

Central Plains Co-operative Association Ltd.



Forced Labour in Canadian Supply Chains

Central Plains Co-op

DATE MAY 2024



Contents

Introduction.....	3
1. Structure, Activities, and Supply Chain	3
2. Policies and Processes in Relation to Forced and Child Labour.....	5
3. Identification of Risks	5
4. Remediation of Forced and Child Labour	6
5. Remediation of Loss of Income.....	6
6. Employee Training	6
7. Efficacy of Actions.....	7
8. Approval and Attestation of the Report	7



Introduction

This report is Central Plains Co-op response to comply with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act) for the financial year ending October 28, 2023. In this Statement, the terms 'the Co-op', 'we', 'us', and 'our' refer to Central Plains Co-op. The reporting entity covered by this statement is Central Plains Co-op, business number 105905796 (ISC Business Account #)

For the purposes of the Act, Central Plains Co-op meets the entity definition by having a business in Canada, doing business in Canada and meeting all three threshold criteria for revenue, assets and employees. Central Plains Co-op is incorporated provincially and is obligated to submit a report to the Minister of Public Safety and provide a public report in response to the Supply Chains Act by May 31, 2024.

Central Plains Co-op is committed to continuous improvement in the areas of identification and remediation of forced and child labour in operations as well as local and global supply chains. Further, Central Plains Co-op is committed to respecting all human rights, in accordance with applicable law and the principles set forth in international standards, including the UN's Declaration of Human Rights, the UN Rights of Indigenous Peoples and UN Guiding Principles on Business and Human Rights.

Guided by core values of Respect-Integrity-People-Community, Central Plains Co-op is committed to making ethical business decisions and taking proactive measures to address issues such as forced and child labour.

1. Structure, Activities, and Supply Chain

Structure

Based in Rosetown, SK Central Plains Co-op is one of 158 independent retail co-operatives from across Western Canada that make up the Co-operative Retailing System (CRS) and own FCL. Central Plains Co-op is in turn owned by 6,776 members in Saskatchewan. As part of the CRS, Central Plains Co-op helps build, feed and fuel individuals and in our local communities. We employ 133 number of individuals.

Organizational Structure Chart:



2. Policies and Processes in Relation to Forced and Child Labour

Internal

Central Plains Co-op maintains Compliance and Ethics policies to which all employees must adhere to through an annual Code of Conduct attestation. Central Plains Co-op has an established internal process for anonymous reporting of actual or potential wrongdoing including any actual or potential violation of law, regulation, policy and procedure. Procedures are put in place to protect the anonymity of whistle-blowers from retaliation. An ethics hotline is available and promoted to the employee group to use anonymously through a third party. Central Plains Co-op's People and Culture team regularly reviews human resource related policies to ensure Central Plains Co-op remains in compliance with applicable workplace and labour legislation.

Central Plains Co-op ensures that there is reduced risk of forced or child labour in operations through strict adherence to provincial and federal labour laws. As per Saskatchewan's labour laws, Central Plains Co-op does not employ anyone under the age of 15, and follows all applicable young worker restrictions for employees under the age of 16.

3. Identification of Risks

Central Plains Co-op's main supplier, FCL, accounts for 96% of total procured goods. In assessing the risk of forced labour or child labour at the direct supplier level for this relationship, FCL has concluded on the following assessment of the use of child labour and/or forced labour within their supply chain, using two separate indices - *Walk Free's Global Slavery Index* and *the US Department of Labor's List of Goods Produced by Child Labor or Forced Labor*.

1. Goods procured within the food categories of 1) protein foods (specifically seafood); 2) beverages (specifically coffee); and 3) other (specifically chocolate):
 - a. An inherent risk of child and forced labour has been identified within the above categories. FCL has a sustainable seafood policy and, sustainably sources fair-trade-certified products to mitigate these risks.
2. Goods procured for home building centres:
 - a. Key suppliers of FCL's home building centres import from China, which has been identified as a country with a high inherent risk of forced and child labour. To mitigate this risk, FCL requires key suppliers to sign a Social Responsibility Agreement. The agreement requires suppliers to ensure they are supporting commitments to responsible sourcing and provide workers with fair wages and working hours, as well as a safe, clean, and healthy work environment.



