



## **BILL S-211**

### **An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff**

#### **Modern Slavery Statement for the Financial Year ended 2024**

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Independent Crop Inputs to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing March 1, 2024 and ending February 29, 2024.

*Independent Crop Inputs has a commitment to respecting human rights and ensuring our supply chain is free from forced labour and child labour.*

#### **Group Structure**

Independent Crop Inputs was established in 2017. It trades under the business name Independent Crop Inputs with its head office is in Taber Alberta.

- Independent Crop Inputs is a Canadian Controls Private Corporation and incorporated in Alberta.

#### **Supply Chain**

- Independent Crop Inputs operates in the agriculture retail industry in Southern Alberta, providing agriculture retail services and products to producers. This includes crop nutrition, crop protection, and variety of other crop sales and services.
- Products sold by Independent Crop Inputs are obtained from third party providers who import and produce these products.

#### **Risks in Supply Chain**

Independent Crop Inputs social responsibility approach is consistent with their beliefs and values and their mission of helping agriculture producers improve their production.

We work to select suppliers who adopt strong ethical standards, respect the rights of the individuals they employ, and demonstrate stewardship of the environment.

[www.independentcropinputs.com](http://www.independentcropinputs.com)  
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94035 RR 17-3



In adhering to our sourcing and procurement standards, we also believe that the products we sell should be consistent with the [UN Guiding Principles on Business](#) and [Human Rights and the International Labour Organization \(ILO\) Conventions](#).

We only work with providers who meet strategic objectives and comply with all labour and regulatory requirements.

#### Actions Taken

- In addition to adhering to sourcing and procurement standards as stated above, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.
- Independent Crop Inputs continues to evaluate the practices and policies of the organization to ensure that rights of all workers are adhered too and all required labour legislation is abided by.
- All staff are subject to Independent Crop Input's Code of Conduct and we conduct regular training to ensure all employees meet the code of conduct requirements.

#### Risk Assessment

As stated above, we mitigate the risks of forced/child labour through the ongoing assessment of suppliers, and our internal Code of Conduct.

#### Remediation

No remediation was required.

#### Training

We also complete the training in the Code of Conduct. We have taken the action to conduct regular training with all employees on our Code of Conduct.

#### Effectiveness Assessment

Independent Crop Inputs periodically reviews our Code of Conduct, forced labour statement and child labour remediation plan. We have identified risks to the best of our knowledge and will continue to strive to identify ways to measure our effectiveness. Currently, our policies and procedures described above have been effective as evidenced by having no occurrences of forced/child labour.



Sign off

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending February 29, 2024. It has been issued on behalf of Independent Crop Inputs and approved by Independence Crop Inputs.

Signed,

A handwritten signature in blue ink, appearing to read 'Phil McFarland', is written over a horizontal line.

Phil McFarland

Chief Financial Officer

May 31, 2024



**Attestation for Independent Crop Inputs – 2024 Year end S-211 Fighting Against Forced Labour and Child Labour in Supply Chains Act report**

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. I have the authority to bind Independent Crop Inputs

A handwritten signature in blue ink, appearing to be 'Phil McFarland', with a stylized initial 'P' and a long horizontal stroke.

**Phil McFarland**

**Chief Financial Officer**

**May 31 2024**

