

Forced and Child Labour Report 2024

May 31, 2024

This report is explaining and identifying Dykstra Farms efforts and strategies to ensure that forced labour and child labour are not implemented in any way in the organization or in the supply chains.

Dykstra Farms

Dykstra Farms is a family-owned farming operation with headquarters located in Clinton, Ontario, Canada. The primary industry that Dykstra Farms is focused on is swine farming through a farrow to finish model. The primary supply chains needed in our operation is complete feeds production for the pigs diets, contracted swine barns for housing Dykstra owned livestock, and third-party trucking operations for hauling pigs to processing facilities.

Policies and Processes

Dykstra Farms conducts formal hiring interviews and processes before any individual can obtain employment. The interview process ensures that individuals are of working age before being able to enter a working relationship. A requirement for nearly all positions within the operation is a driver's license. A driver's license in good standing ensures workers are of appropriate age to be employed. Further, all workers are paid a fair wage that surpasses the minimum wage in the province of Ontario.

Supply Chains

1. Feed Mills
 - a. Feed mills that Dykstra Farms use for complete feed production must be HACCP certified and a letter stating such can be obtained at any time. The HACCP certification shows the mills commitment to complying with authorities, producing safe food, and using best practices in its operations.
2. Contract Facilities
 - a. To enter into a contract arrangement for use of a swine barn for Dykstra Farms pigs a farmer must be able to build and operate a swine barn. To build or own a swine barn requires a significant investment and rules out entering an arrangement with a child. Contract facilities also undergo annual inspections to certify the location under the Canadian Pork Excellence program. This certification mandates that all workers in the operation sign off on a code of conduct and training records.

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3. Trucking Companies

- a. All third-party truckers require a full A-Z driver's license ensuring that all employees are of appropriate age to be working.

Conclusion

Dykstra Farms takes great pride in ensuring best practices are being utilized in the organization. This includes within its own operation and with all supply chains. This includes the use of forced labour and child labour. Dykstra Farms assures the reader of this report that forced labour and child labour are not a part in any way of the organization.

Sincerely,



Phil Dykstra
President, Dykstra Farms