FCL is exploring opportunities to understand and reduce the risk of forced and child labour within their supply chain therefore, Central Plains Co-op will be relying on this on-going assessment to continue assessing goods procured from FCL.

The remaining 4% of goods purchased by Central Plains Co-op are procured from outside of FCL. Central Plains Co-op has categories of goods for resale, the majority of which include, food, agriculture (inputs, bins, equipment), energy, pharmaceuticals, liquor, fuel, fuel storage, and home and building supplies. Using two separate indices, Walk Free's Global Slavery Index and the US Department of Labor's List of Goods Produced by Child Labor or Forced Labor, Central Plains Co-op as conducted an initial risk assessment and identified no inherent risks of current suppliers.

4. Remediation of Forced and Child Labour

Central Plains Co-op has taken action to remediate potential risks of forced and child labour through deployment of the policies and procedures outlined in Section 2 of the report. In the future, Central Plains Co-op will explore opportunities to increase auditing and monitoring of suppliers to reduce the risk of forced and child labour. If specific incidents of forced and child labour are identified, Central Plains Co-op will work with suppliers to determine and implement remedial action.

5. Remediation of Loss of Income

Central Plains Co-op has not identified any child or forced labour in operations or supply chains, and therefore no measures have been taken to remediate the loss of income to vulnerable families that results from any measures taken.

6. Employee Training

Annual training and attestation are currently required for all employees to ensure compliance with Central Plains Co-op's Code of Conduct on company ethical standards, policies, laws and regulations. The Code of Conduct is applicable to everyone that conducts business on behalf of the organization which includes the Central Plains Co-op Board of Directors, the Senior Leadership Team and all current and new employees and contractors. Central Plains Co-op has identified the opportunity to incorporate human rights awareness training into the annual Code of Conduct attestation to create awareness and the associated risks of forced and child labour. In addition, Central Plains Co-op is exploring opportunities to provide role specific training to educate team members and help them identify and respond to risks of child and forced labour in supply chains. These opportunities will be evaluated through fiscal year 2024 and continually.



7. Efficacy of Actions

Central Plains Co-op has conducted a review of current policies and procedures as they pertain to child and forced labour and is currently evaluating further measures to assess the efficacy of actions. Success will be evaluated by tracking relevant performance indicators, such as levels of employee awareness, number of vendors signing the Social Responsibility Agreement, number of employees in procurement roles participating in training, as well as an annual review of the policies and procedures in place related to forced and child labour.

8. Approval and Attestation of the Report

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, 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: Shawn P. Adair

Title: General Manager

Date: May 30, 2024

Signature:

A large, stylized handwritten signature in black ink, appearing to read "Shawn P. Adair".

I have the authority to bind Central Plains Co-op. The Statement has been reviewed and approved by the Board on behalf of itself.



