

**Lynn Cattle Company Inc.**

**Forced Labour**

**and Child Labour**

**in Supply Chains**

**Company Assessment**

## Executive Summary

Forced labour can be found in every country and every sector. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Forced labour and child labour risks occur primarily through the global supply chains of businesses. There is a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

These measures introduced through former 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 Act ("the Act"), aim to increase industry awareness and transparency and drive businesses to improve practices. The Act requires entities to report on the steps taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any steps of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity. There are seven mandatory reporting areas that must be investigated and reported on which include:

- Its structure, activities, and supply chains.
- Its policies and due diligence processes in relation to forced labour and child labour.
- The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.
- Any measures taken to remediate any forced labour or child labour.
- Any measures 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 its activities and supply chains.
- The training provided to employees on forced labour and child labour.
- How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

## Introduction

This report is Lynn Cattle Company Inc. (“Lynn Cattle”) response to Bill S-211, an Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act to amend the Customs Tariff (“the Act”), sections 11(1) and 11(3).

Lynn Cattle satisfies the definition of an Entity by having a place of business in Canada, doing business in Canada, having assets in Canada and meeting both the revenue and asset thresholds.

The financial year of Lynn Cattle covered by this report is its fiscal year ending May 31st, 2023.

## Structure, Activities & Supply Chain

Lynn Cattle Company Inc. operates as a corporation headquartered or principally located in Saskatchewan, Canada.

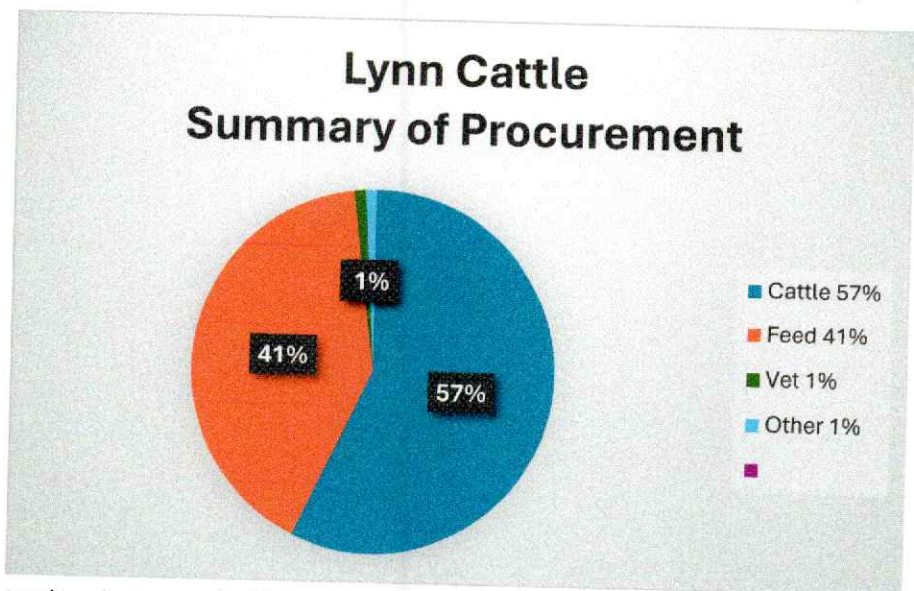
**Registered Business Name: Lynn Cattle Company Inc. Business Number: 85970 2201**

Lynn Cattle operates in the agriculture industry, purchasing cattle and having them custom fed, until they meet the size specifications for sale. Once the size specifications are met, these cattle are sold to third party buyers and meat markets in Canada.

Lynn Cattle has cattle fed under custom feeding arrangements, which includes sending calves or yearlings to a commercial feed yard for feeding to slaughter weights in Canada. Custom feeding programs aim to yield positive returns on investments by leveraging

feedlot resources, innovative technology, and effective marketing practices.

Goods that account for at least 1% or more of goods purchased are cattle, feed/custom feeding, and veterinary supplies. Custom feeding is a mostly service-based procurement item. See the chart above for a breakdown of Lynn Cattle’s procurement. This analysis was performed over material suppliers, which – for the purposes of this report, are those



suppliers who account for at least 1% of Lynn Cattle's total procurement spend over the 2023 fiscal year.

## Policies & Due Diligence

### *Current Policies*

Lynn Cattle does not currently have written formal policies and procedures to specifically address forced and child labour. This company does not have any employees and is managed by its' shareholders only.

### *Due Diligence Process*

**Supplier Contracts.** When choosing and selecting suppliers to engage with, Lynn Cattle considers community reputation, past performance, commodity pricing, and the likelihood of delivery. For its' main supplier, Lynn Cattle has contracts containing standardized information (i.e. Name and Reference Number) and the terms and conditions that govern the rights and obligations of the parties involved; pertaining to the sale, pricing, payment schedules, etc.; Although many of these contracts do not contain specific anti-forced and / or child labour contractual clauses, our main supplier is considering the feasibility of amending its main supplier contracts to include such standard clauses. This main supplier company approves, monitors, and oversees supplier performance; however, there is currently no formal policy to guide buyers on the buying process.

