



REPORT	CODE	NA
Forced Labour in Canadian Supply Chains	REVISION	0
	DATE	2023

Forced Labour in Canadian Supply Chains

Doepker Industries Ltd.

2023





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Bill Schuler	Director	Evan Doepker	Director	2	OF	8

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INTRODUCTION

This report is Doepker Industries Ltd.'s report 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 September 30, 2023. In this report, the terms “Doepker”, “the Company”, “we”, “us”, and “our” refer to Doepker Industries Ltd. The reporting entity covered by this report is Doepker Industries Ltd., business number 889406690, and operating under the laws of the *Business Corporations Act*.

For purposes of the Act, Doepker Industries Ltd. meets the entity definition by having a place of business in Canada, and meets all three thresholds for assets, revenues, and employees. Doepker Industries Ltd. is incorporated in the province of Saskatchewan and is obligated to submit a report to the Minister of Public Safety and provide a public report in response to the Act by May 31, 2024.

Guided by our core values of Integrity, Teamwork, and Continuous Improvement, Doepker is committed to making ethical business decisions and taking measures to address issues such as forced labour and child labour.

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REPORT

1. STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Structure

Based in Saskatchewan, Doepker Industries Ltd. is a leading manufacturer of premium grade semi-trailers in North America. The business began operations in 1948 when brothers Francis and Bernard Doepker returned home from WWII and opened a blacksmith repair and service shop in Annaheim, SK. Shortly thereafter, four more Doepker brothers – Donald, Ted, Ray, and Jerome – joined the company, and collectively, they evolved the business to provide a variety of customer-focused solutions, including designing and manufacturing agriculture implement equipment. With over 75 years of success, Doepker Industries Ltd. continues to operate today as a privately held, third generation company.

Doepker Industries Ltd. follows the Anglo-American corporate governance model: the shareholders of the business elect the Board of Directors, who hires the Chief Executive Officer, who hires the senior leadership team. Doepker's executive team is comprised of the chief executive officer, chief marketing officer, and vice presidents of finance, sales and marketing, and operations. Together, Doepker's executive team provides direction and strategic planning to the rest of the organization in executing its mission of being the best value supplier of superior products, services, and solutions to our customers in the transportation industry.

Activities

Doepker Industries Ltd. manufactures semi-trailers across three facilities in Saskatchewan. Our core product lines are trailers that serve customers operating in the agricultural, commercial, oil and gas, heavy haul, forestry, and gravel sectors. Manufactured trailers are sold to end-user customers through a network of dealers across Canada and the United States.

The following operations are part of Doepker Industries Ltd.:

Annaheim Facility

Located at 300 Doepker Avenue, our Annaheim, SK facility is primarily responsible for manufacturing our agricultural trailers.

Saskatoon Facility

Located at 240 103rd Street East, our Saskatoon, SK facility is primarily responsible for manufacturing our commercial, oil and gas, heavy haul, and forestry trailers.

Moose Jaw Facility

Located at 1955 Caribou Street West, our Moose Jaw, SK facility is primarily responsible for manufacturing our commercial and gravel trailers.

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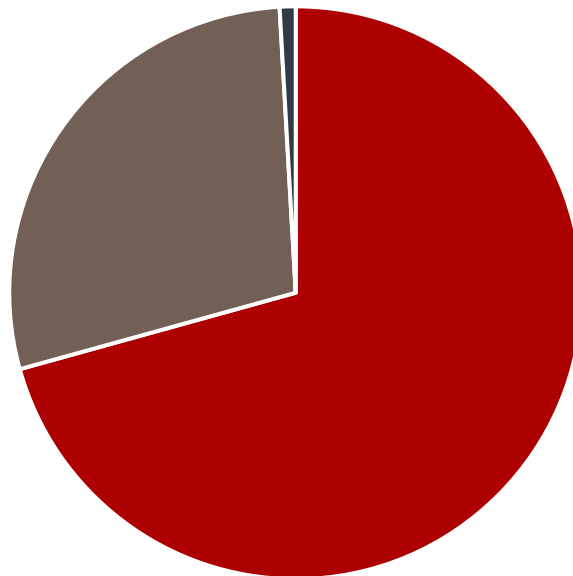
Supply Chain

Doepker Industries Ltd. relies on its people, processes, and suppliers to manufacture premium grade semi-trailers. A single trailer can require over 1,000 components that are sourced from over 100 different suppliers.

