

2024 Report on Forced Labour in Canadian Supply Chains – Nelson Motors and Equipment Partnership

This is an original report for the legal entity known as Nelson Motors and Equipment Partnership (the “Partnership”), business number 834134140. It is prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)*. The report covers the Partnership’s financial reporting year ended October 31, 2023.

Structure and Operations

Nelson Motors and Equipment Partnership is a Partnership registered in Saskatchewan, Canada. The Partnership operates five John Deere Retail Agriculture Equipment dealerships from locations in Saskatchewan. The Partnership is headquartered in Avonlea, Saskatchewan, Canada and operates with a senior management team whose members are responsible for each major functional area of the organization.

Nelson Motors and Equipment Partnership sells and distributes Ag and Turf equipment primarily in Saskatchewan, Canada, with limited sales and distribution of goods to the North-Central United States. The Partnership also supplies parts and services to support its equipment sales. Some of the products it sells and distributes are imported into Canada by the Partnership. Most of the goods sold and distributed by Nelson Motors and Equipment Partnership are manufactured in Canada and the United States and are sourced from well-established suppliers such as John Deere, Brandt, Bourgault, and Degelman.

To learn more about our organization, please visit www.nelsonmotors.com.

Policies and Due Diligence

As part of its due diligence process to prevent and reduce risks of forced labour and child labour, Nelson Motors and Equipment Partnership follows stringent recruitment practices according to the company’s Recruitment Policy. We are committed to complying with all labour laws in Canada. These practices and commitment help ensure that all workers hired are legally and voluntarily recruited for work.

Nelson Motors and Equipment has developed policies and programs in which all employees are required to abide. These are in place to help ensure our employees have a safe work environment and a clear understanding of what is expected of them, and what they can expect from the company. The policies and programs of the Partnership include:

- Code of Conduct – Conflict of Interest
- Confidentiality Agreement
- Corrective Action Policy
- Ethics Policies
- Safety Program
- Violence Prevention Program
- Anti-Harassment Policy
- Employee and Family Assistance Program
- Duty to Accommodate Policy
- Return-to-Work Program

Determining Risk of Forced and Child Labour, and Steps Taken to Assess and Manage Risks in our Operations and Supply Chains

We are aware that the risk of forced labour can exist in any supply chain, and we acknowledge we have a responsibility to our workers, and the workers throughout our supply chain, to identify and address the risks of modern slavery. The Partnership's process of identifying parts of its activities and supply chains that may carry a risk of forced labour and/or child labour has yet to begin. As the Partnership enhances its policies and processes related to forced labour and/or child labour, we continue to expect our suppliers to be ethically responsible in their operating activities, including their labour practices.

Remediation Measures

Since the Partnership has not identified any specific risks or incidents, it has not taken any steps to remediate any forced labour or child labour in its activities and supply chains, or 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. Should we identify any risks or incidents, we will evaluate the appropriate remediation steps needed to comply with the Act.

Training

Nelson Motors and Equipment Partnership provides role specific on-the-job training, along with the opportunity for advanced education and training outside of the organization. Current training courses include Workplace Violence and Harassment, Occupational Health and Safety Awareness for Workers – Rights and Responsibilities, and Fostering a Culture of Respect. While the Partnership does not currently provide training to its employees on forced labour and/or child labour, it is currently exploring opportunities to provide this in the future.

Assessment of Effectiveness

Nelson Motors and Equipment Partnership understands the importance of eliminating forced labour and/or child labour. The Partnership operates with high ethical standards and conducts its business with suppliers it believes to be reputable. The Partnership has not yet taken any measures to assess its effectiveness in ensuring that forced labour and/or child labour is not being used in its supply chains.

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 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.



Jaret Nelson, General Manager



Date

I have the authority to bind Nelson Motors and Equipment Partnership.