CENTRAL PLAINS COOP VENDOR MASTERLIST (AS OF MARCH 20, 2024) SUPPLIERS LISTING									
Address Number (If Supplier Number)	Supplier Name	Address Line 1	Address Line 2	City	Provin ce	City	Postal Code	Prefix	Phone Number
10502437	101165120 Saskatchewan Ltd	(peacock Industries)	Box 777	Hague	SK	CA	S0K1X0	639	3184032
10806206	12446391 Canada Inc	O/ Canpro Medical Supply	Box 1748	Kinderley	SK	CA	S0L1S0	306	3702644
10217943	2710315 Manitoba Ltd	C/O Berg's Hatchery	P.o. Box 547	Russell	MB	CA	R01W0	204	7732562
10806235	A&I Paint And Lumber Ltd	Box 340		Eston	SK	CA	S0L1A0	306	9624122
10098897	A.s.m. Imports & Distributors	3254 Grey Owl Crescent		Prince Albert	SK	CA	S6W6V7	306	2219060
10191479	Agri-direct Equipment Inc.	258 Avena Circle		Leduc	AB	CA	T9E0L9		
10806224	Agrosorce	Box 5900		Winnipeg	MB	CA	R3C4C5	204	9476445
10426840	All Clean Natural Ltd	5310 1 St Sw		Calgary	AB	CA	T2H0C8	403	4559959
10806210	All West Sales	Box 1054		Rosetown	SK	CA	S0L2V0		
10078278	Also Canada Corp	406-45th Street East		Saskatoon	SK	CA	S7K0W2	306	9340900
10071169	Anstey Hatchery Ltd.	F & M Farms (1987) Ltd	2717 Cleveland Ave	Saskatoon	SK	CA	S7K3R2	306	2421033
10071132	Aunt Kathy's Homestyle Products Inc	Box 279		Waldheim	SK	CA	S0K4R0	306	9452216
10282355	Back To Youros Wholesale Food Lt	4025 Albert Street		Regina	SK	CA	S4S3R6		
10592175	Berg's Hatchery	F & M Farms (1987) Ltd	9420 109 St	Westlock	AB	CA	T7P2R4	204	7732562
10096894	Best Buy Medical Supplies Inc	507 Main St		Shediac	NB	CA	E4P2C4	877	8822025
10079530	Bob Bakery World Ltd	10558 245 Street		Maple Ridge	BC	CA	V2W0A2	604	3804080
10623254	Boss Feeds Ltd.	Box 316		Cardston	AB	CA	T0K0X0	403	8926657
10106557	Brad's Towing	Po Box 7341		Saskatoon	SK	CA	S7K4I3	306	9311221
10071130	Canada Book Distributors Ltd	C/O Lore Pine Publishing & Company	11414 119 Street	Edmonton	AB	CA	T5G2X6	780	4339333
10388104	Canadian Organic Spice & Herb	Box 730		Watson	SK	CA	S0K4V0	306	2871980
10188383	Canadian Virology Manufacturers Lt	618 - 51 Street East		Saskatoon	SK	CA	S7K7K3	306	6332343
10212135	Canadana Foods	Tumblers Pizza	2101 Retailack St	Regina	SK	CA	S4T2K5	306	2570625
10204084	Cantebury Coffee Corporation	1-8000 North Fraser Way		Burnaby	BC	CA	V5J0E6	604	4314444
10196867	Capital Fire Protection Ltd	365 Maxwell Crescent		Regina	SK	CA	S4N5X9	306	7217808
10095546	Ceres Industries	Box 10, Site 603, R# 46		Saskatoon	SK	CA	S7K3J9	306	6537258
10118553	Classy Imports	Bay 21, 1410 40th Avenue N.e.		Calgary	AB	CA	T2E6L1	403	2916661
10071073	Coca-cola	C/O Lockbox 410310	Po Box 2200	Vancouver	BC	CA	V6B3W2	800	4413106
10191891	Committed Ag Ltd	P.O. Box 2920		Lethbridge	AB	CA	T1J4Y2	403	3271767
10071077	Compuss Virology Canada Corp	Box 402	6700 Century Ave.	Mississauga	ON	CA	L5B4M4	905	5670235
10221703	Consolidated Oypsum Supply Ltd	704 - 64 Street East		Saskatoon	SK	CA	S7P0E4	306	3840072
10629178	Core-mark Calgary	8225 30th Street S.e.		Calgary	AB	CA	T2C1H7		
