requirement in 2023, where the company identified an opportunity to improve training, the company has undergone enhanced internal policy creation and now incorporates the "Fighting Against Forced Labour and Child Labour" policy into its hiring packages for all employees. As with all Hendriks policies, this policy is delivered in both English and Spanish and covers all topics relating to Forced and Child Labour including but not limited to: defining both forced and child labour, assigning responsibilities within our organization and the commitments that the policy sets forth. Finally, the policy outlines steps to take should enforcement action need to be taken.

## Steps Taken to Prevent & Reduce Risk of Child Labour or Forced Labour

Hendriks Greenhouses has taken several additional measures above our initial report in 2023 to lower the risk of child and forced labour within its supply chain. These steps are outlined below:

**Updated Supplier Onboarding Procedures:** Hendriks Greenhouses prioritizes sourcing from local trusted vendors and maintaining long-term relationships, however contained within new supplier onboarding packages are updated supplier questionnaires. These questionnaires are included so Hendriks Greenhouses can get a better understanding of how the new supplier works and their exposure to Forced and/or Child labour within their network

**High Risk Supplier Monitoring:** Since China based suppliers have an inherently higher risk of Forced/Child Labour, Hendriks Greenhouses has adopted an annual review policy specifically for our vendors located in China. To date, all 8 Chinese vendors have been reviewed, with a 100% response rate to the questionnaires Hendriks Greenhouses set forth.

**Bi-Annual Supplier Attestations:** Hendriks Greenhouses has undertaken planning to ensure all suppliers used in our operation complete biannual attestations regarding Forced/Child Labour. Hendriks Greenhouses plans to adopt a phased implementation approach to prioritize higher-spend and higher-risk suppliers. After the completion of this reporting year, plans were created to distribute attestations to suppliers representing 65% of annual procurement spend.

**Future Commitments:** Hendriks Greenhouses commits to addressing any human rights incidents or violations that occur within its operations or supply chain.

While the company has made progress in addressing and raising awareness of forced labour and child labour risks, there is a recognition of the need for continuous improvement and the following will be implemented going forward:

- Escalation procedures for suppliers that have been sent annual/biannual attestations but have not yet completed. These procedures could include but are not limited to: enhanced review procedures, corrective action requests, suspension of new orders, or termination of supplier relationships where appropriate
- A Supplier Code of Conduct is expected to be implemented during the next reporting period. This Code will set forth expectations regarding supplier working conditions, ethical conduct, and compliance with forced labour and child labour standards.

At Hendriks Greenhouses, we are committed to creating a work environment that values and respects every employee, while upholding their rights and well-being. Furthermore, we are unwavering in our stance against forced labour and child labour practices. Our dedication to ethical business practices extends beyond our walls as we continue our work to keep forced labour and child labour out of our supply chains.

## Assessing Effectiveness

Hendriks Greenhouses evaluates the effectiveness of its forced labour and child labour risk mitigation measures through supplier questionnaire completion rates, supplier attestation responses, annual high-risk supplier reviews, employee onboarding compliance, and ongoing management oversight. During the reporting year, no indicators of forced labour or child labour were identified through supplier questionnaires, attestations, employee reporting channels, or management reviews.

- During the reporting year, employee onboarding compliance remained at 100% completion
- Legacy employee policy review and associated training completion remained at 98%, with the remaining 2% attributable to employees currently on long-term leave.

## 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 the report for Hendriks Greenhouses. 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 year listed above.

Full Name: Andrew Hendriks

Date: May 22/26

Title: President

Signature: 

I have the authority to bind 'Hendriks Greenhouses.'