

Cropper Motors Inc Statement

This statement is for our financial year ending March 31, 2023 pursuant to the Act Bills211, regarding the importance of prevention and eventual elimination of forced labour and child labour worldwide.

Our Business

Cropper Motors Inc, the dealership that service built, has been serving customers since 1963. We are a family-owned business located in Naicam, Sk., Canada. We are committed to providing great customer service, no pressure sales and conducting our business in a responsible, safe, and ethical environment.

We currently employ over 44 staff that have been provided various training over the years. For the reporting period ending March 31, we employed individuals who met the minimum legal age requirement. Any students that were hired at the age of fifteen are required to get their Certificate in the Youth Worker Readiness Certificate Course and signed parental consent. Students are not permitted to work during school hours without proof of spare.

- We set employees' working hours and pay in compliance with all applicable laws.
- We do not engage in or support the use of forced labour or child labour in our business or supply chain, to the best of our knowledge.
- We have 44 employees, 2 of which were between the ages of 16-18 and 42 over the age of 18.
- We comply with provincial and federal labour regulations.

Cropper Motors Inc is incorporated through the government of Saskatchewan, has a valid business number and various business licenses. We are a retailer of agricultural equipment, vehicles and RVs and provide parts and services for the lines we carry.

Our Suppliers

As a retailer our supply chain is primarily based on the supply chain of our manufacturers. The manufacturers we retail are Ford, Agco, Bourgault, Versatile, Elmers, Apache, Agrifac, Macdon, Keystone and Innocar. We obtain our goods in Canada and from the United States. We have begun the process of obtaining statements from our suppliers on their processes and risk of forced labour or child labour in their supply chains. We have researched suppliers who have made their information and statements public.

Cropper Motors Inc. recognizes the importance of ethical business practices and the responsibility to uphold human rights standards, including the prevention of forced labour and child labour within our operations and supply chain. Our policy will outline our commitment to ensuring that forced labour and child labour are not tolerated at any stage of our business activities and throughout our supply chain.

Policies & Due Diligence Processes

In the past we have had internal policies on the age on staff we have hired and have exercised standards regarding our suppliers we have dealt with and not based our decisions solely on cost.

Cropper Motors has not independently engaged in a risk assessment with regards to forced labour or child labour in our supply chain. We have relied on the assessment and policies of our suppliers to ascertain the extent of their risk.

Our policy will continue to be developed and be subject to regular review and evaluation to ensure its effectiveness and relevance to changing circumstances. We will monitor our compliance with this policy and the effectiveness of our efforts to address forced labour and child labour within our operations and our supply chain.

Cropper Motors Inc reaffirms its commitment to upholding human rights, promoting ethical business practices, and contributing to the eradication of forced labour and child labour globally. We call upon all stakeholders to join us in these efforts and report any concerns or violations of this policy.

Remediation Measures

Cropper Motors has not identified any instances for forced labour or child labour in our supply chain and as such no remediation measures have been taken.

Training

In 2024-2025, we will initiate an employee training program to help them recognize and prevent forced labour and child labour practices. The program will be part on our on-boarding process for all employees with the authority to order supplies, parts, and whole goods on behalf of Cropper Motors. Current employees will be required to obtain the training available on our employee resource page as of June 1, 2024.

Assessing the Effectiveness

We will setup a recurring review of our policies and procedures related to forced and child labour.

We will track employee awareness through training competition.

We will expand our current process of incident reporting, resolution and tracking to include employee concerns or observance of forced and/or child labour.

We will partner with our suppliers to assess their reporting on their supply chain regarding forced and child labour. We will a schedule to review supplier measures.

Approval and 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 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.

Kevin Cropper
General Manager, Director, Shareholder
May 24, 2024



I have the authority to bind Cropper Motors Inc