

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

INTRODUCTION

Valley Blades Limited (the “company”), in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”), has created this report to outline the measures taken by the company to prevent and reduce the risk of forced labor or child labor in its global supply chains and imported goods into Canada.

The report covers a one-year period that ended on December 31, 2023.

STEPS

Conducted high-level due diligence assessments on suppliers throughout the supply chain to proactively identify, address, and mitigate potential human rights issues.

STRUCTURE AND ACTIVITIES

Valley Blades Limited was established in 1962 as a small Canadian manufacturing facility. In 1977 the company expanded its facilities and its markets into Edmonton, Alberta. Valley Blades Limited specializes in the design, manufacturing, and distribution of blades, cutting edges, ground engaging tools (G.E.T.), wear parts, and accessories for construction, mining and snow removal equipment.

The company prides itself to be committed to its customers, employees, and the community and strives to stay at the forefront of innovation, product development, and experience.

SUPPLY CHAINS

Valley Blades Limited strives to collaborate with suppliers and potential suppliers who share the company's commitment to social, ethical, and environmental responsibility. The suppliers provide a wide range of goods and services, including raw materials, parts, and equipment.

POLICIES

To address and mitigate the risk of forced and child labor in all operations and supply chains, Valley Blades Limited has implemented the following policies:

- Employment Policy
- Health and Safety Policy
- Workplace Violence, Discrimination, and Harassment Policy
- Indigenous Policy

The company is dedicated to upholding these policies to ensure the well-being of its employees and to promote responsible and ethical business practices and environment.

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DUE DILIGENCE PROCESS

We are committed to maintaining a safe and healthy work environment that supports and safeguards Human Rights through our practices, protocols, and guidelines. Collaboration with our suppliers is essential to uphold these values and standards. Valley Blades Limited conducts screening procedures with both existing and potential suppliers. Suppliers might be requested to provide written confirmation of their ongoing fulfillment of our expectations and compliance with pertinent laws and regulations to maintain our partnership.

ASSESSING AND MANAGING RISKS IN OPERATIONS

Valley Blades Limited assesses that the risk of forced labor or child labor within our operations is low. We have a policy that mandates all employees to be a minimum of 18 years of age to work for the company. Furthermore, we ensure that our employees receive a living wage that exceeds the minimum wage standards set by relevant governing bodies.

ASSESSING AND MANAGING RISKS IN SUPPLY CHAIN

Valley Blades Limited sources a wide range of products and services from suppliers globally. Recognizing the potential risks of forced labor and child labor within our supply chain, we have implemented a thorough screening process with our team. This process ensures that all suppliers not only meet but exceed compliance standards set by relevant laws and regulations. Additionally, we maintain strong relationships with our suppliers to uphold open communication and guarantee their adherence to these requirements.

REMEDIATION

In the event that the company is informed of, or discovered, the potential or confirmed presence of forced and child labour in its supply chains, the company will investigate and take the appropriate remedial measures by either ceasing, preventing or mitigating any adverse impacts.

We did not identify any instances of forced labour or child labour in our supply chains during the Reporting Period and, therefore, no remedial measures were taken, including those related to remediating the economic impact on the most vulnerable families.

APPROVAL AND 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.

Brad Hunt
Vice-President
May 30, 2024



I have the authority to bind Valley Blades Limited.

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