10198637	Cp Distributors Ltd. (saskatoon)	3719 Kocher Avenue		Saskatoon	SK	CA	S7P0B8	306	2423315
10179708	District Brewing Co	1555 8th Avenue		Regina	SK	CA	S4R1E6		
10270239	Dominion Veterinary Laboratories	1199 Sanford St		Winnipeg	MB	CA	R3E3A1	204	5897361
10499126	Errington Lake Distillery	Box 303		Livelong	SK	CA	S0M1J0		
10466260	Essence Of Cleopatra Aromatherapy	Box 19572		Calgary	AB	CA	T2H0V4	403	4812973
10062116	Foothills Creamery Ltd	2835 Bormybrook Road Se		Calgary	AB	CA	T2C4N1		
10201679	Forma Steel	P.O. Box 1690	Fort Macleod 443 - 12 Fort Macleod	Fort Macleod	AB	CA	T0L0Z0		
10176683	Free Form Plastic Products	Box 159		St Brieux	SK	CA	S0K3V0	306	2752155
10078281	Fresh Pack Ice Makers (2010)	1701-16th Street West		Saskatoon	SK	CA	S7M5J5	306	6529755
10071079	Glidden Hutterian Brethren	Box 130		Glidden	SK	CA	S0H1H0	306	4632158
10698944	Greener Living Products Ltd	Box 1356		Melfort	SK	CA	S0E1A0		
10099230	Gregg Distributors Co Ltd	16215-118 Ave		Edmonton	AB	CA	T5V1C7	780	4473447
10254527	H&F Food Products Inc	Box 476		Kyle	SK	CA	S0L1S0		
10546642	High Key Brewing	102 - 23rd St E		Saskatoon	SK	CA	S7K0I2		
10566771	H-hog Farm & Ranch Equipment Ltd.	8447-23rd Avenue Ne		Calgary	AB	CA	T1Y7G9	403	2808300
10117941	Hudson Bay Distillers Inc	Box 366		Landis	SK	CA	S0K2X0	306	8580499
10806239	Imperial Tobacco Canada	3711 St Antoine Street West		Montreal	QC	CA	H4C3P6		
10083684	Jb's Sausage Maker Supplies Ltd	1025 Park St		Regina	SK	CA	S4N5H4	306	3596500
10115714	Jerky Boys Meats	Box 1157	245 James Street	Lumsden	SK	CA	S0G3C0	306	7311499
10071152	Kane Veterinary Supplies	11204-160th Street		Edmonton	AB	CA	T5S2W2	780	4531516
10404904	Krakel Lake Honey	Box 77		Lac Veer	SK	CA	S0L1T0	306	3711776
10672453	Koenders Mfg 1997 Ltd	Box 171 Englefield	C/O Lanna Martin	Saskatoon	SK	CA	S0K1N0	306	2873139
10071084	Koenders Water Solutions Inc	3426 Saskatchewan Drive		Regina	SK	CA	S4T1H1	877	8887707
10071092	Lindenberg Seeds Ltd.	803 Princess Ave.		Brandon	MB	CA	R7A0P5	204	7270575
10092943	Living Books Inc	Box 142		Borden	SK	CA	S0K0N0	306	2270110
10071068	Mckesson Canada Corporation	4440-78 Ave S.e.		Calgary	AB	CA	T2C2Z5	403	2035274
10806245	Minhas Sark	Unit C, 444 Mcleod Street		Regina	SK	CA	S4N4Y1	306	3527335
10071099	Mpact Canada Beverages	Box 2815	Station H	Calgary	AB	CA	S0P4W6	905	2127377
10312476	Phantom Light Distillery	25 Liner Lane		Prince Albert	SK	CA	S6X1C7		
10191430	Polywet Ltd	3700b Mcgillivray Boulevard		Oak Bluff	MB	CA	R4G0B5	204	9248265
10071158	Poulin's Pest Control	24 Poulin Drive		Winnipeg	MB	CA	R2H0S9	204	2332500
10099949	Prairie Automotive Parts Ltd	Box 1870		Rosetown	SK	CA	S0L2V0	882	8826400
10737288	Prairie Lily Paper Products	Box 10		Glidden	SK	CA	S0L1H0	306	4604356
10078303	Prairie Meats	2326 Millar Ave		Saskatoon	SK	CA	S7K2Y2	306	2444024
10865248	Premier Tech Agriculture	Div Dr Premier Horticulture Ltee	1 Avenue Premier	Riviere-du-loup	QC	CA	G5R6C1	418	8676883