The following items are key components in our manufacturing process and supply chain:

- Steel and aluminum plate
- Axles
- Tires, rims, fenders, mudflaps
- Paint
- Electrical components
- Hydraulic cylinders
- Winches
- Landing gear
- Lumber
- Fasteners

Similar to our operations and markets, we primarily source raw materials and purchased components from suppliers in Canada and the United States. In fiscal 2023, over 99% of our purchases were made from suppliers based in North America, while 0.9% of purchases were made from suppliers in China.



■ Canada ■ United States ■ China

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2. POLICIES AND DUE DILIGENCE PROCESSES

Doepker Industries Ltd. is committed to upholding best practices regarding the prevention of forced and child labour. Our hiring practices require each new employee to read and acknowledge policies including the Company's Code of Conduct, which classifies as unacceptable any behaviour that is either criminal in nature or detrimental to the success of our business. We follow labour laws including the Saskatchewan Employment Act, human rights provisions as detailed in the Saskatchewan Human Rights Act, and trade union practices through our Collective Bargaining Agreement.

As well, we have taken steps to protect our youth workers. Specifically, in regards to youth workers, the company will:

- Under no circumstances hire someone under the age of 15
- Under no circumstances hire someone under the age of 16 to work in a metal processing or fabricating operation, in accordance with the Saskatchewan Employment Act,
- Ensure that 15-year-old casual or summer employees working in the yard or on Doepker property complete the Youth Worker Readiness Certificate course
- Conduct mandatory Human Resources training upon hire
- Conduct mandatory Health and Safety training upon hire
- Conduct mandatory WHMIS training upon hire
- Include all employees in weekly safety training and provide ready access to company policies and procedures at all times

3. FORCED LABOUR AND CHILD LABOUR RISKS

Doepker Industries Ltd. has reviewed its supply chains to identify parts of the business that carry a risk of forced labour and child labour being used. In assessing this risk, we considered, the supplier's country of operations, the number of years that the supplier has been in business, and the length of our relationship with that supplier.

As part of our review, we noted that:

- Over 99% of our purchases were made from suppliers in Canada and the United States, while 0.9% of purchases were made from suppliers in China
- Almost all of our suppliers have been in business for more than five years
- We have a long-standing relationship with our largest suppliers that spans several decades, which has allowed us to visit their facilities and understand the companies that we do business with.

Based on our review, we have concluded that there is a low risk of forced labour and child labour in our supply chains.

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4. REMEDIATION MEASURES

Doepker Industries Ltd. has taken steps to remediate potential risk of forced labour and child labour through the policies and procedures described in Section 2 of this report. As well, Doepker will explore opportunities to increase monitoring of suppliers to reduce the risk of forced labour and child labour. If specific incidents are identified, the Company will work with suppliers to determine and implement the appropriate remediation measures.

5. REMEDIATION OF LOSS OF INCOME

Doepker Industries Ltd. has not identified any child labour or forced labour in our operations or supply chains. Therefore, no measures have been taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in our operations and supply chains.

6. TRAINING

Doepker Industries Ltd. has mandatory training in place for all employees to ensure compliance with the Company's Code of Conduct. As well, the Company is evaluating opportunities to provide additional training and role-specific training to help identify and respond to risk of child labour and forced labour in supply chains.

7. ASSESSING EFFECTIVENESS

Doepker Industries Ltd. is currently reviewing its current policies and procedures as they relate to child labour and forced labour and their effectiveness in preventing and reducing risks of forced labour and child labour.

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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 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.

A handwritten signature in blue ink, appearing to read "E. Doepker", with a long horizontal flourish extending to the right.

Evan Doepker
 President and CEO
 May 31, 2024

I have the authority to bind Doepker Industries Ltd.

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