



## Modern Slavery Report

2024

## **Reit-Syd Equipment Ltd.**

This Modern Slavery Report (the “Report”) addresses the period from February 1, 2023 to January 31, 2024 and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “Act”).

### **I. INTRODUCTION**

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading business in the agricultural equipment industry, Reit-Syd Equipment Ltd. recognizes the important role that we have in ensuring that the supply chains that support our operations and products, adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain. This Report sets out the steps we have taken during Fiscal February 1, 2023 - January 31, 2024 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by Reit-Syd Equipment Ltd. or of goods imported into Canada by Reit-Syd Equipment Ltd.

### **II. OUR BUSINESS**

Reit-Syd Equipment Ltd. is an agricultural equipment dealer headquartered in Dauphin, Manitoba. We are a corporation that retails agricultural equipment including tractors, seeding equipment, and harvesting equipment. Additionally, Reit-Syd Equipment retails powersports equipment including ATV, SSV, PWC and snowmobiles. We also supply parts, attachments, and services to support both agricultural and powersports products. We operate 1 physical location in Manitoba, Canada. We also sell products online through our website: [reit-sydequipment.com](http://reit-sydequipment.com). Our customers are largely the end-users of our products, which largely include family farms and agricultural businesses located in Canada.

Reit-Syd Equipment Ltd.’s supply chain includes businesses that supply agricultural parts and equipment, and supply services to our organization. We receive goods from our suppliers in their final form. Most of our direct suppliers are North American-based agricultural equipment manufacturers and distributors, who are based in Canada and the United States. Reit-Syd Equipment Ltd.’s primary agricultural supplier is Deere & Company, which is headquartered in the United States and has operations globally.

Reit-Syd Equipment Ltd.’s primary powersports supplier is Bombardier Recreational Products, which is headquartered in Canada and has operations globally.

### **III. OUR POLICIES**

Through our policies, we communicate our values and expectations, setting a high bar for ourselves and for our suppliers, and make it clear that we do not tolerate any forms of forced labour or child labour. We are committed to consistently evolving and improving our approach. We do not tolerate child, forced or bonded labour in any of our operations, or in the operations of our suppliers, subcontractors and other business partners. Our relevant policies are discussed in further detail below:

#### **Supplier Code of Conduct**

Reit-Syd Equipment Ltd.'s Supplier Code of Conduct sets out the expectations we have of our suppliers, their supply chains, and those with whom we do business. We expect our suppliers to comply with all applicable legal requirements in the jurisdictions in which they operate and consistently monitor and enforce our Supplier Code of Conduct in their own operations and supply chain.

We also expect our suppliers to share in our commitment to respect human rights, and strive to meet the highest ethical business standards and international best practices for responsible business conduct. Our Supplier Code of Conduct sets forth our commitment to preventing and eliminating forced and child labour, and our expectation that suppliers engage in due diligence to identify, address and resolve risks and instances of forced or child labour in their own operations. We engage with suppliers that are committed to principles of diversity and inclusivity in their supply chains, and ask that suppliers commit to these standards as a condition of doing business with us.

#### **Code of Business Conduct**

We are committed to conducting our business in a lawful and ethical manner. Our Code of Business Conduct is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties, Reit-Syd Equipment Ltd. employees should always act lawfully, ethically and in the best interests of Reit-Syd Equipment Ltd.

#### **Whistleblower Policy**

Reit-Syd Equipment Ltd. is committed to applying the highest possible standard of professional ethics and conduct. Employees who become aware of a possible violation of the Code of Business Conduct, or a violation to the law by the Company or any of its employees, have a duty to report it. The Whistleblower Policy allows employees to express their concerns with the assurance that they will be protected against reprisals or victimization for reporting in good faith. If an employee is aware of or suspect another party is acting unethically or illegally, he or she shall report the alleged wrongdoing to their supervisor or another member of management. The identity of anyone reporting a suspected violation, or anyone participating in an investigation, will remain confidential.

Employees have a responsibility to report any wrongdoing in good faith, to cooperate during an investigation, and to provide any information requested by their superior. The disclosing employee has a responsibility to protect information related to the disclosure, including the identity of persons involved in the disclosure process.