10806212	Purity Life Health Products Ltd	6 Commerce Crescent		Acton	ON	CA	L7J2K3	519	8535911
10584115	Radogva Distilleries Inc.	Box 100		Blaire Lake	SK	CA	S0J0I0		
10105515	Rampage Coffee Co Roastery	3342 Millar Ave Unit 5		Saskatoon	SK	CA	S7K7G9		
10806231	Rancan Fertilizer Systems Ltd	1179 Kapelus Drive		West St Paul	MB	CA	R4A5A8	204	6631474
10806240	Rbh	1500 Don Mills Road		North York	ON	CA	M3B3L1		
10111330	Remedy Animal Health Products Ltd	9526 Haldane Road		Kelowna	BC	CA	V4V2K5	877	5035150
10183684	Rgis	P.O. Box 2422 Station A		Toronto	ON	CA	H5W2K6		
10071096	Rosetown Publishing Co Ltd	Box 130		Rosetown	SK	CA	S0L2V0	306	8824202
10572963	Rug Doctor	Easy-way Ltd	Box 4096 Stn A	Toronto	ON	CA	H5W0E9		
10071120	S3 Manufacturing	Division Of S3 Group Ltd	2180 Oman Drive	Swift Current	SK	CA	S9H4I8		
10806255	Sanofi Pasteur Limited	1755 Steeles Ave West		Toronto	ON	CA	M2R3T4	600	2684171
10487071	Sk Liquor & Gaming	10th Floor, 2500 Victoria Ave		Regina	SK	CA	S4P3M3		
10806243	Sleeman Breweries Ltd	1730 Alberta Ave		Saskatoon	SK	CA	S7K3X1	306	9330116
10071128	Smoking Gun Distillery	C/O Mike Sorensen	209-1700 Badham Bl	Regina	SK	CA	S4P0I7	306	5313805
10198182	Smooth 42 Craft Distillery Ltd	Po Box 56		Brownlee	SK	CA	S0H0W8	306	7594242
10717183	Soreville Farms (2014) Ltd.	Box 477-409 Railway Avenue		Estonia	SK	CA	S0L0Y0	306	9622818
10575701	Soso Beverage Co. Ltd.	Box 28	505 Main Street	Asquith	SK	CA	S0X0I0	306	3290000
10312477	Sperling Silver Distillery	Po Box 167	1700 Elphinstone Str	Regina	SK	CA	S4P2Z6	306	7510000
10240647	Spicers Canada Ulc	200 Glacat Drive		Vaughan	ON	CA	L4L0B9	905	2651942
10089332	Springwater Colony	Box 38		Ruthida	SK	CA	S0K3S0	306	9481425
10071098	Star Phoenix payment Centre	P.O. Box 2850		Winnipeg	MB	CA	R3C4B4	204	9264675
10372214	Star Wholesale Ltd.	#1430, 246 Stewart Green Sw		Calgary	AB	CA	T3H3C8	403	2831443
10204077	Steel-craft Door Sales & Service Lt	845 56th Street East		Saskatoon	SK	CA	S7P0B9	306	6652713
10083505	Stockdals Electric Motor Corp	1441 Fleury Street		Regina	SK	CA	S4N7N6	306	3524505
10103992	The Original Bottle Cap Lure Co	1101 Kramer Blvd		Regina	SK	CA	S4S5W4	306	5357124
10668957	Tumblers Pizza	Unit A-1653 Park St		Regina	SK	CA	S4N2E9	306	5524044
10102090	Van Houtte Coffee Services Inc	3235 B Miners Ave		Saskatoon	SK	CA	S7K7Z1	306	9313070
10194279	Vid Plastics	826-56th Street East		Saskatoon	SK	CA	S7K7D9	306	9346844
10112716	Wescan Consumer Products	503 High View Park Nw		High River	AB	CA	T1V1E4	403	5405976
10188185	Western Producer publications	1000-3530 Millar Ave		Saskatoon	SK	CA	S7P0B9	306	6653596
10195802	Westwood Parts Services Ltd	6517 - 67 Street		Red Deer	AB	CA	T4P4A3	403	3425510
10100707	Windsor Salt Ltd	Cp 11321	Succ Centre - Ville	Montreal	QC	CA	H3C5H1	514	6300900
10099590	Wn Pharmaceuticals Ltd	2000 Brigantine Dr		Coquitlam	BC	CA	V3K7B5	778	2847400