

# GROENENBOOM LAND & CATTLE COMPANY

Box 71  
Coalhurst, Alberta, T0L 0V0, Canada

Telephone (403) 381-4642  
Fax (403) 381-9315  
e-mail: evgboom@xplornet.com@xplornet.com

## **Forced Labour in Canadian Supply Chains**

**For the fiscal year Dec 1 2022 to Nov 30 2023  
Business Number 89070 9850**

**Groenenboom Land & Cattle Company Ltd is a family run farm corporation established in Alberta in 1995. Its main operations involve beef feedlots with capacity of 15000 head and cropland of 3775 acres.**

### **Supply Chains – Feedlot**

- Feeder cattle are sourced through order buyers**
- Feed grains are sourced through grain brokers and/or grain elevator companies**
- Veterinary medicines and feed supplements are sourced through licensed veterinary suppliers.**
- Supplies for feedlot maintenance including wood, steel, gravel etc are supplied through retailers.**
- Feedlot equipment is sourced through retailers/dealers**

### **Supply Chains – Cropland**

- Seed for crops is sourced through seed retailers**
- Fertilizer for crops is sourced through fertilizer retailers**
- Equipment used in the production of crops is sourced through equipment dealers or auctions.**

### **Employment Policies**

**On average, 20 employees are employed covering full time, part time and seasonal workers. As per our policy outlined in our employee handbook, Groenenboom Land & Cattle adheres to the Alberta Farm and Ranch Standards Legislation at all times. As well, we retain a safety consultant to ensure our workplace adheres to Alberta Workplace Safety Standards. On occasion workers under the age of 18 are employed. Groenenboom Land & Cattle has a policy for those workers which outlines enhanced supervision, limitations on tasks performed and hours of work. As well, Parental/Legal Guardian authorization is required before young workers can begin work activities.**

### **Supply Chain Child Labour Risks**

**Groenenboom Land & Cattle has no knowledge of any forced labour or child labour used in its supply chains.**

**Steps taken to assess and manage child labour risk in supply chain**

-We have not identified any incidences of child labour in our supply chains

**Measures taken to remediate the loss of income to most vulnerable families.**

-We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains

**Training provided to employees on forced labour and child labour.**

-Employees are made aware of our policy of limitations for workers under the age of 18

**Assessing the effectiveness in ensuring forced labour and child labour are not being used**

-We currently have no policies or procedures in place to assess our effectiveness in ensuring forced labour and child labour are not being used in our supply chains

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 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.

Evan Groenenboom  
Director  
April 17, 2024



---

I have the authority to bind Groenenboom Land & Cattle Company Ltd.