

## Bill S-211 – Forced Labour in Canadian Supply Chains

### General Information:

Reporting Entity's Legal Name: SeedMaster Manufacturing Ltd.

Financial Reporting Year: September 1, 2022 – August 31, 2023

Identification of a revised report: N/A

Business Number: 868398140

Identification of a joint report: N/A

Identification of reporting obligations in other jurisdictions: N/A

Entity categorization according to the Act: The entity meets the criteria of Canadian business presence as it: i) has a place of business in Canada, ii) does business in Canada and iii) has assets in Canada. The entity meets the size related thresholds as the entity: i) has at least \$20 million in assets for at least one of its two most recent financial years and ii) has generated at least \$40 million in revenue for at least one of its two most recent financial years.

Sector/Industry: Agriculture, forestry, fishing and hunting & Manufacturing

Location: Emerald Park, Saskatchewan, Canada

### Supplementary information:

#### Structure, activities & supply chains:

##### Structure:

Structure refers to the entity's legal and organizational form. SeedMaster Manufacturing Ltd is a corporation located in Saskatchewan, Canada. The entity's organization structure is chain of command. SeedMaster's organizational mandate is to maximize your farms potential for a more profitable future, through integrity, innovation, precision and dependability. The entity employees close to 150 employees, all located in Canada. The entity does not exercise control of other organizations.

##### Activities:

Activities include all pursuits undertaken by the entity in relation to the production, sale, distribution or importation of goods by the entity.

The entity's activities are described as:

- Manufacturing goods in Canada
  - o The entity manufactures precision seeding equipment.
- Selling goods in Canada and outside of Canada
  - o The entity currently sells goods in Canada as well as the United States and Australia.
- Importing into Canada goods produced outside Canada
  - o Majority of the entity's importation of goods are from the United States, making up approx. 85% of our import vendors. The remainder import countries include Mexico, France, China, Czech Republic, Germany, India & Turkey.



### **Supply Chains:**

The entities countries of origins for the supply chain mainly consists of the following countries: Canada, United States, Mexico, France, China, Czech Republic, Germany, India & Turkey.

### **Policies, Risks and Measures Taken Against Forced and/or Child Labour:**

The entity did not have a formal policy or a due diligence process in place related to forced labour and/or child labour during the financial reporting period of September 1, 2022 to August 31, 2023. However, the entity does engage in informal practices, such as verifying new employee ages to ensure they are of legal working age. In addition, the company provides employment contracts specifying work schedules and follows overtime hours and pay as per the provincial employment standards legislation to reduce the likelihood of engaging in forced labour.

While the entity did not analyze which parts of the business and/or supply chains carried a risk of forced labour or child labour during the financial reporting period of September 1, 2022 to August 31, 2023, the entity has subsequently identified China and India as countries which pose a high risk of Modern Slavery for Canadian importers, according to the Global Modern Slavery Index 2023 report.

Despite the entity not taking any remediation measures on forced labour or child labour for the financial reporting period of September 1, 2022 to August 31, 2023, the entity does respect human rights and are currently reviewing its operations and practices to determine whether any additional steps can be taken to address the risk of forced labour or child labor practices in its supply chain.

The entity did not take any remediation measures for 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 for the financial reporting period of September 1, 2022 to August 31, 2023.

The entity did not provide training to employees on forced and/or child labour from the financial reporting period of September 1, 2022 to August 31, 2023.

The entity did not have an assessment in place to ensure that forced labour and child labour are not being used in its business and supply chains from the financial reporting period of September 1, 2022 to August 31, 2023.

For the next reporting period, the entity plans to request all vendors to identify their country of origin for items the entity purchases. This information will be used by the entity to determine the level of risk within the supply chain and to create procedures to improve their practices for mitigating the risk of forced and/or child labour in the entity's supply chain.



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.

Name: Larry Hilworth

Title: Board Chairman

Date: May 15, 2024

Signature:



I have the authority to bind SeedMaster Manufacturing Ltd.