## Risk Assessment

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A risk assessment over Lynn Cattle's industry of operation, goods procured, and countries goods are procured from has been performed over material direct suppliers. The risk assessment used two separate indices to conclude on inherent risk of child and / or forced labour related to goods and countries - *Walk Free's Global Slavery Index* and the *US Department of Labor's List of Goods Procured by Child Labor or Forced Labor*.

The Company has begun the process of identifying the risk of forced labour and child labour within their activities and supply chains.

**Industry of Operation.** Lynn Cattle operates within the agriculture industry. Given the two indices noted above have identified risks of child labour and forced labour inherent to agricultural products, it is concluded that this industry has an inherent risk exposure.

**Goods Procured.** Lynn Cattle procures agriculture products. A risk assessment over the goods procured from suppliers has been conducted and identified an initial inherent risk of forced and / or child labour within the categories of cattle and cereal grains. All other remaining goods from Lynn Cattle's supply chain were not included in either indices; therefore, Lynn Cattle concludes that these remaining goods have a low inherent risk of child labour or forced labour.

**Countries Which Goods Are Procured From.** For the purposes of a risk assessment over countries goods are procured from, this report focuses on direct suppliers only. Lynn Cattle procures goods from suppliers within Canada. Both indices have identified Canada as having a low inherent risk to the use of child and / or forced labour.

## Remediation of Forced & Child Labour

To date, there have been no instances identified by Lynn Cattle of forced labour or child labour within its activities or supply chains. Therefore, Lynn Cattle has not identified the need to enhance policies and due diligence mechanisms to reduce the risk of child labour and forced labour within its activities and supply chain.

## Remediation of Vulnerable Family Income Loss

To date, there have been no instances identified by Lynn Cattle of forced labour or child labour within its activities or supply chains. Therefore, Lynn Cattle has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

## Awareness Training

Lynn Cattle does not have training in place on the topic of child labour or forced labour as it does not have any employees.

Lynn Cattle recognizes the opportunity to create employee training relevant to this Act and as a result, Lynn Cattle will be evaluating applicable training for staff in the foreseeable future if employees are needed for this company.

## Assessing Effectiveness

To track Lynn Cattle's effectiveness of procedures to mitigate the risk of child labour and forced labour, the following mechanisms are in place:

### **Lynn Cattle Activities**

1. *Reporting on Workplace Incidents:* Lynn Cattle will track safety incidents and review all reported incidents if employees are needed for this company. Every employee has the right to know hazards, refuse unsafe work, and partake in identifying, solving, and correcting health and safety workplace concerns.
2. *Total Harassment Incidents:* Lynn Cattle has a zero-tolerance for workplace harassment. If employees are hired for this company, all claims made regarding harassment will be

reported to the Company Owner, a confidential investigation into the complaint will be conducted and a resolution will be implemented. Discipline may range from verbal reprimand to suspension or dismissal, and the incident will be documented.

3. *Conduct and Behaviour Incidents:* Lynn Cattle has a zero-tolerance for inappropriate conduct and behaviour. All claims made regarding this will be reported to the owner. The Company will investigate, resolve and retain documentation for each claim.
4. *Employee Training:* If employees are hired, Lynn Cattle will track employee training to ensure the completeness of mandatory courses.

## Steps Taken to Prevent & Reduce Risk of Child or Forced Labour

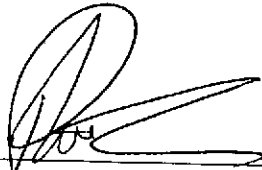
Lynn Cattle has taken the following steps to prevent and reduce the risk of child labour or forced labour:

1. *Mapping activities:* Identifying the activities of Lynn Cattle to understand how goods are produced, grown, and sold or distributed, and where these activities exist.
2. *Mapping supply chains:* As part of this report, Lynn Cattle has mapped the supply chain to complete an initial risk assessment to align with the Act.
3. *Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains:* As part of this report, Lynn Cattle has identified inherent risks within operational activities and supply chain that have inherent risks of child labour and/or forced labour.
4. *Developing and implementing due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and/or child labour in the organization's supply chains.*
5. *Developing and implementing training and awareness materials on forced labour and/or child labour:* Lynn Cattle has identified the opportunity to develop employee training relevant to child labour and/or forced labour if employees are needed for this company.
6. *Developing and implementing procedures to track performance in addressing forced labour and/or child labour:* Lynn Cattle has identified mechanisms to be developed relating to assessing the effectiveness of reducing the risk of child labour and forced labour.

# Attestation

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.

Philip Lynn  
\_\_\_\_\_  
Full Name  
President  
\_\_\_\_\_  
Title

  
\_\_\_\_\_  
Signature  
May 30, 2024  
\_\_\_\_\_  
Date

I have the authority to bind Lynn Cattle Company Inc. and this report covers the fiscal year ending May 31st, 2023, and applies to Lynn Cattle Company Inc. and all entities considered reporting entities in terms of the Act and any controlling subsidiaries of Lynn Cattle Company Inc. if they apply.