



May 28, 2024

Modern Slavery Statement for Mad Dog Cattle Co. Ltd & Kasko Cattle Co. Ltd for the Financial Year ended 2024.

RE: BILL S-211 – Fighting Against Forced Labor and Child Labor in Supply Chains Act

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 Mad Dog Cattle Co. Ltd & Kasko Cattle Co. Ltd to identify and address the risk of forced labour and child labour within its supply chain during the financial year commencing in 2023 and ending 2024.

Requirement (a) – Structure, activities, and supply chains:

Kasko Cattle Company is a wholly owned subsidiary of Mad Dog Cattle Company. Mad Dog Cattle Company has no employees or vendors of its own that meet reporting requirements.

Kasko Cattle Company is a family owned, custom feeding and farming business, established in 1997 in Southern Alberta, with locations near the towns and cities of Coaldale, Taber, and Stirling. Kasko Cattle has upheld a commitment to ethical practices in all aspects of our operations, including the sourcing of labour.

As a corporation with a board, Kasko Cattle Company's business structure and governance follows a well-defined framework designed to facilitate effective decision making, ensuring accountability, and safeguard the interests of shareholders. Our structure and governance entails:

1. **Board of Directors:** The Board of Directors serves as the governing body responsible for overseeing the company's strategic direction.
2. **Executive Leadership Team:** The executive leadership team is comprised of senior management responsible for the day-to-day operations and implementing the strategic vision. This team is composed of a CEO, General Manager, CFO, Marketing & Risk, Office Management, Farm Management and Human Resources.
3. **Risk Management:** Management will identify, assess, and mitigate risks to the company's business operations, including risks related to supply chain management, regulatory compliance, and environmental sustainability.
4. **Compliance:** Kasko Cattle Company upholds compliance to ensure adherence to legal and



5. regulatory requirements such as employment standards and business ethics. By prioritizing compliance with employment standards and fostering a culture of ethical conduct throughout the organization, Kasko Cattle demonstrates its commitment to upholding the rights and well-being of its employees and stakeholders.
6. Employees: Kasko Cattle Company has a total of 70 employees, all within Canada. All of our employees are legally eligible to work in Canada, and we adhere strictly to Alberta's employment standards within the agriculture industry. Through verification processes and ongoing compliance monitoring, we confirm that each member of our team possesses the necessary documentation and authorization to work in accordance with Canadian law. All of our employees are paid employees with an employment contract and paid well above minimum wage requirements.

The business objective of Kasko Cattle Co is to operate in an ethical and sustainable manner, and to care for the animals and land that we are responsible for, and the people who we employ to help us achieve our goals, all while trying to provide a rate of return for our shareholders.

Our primary line of business is beef production. We purchase feeder cattle predominantly in Canada, although we do procure some cattle from the United States. While these cattle are under our care, they are fed a diet sourced mostly from Canada. Any feed items that are imported (liked dried distiller grains, barley, or corn) will come from the United States only. Pharmaceuticals used to treat our cattle are purchased from our herd veterinarian and are approved by Health Canada or the Canadian Food Inspection Agency. When cattle have reached the end of their stay with us and are ready for market, most will be shipped to abattoirs such as Cargill out of High River, Alberta, JBS out of Brooks, Alberta, Bouvry Exports in Fort Macleod, Alberta. If we send cattle to be slaughtered in the United States, they go to JBS in Hyrum, Utah, Tyson in Pasco, Washington, and Agribeef in Toppenish, Washington.

Our secondary line of business is farming. We farm approximately 6000 acres in Southern Alberta in areas near our feedlots. We purchase our inputs and equipment in Canada as well as maintain our equipment and purchase supplies from many vendors in Canada. These vendors are reputable local companies that other local and Canadian feedlot operators use. The risk of forced or child labour is minimal due to working with these reputable and known Canadian and US companies. We have been dealing with a majority of these vendors over the 27 years we've been in operation.

We believe that forced labour and child labour have no place in any industry and stand firm in our stance against forced and child labour and pledge to continue advocating for ethical standards throughout our industry.



Requirement (b) – Policies and due diligence processes

At this time, Kasko Cattle Company ensures that we follow Alberta Employment Standards which do not allow forced labour or child labour. In our employee handbook, we highlight these standards and our position on forced and child labour. This handbook is reviewed annually.

Requirement (c) – Forced labour and child labour risks

Kasko Cattle Company recognizes the importance of identifying and mitigating risks within our supply chain in regard to forced labour and child labour. At this time, as we have just begun to identify potential risks which are listed below but have not identified any forced labour or child labour being used.

Our procurement processes extend to vendors within various trades, equipment, construction, livestock services, and other essential services. This expansive network introduces inherent risks, particularly concerning the origins of our supplies. Some of our sourced materials may originate from countries known to face challenges with forced labour and child labour, raising concerns about ethical sourcing practices. Additionally, our engagements with companies where we have limited relationships may pose risks regarding transparency in their labour practices. Moreover, our suppliers often rely on sub-suppliers whose labour standards and practices may remain unknown to us, creating potential vulnerabilities.

Some suppliers may also utilize temporary foreign workers, or seasonal labour, necessitating due diligence to ensure compliance with legal and ethical labour standards. We will move forward by working to identify and address these risks, working collaboratively with our suppliers and promote responsible labour standards throughout our supply chain.

Requirement (d) – Remediation measures

No measures have been taken to remediate forced labour or child labour in our activities and supply chains as we have not identified any forced labour or child labour in our activities or supply chains.

Requirement (e) – Remediation of loss of income

No measures have been taken in this area as no loss of income has been identified.



Requirement (f) – Training

Kasko Cattle Company does not currently provide training to employees on forced labour and/or child labour. Kasko Cattle’s People & Culture Manager follows the AB Employment standards when hiring and ensures we are adhering to the standards set out by the Alberta government when it comes to age requirements and also only hires those that apply and agree to the terms of their employment.

Requirement (g) Assessing effectiveness

No actions have been taken to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains at this time.

Attestation of the Report

1. Approval Statement:

This report was approved by the governing body of Kasko Cattle Company.

Signature:

A handwritten signature in dark ink, appearing to read "Ryan Kasko", written over a horizontal line.

Ryan Kasko

CEO

Kasko Cattle Company

May 28, 2024