

Policy Against Forced Labour and Child Labour

The following document outlines the steps Honey Bee Manufacturing, Ltd. (“Honey Bee”) has taken to prevent and reduce the risk of forced labour or child labour in our business and in our supply chain during the fiscal period November 1st, 2022 – October 31st, 2023.

Our Business

We exist to provide innovative, high-performance equipment and solutions for the agricultural industry. We are a single-location business, privately owned, and located in Frontier, Saskatchewan. Honey Bee is a global leader in the production of combine headers and swathers for the agricultural industry. Employing 190+ people, we have an extensive supply chain that is primarily focused in North America. 93% of our product is North American made.

Honey Bee’s Position on Forced Labour and Child Labour

Honey Bee prohibits the use of child labour and forced labour practices. We abide by the laws of Canada and Saskatchewan as they relate to these practices to ensure compliance.

Honey Bee will not do business with any supplier who is knowingly involved, or knowingly has any members of their supply chain involved in forced or child labour practices.

Policies in Relation to Forced Labour and Child Labour

Honey Bee follows [Saskatchewan law regarding minimum working age requirements](#) as laid out in part II of *The Saskatchewan Employment Act, Employment Standards*:

The minimum age of employment is 16.

Fourteen- and 15-year-olds can work under certain conditions. They need permission from a parent or guardian and they must complete the Young Worker Readiness Certificate Course and print a Certificate of Completion. The course can be taken online through the Government of Saskatchewan's website.

Fourteen- and 15-year-olds can't work more than 16 hours in a week in which school is in session, after 10 p.m. on a day before a school day, and before the start of any school day. They can work the same hours as other employees during school breaks and vacations.

To work in Saskatchewan, 14- and 15-year-olds are required to complete the Young Worker Readiness Certificate Course (YWRCC) and obtain a Certificate of Completion.

Employers are required to keep the parental consent form and the YWRCC Certificate of Completion on file for each employee under the age of 16.

Honey Bee is an ISO 9001:2015 certified company. Honey Bee is audited annually, and would be reported and reprimanded if any signs of child labour or forced labour were discovered.

Risk in our Supply Chain

Each supplier has its own approach and responsibility to mitigating the risk of forced labour and child labour in their business. Our exposure to the risk of forced labour and child labour increases when we engage with third parties.

Measures Taken to Remediate Forced Labour & Child Labour, and to Remediate Loss of Income

Honey Bee will not do business with any companies knowingly involved in child labour or forced labour. We endeavor to ensure our suppliers are equally committed to preventing child labour or forced labour and encourage them to have suitable measures in place to prevent and detect such situations.

Honey Bee is contractually obligated as a supplier to OEM's to not be engaged in any child labour or forced labour activities as detailed in the supplier contracts.

Training Provided to Employees on Forced Labour and Child Labour

Our Employee Handbook is our guide to ensuring the legal, ethical, and morally-upright treatment of our employees. Honey Bee undergoes Employee Handbook Training upon the hiring of each employee, as well as on an annual basis.

Assessing our Effectiveness

Honey Bee is in the initial stages of adhering to the recommendations of the Fighting Forced & Child Labour in Supply Chains Act.

Our current best means of effectively adhering to these recommendations is by continuing to honour our obligations as laid out in federal and provincial employment law, OEM contracts, and our Employee Handbook.



Honey Bee Manufacturing Ltd.

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Attestation

This report was prepared by Honey Bee Manufacturing, Ltd. on May 29th, 2024. This report is available on Honey Bee's website (honeybee.ca).

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Jamie Pegg

General Manager, Honey Bee Manufacturing, Ltd.

May 29th, 2024

I have the authority to bind Honey Bee Manufacturing, Ltd.