



BILL S-211

An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tarriff.

REPORT OF REDFERN FARM SERVICES LTD.

Modern Slavery Statement for the Financial Year ended July 31, 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 Tarriff. This statement outlines the approach and initiatives by Redfern Farm Services Ltd. to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing August 1, 2023 and ending July 31, 2024.

Redfern Farm Services is committed to respecting human rights and ensuring that our supply chain is free from forced labour and child labour.

Group Structure

Redfern Farm Services Ltd. was established in 1972 and has its head office in Brandon, MB. Related companies include: Redfern Enterprises Ltd., Redspen Enterprises Ltd., Redfern Family Trust, Redfern Farming Ltd., DustRay Enterprises, and Redfern Family Farm Partnership.

Redfern Farm Services is in the business of purchasing and selling farm inputs including fertilizer, seed, crop protection products, feed, lubricants, hardware, and some equipment. The company has 11 locations in South-western Manitoba and employs approximately 100 people. Customers are primarily farmers in this area.

Supply Chain

The farm inputs products that are purchased by Redfern Farm Services are primarily concentrated in a few suppliers in Canada. These products are manufactured/produced mainly in Canada and then supplied to the company by a select group of distributors.

Risk in Supply Chain

Redfern Farm Services is committed to respecting human rights and ensuring that forced labour and child labour is not a part of any product within its supply chain. Potential risks could include the use of intermediaries and/or sub-contractors by our suppliers. The very nature of farm supply is its seasonality and this could potentially lead to the use of temporary and seasonal labour.

Actions Taken

Redfern Farm Services has a commitment to providing an inclusive, respectful, and safe work environment for its employees, suppliers, and communities we work in. The company has issued a Supplier Code of Conduct. This includes requesting evidence of compliance by its suppliers that they will strive to protect and enforce human rights.

Risk Assessment

Redfern Farm Services has the utmost intentions of implementing all actions required to mitigate any risks associated with its supply chain and its own operations. The company is continually assessing its internal operations and labour practices. In addition, suppliers have been contacted and are required to have their own policies in place, or in process.

Remediation

At this point in time, no remediation action has been required.

Training

Redfern Farm Services requires all new employees to become familiar with the company policies. In addition, reviews are completed on an annual basis.

Effectiveness Assessment

The measures that Redfern Farm Services has undertaken to this point have been to communicate to employees and suppliers our level of commitment to respecting human rights.

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 July 31, 2024. It has been issued on behalf of Redfern Farm Services Ltd. and approved by the Redfern's board of directors.



Raymond Redfern, President

May 8, 2024