When making a disclosure, employees are responsible for providing the following information, if known:

- a description of the wrongdoing
- the names of the person or persons alleged to have committed or about to commit a wrongdoing
- the date of the wrongdoing
- if the matter has already been raised and the response received

### **Health and Safety Policy**

Reit-Syd Equipment will provide workers with a safe and healthy work environment. The Company has developed and implemented processes for worker safety and health to ensure legal and regulatory compliance. Proactive measures that promote worker health and safety, including safety training/education, use of personal protective equipment, and risk identification and mitigation are also in place at the Company.

### **Human Rights Policy**

Reit-Syd Equipment will comply with current Manitoba Employment Standards and not employ children under the age of 13. All young people 13, 14 or 15 years of age need to complete the Young Worker Readiness Certificate Course, and obtain a Certificate of Completion that is signed by their parent/guardian before they can work. Workers under the age of 18 may not perform work likely to jeopardize their health, safety, or education.

- The Company will comply with applicable modern slavery and human trafficking laws. Reit-Syd Equipment will not use forced, involuntary, or slave labor or knowingly purchase materials or services from companies that use forced, involuntary, or slave labor.



#### **IV. ASSESSING OUR RISK**

Reit-Syd Equipment Ltd. engages in various activities to identify, assess and manage supplier risk. To identify Reit-Syd Equipment Ltd.'s activities with the greatest exposure to risks of forced and child labor in our business and supply chains, our team will consider the following factors:

- Reliance on low skilled workforce
- Dangerous or undesirable work
- Presence of migrant workers
- Presence of labour intermediaries
- Long, complex, or non-transparent supply chains
- Presence of child labour
- Jurisdictional risks including poverty, conflict, and enforcement of international human rights standards

Our exposure to the risk of forced labour and/or child labour increases when we engage with third parties, particularly in categories such as transportation, warehousing, construction, manufacturing, packaging, raw material sourcing, and agriculture in particular. We recognize that our exposure of forced labour and/or child labour increases when we engage with suppliers who source goods or raw materials from countries where forced labour exploitation is known to occur. As such, we follow a risk-based approach to our due diligence activities. Our due diligence is prioritized to the most significant adverse impacts on the basis of severity and likelihood of harm, and focus our attention and resources.

#### **V. OUR COMMITMENTS**

##### **Steps to Prevent and Reduce Risks of Forced and Child Labour**

We have started the process of identifying risks of forced labour and child labour in our organization and in our supply chain, but at the time of this report, we are in the early stages in our assessments. We do not supervise or control our suppliers and despite our effort to take increased actions to ensure the supply chain is free of any forced labour or child labour, there may remain a risk of forced labour or child labour on products from third parties where we may not have complete visibility into their supply chains.

We have not identified any forced labour or child labour in our activities and supply chains but remain dedicated to continuous monitoring and caution, and we are committed to developing an appropriate risk management process at a later date. By implementing the Supplier Code of Conduct this year, we intend to communicate expectations requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains.

We encourage our employees to come forward to report any wrongdoings within the organization or within our supply chain.

## **Remediation Measures**

Our Supplier Code of Conduct requires our suppliers to adhere to high standards of ethical conduct. Forced and child labour is strictly prohibited.

In the last financial year, we did not identify any incident of forced labour or child labour in our activities or supply chain. Consequently, no remediation measures were required.

## **Training**

Every year, Reit-Syd Equipment Ltd. personnel at all levels are required to complete a mandatory certification process to ensure that our Code of Business Conduct and Ethics is understood and properly applied to our daily activities. Every new employee of Reit-Syd Equipment Ltd. will also be instructed on the Company's values and policies, including our Code of Business Conduct and Ethics, and be informed of how to report wrongdoing under our Whistleblower Policy.

## **VI. OUR PROGRESS AND EFFECTIVENESS**

As part of our process, we will monitor compliance with our policies and review any concerns raised through our Whistleblower Policy and other informal mechanisms of employee feedback on an ongoing basis. To date no significant concerns or complaints have been identified.

While we have yet to establish formal polices and procedures for evaluating the effectiveness of the various measures implemented to mitigate the risk of forced labour and child labour with our organization and our supply chain, we are committed to taking the necessary steps to assess their effectiveness.

## VII. APPROVAL AND SIGNATURE

This Report was approved by Don Tarrant on May 28, 2024 and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for Reit-Syd Equipment Ltd. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

**Donald Tarrant**

**President**



I have the authority to bind Reit-Syd Equipment Ltd.