



**REPORT: Fighting Against Forced Labour and Child Labour in Supply Chains**  
**Reporting Year: 2023**

**Introduction**

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") mandates businesses to disclose actions taken during the fiscal year to prevent and mitigate the risks of forced labour and child labour within their operations. This report is prepared by Deveron in compliance with the Act, covering the fiscal year ending December 31, 2023. It outlines the measures implemented by Deveron to oversee and manage its operations responsibly.

**Statement**

Deveron is dedicated to maintaining the highest standards of ethical conduct and corporate responsibility across all aspects of its operations. We recognize the critical importance of complying with regulations such as the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and take our responsibilities under this legislation seriously. Deveron is committed to promoting equal employment opportunities, fostering a culture of non-discrimination, and ensuring that no forced labour or child labour exists within our business.

**Our Company**

At Deveron, we are dedicated to revolutionizing agriculture by harnessing the power of data-driven insights and cutting-edge solutions. As a trusted leader in agricultural testing and analysis, we provide comprehensive, end-to-end services that simplify and enhance operations for farmers, agronomists, and agricultural businesses. Our expertise spans every step of the agricultural data journey, from precise soil sampling and advanced field data collection to detailed laboratory analysis and tailored, actionable recommendations. By offering a complete suite of services, we empower our clients to optimize their farming practices, improve crop health, and maximize yields efficiently and sustainably.

**Business Information- What We Do**

At Deveron, we are transforming the agricultural ecosystem with innovative, data-driven solutions that cater to the diverse needs of stakeholders across the industry. Our customer base extends far beyond traditional growers, encompassing ag-retailers, enterprises, and academic institutions, all of whom play critical roles in shaping the future of agriculture.

- **Supporting Growers**

We empower growers to optimize their operations and enhance productivity through advanced technology, actionable insights, and expert guidance. Our precision agriculture services enable growers to make informed decisions that improve crop health, boost yields, and optimize resource utilization, helping them achieve sustainable growth.

- **Enabling Ag-Retailers**

For ag-retailers, we offer streamlined precision agriculture services that help their growers enhance crop production, monitor field conditions, and adopt data-driven practices. By integrating precision technologies, ag retailers can provide valuable insights and solutions to their clients, strengthening relationships and driving overall productivity in their networks.

- **Partnering with Enterprises**

Our enterprise clients benefit from tailored solutions designed to enhance operational efficiency at scale. From advanced data analytics and resource optimization to seamless coordination and ongoing support, we help enterprises make informed decisions that promote sustainability and drive long-term growth in the agricultural sector.

- **Collaborating with Academia**

Deveron also partners with academic institutions to advance research, innovation, and education in agriculture. By providing access to cutting-edge technology, research collaboration opportunities, data sharing, and industry-linked projects, we contribute to the development of precision agriculture practices and equip the next generation of agricultural leaders.

- **Comprehensive Field Services**

Our field services redefine agricultural operations, saving both time and money through the use of cutting-edge technology and expert field technicians. From soil sampling and field data collection to analysis and actionable recommendations, we streamline processes to reduce downtime and enable faster, data-driven decision-making.

- **Extensive Testing Capabilities**

Deveron meets the industry's testing and analysis needs, offering a wide range of services, including fertility testing, tissue analysis, and manure testing. Our extensive laboratory network, backed by years of research and experience, is designed to adapt to the evolving demands of agriculture, providing accurate and reliable results.

- **Efficient Sample Processing and Delivery**

Our in-field technicians ensure seamless sample collection and delivery to our laboratory network for comprehensive analysis. With the support of our insights team, we deliver results in a variety of formats tailored to our clients' preferences, empowering them to act on the data quickly and effectively.

At Deveron, we are committed to fostering innovation, improving efficiency, and driving sustainable growth across the agricultural ecosystem, supporting stakeholders at every level to thrive in an ever-changing industry.

### **Due Diligence and Verification**

We maintain a comprehensive and detailed record of all labour involved across our entire supply chain, including laboratory operations and collections. This ensures full transparency and accountability. We do not employ or collaborate with individuals who lack this level of documentation. Furthermore, all our reagents and laboratory supplies are exclusively sourced from reputable and established vendors within North America. These vendors are held to stringent standards, including compliance with child exploitation laws, ensuring ethical practices throughout the supply chain.

We are confident that we have fully adhered to the standards outlined for working with suppliers and customers, ensuring compliance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This includes conducting thorough due diligence, implementing robust policies, and maintaining rigorous oversight to uphold ethical practices throughout our supply chain.

### **Policies and Training**

We maintain comprehensive policies and handbooks that outline our commitment to equal employment opportunities, ethical hiring practices, and clear employee codes of conduct to foster a workplace free from discrimination and unethical behavior. We continually review and enhance these policies to stay aligned with evolving legislation. Additionally, we have conducted a thorough evaluation of our current policies and training programs to identify areas where we can further raise awareness among employees and suppliers about the risks of forced labour and child labour. As part of this effort, we plan to implement new policies and mandatory training for all employees by the end 2025.

### **Attestation**

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of CEO, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity Deveron. 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 purpose of the Act, for the reporting year listed within this report.

David Macmillan  
CEO  
November 29, 2024



\_\_\_\_\_, I have the authority to bind Deveron.

