


# WANSTEAD FARMERS' CO-OPERATIVE CO., LIMITED

# FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAIN ACT REPORT

# FINANCIAL YEAR ENDING 2023

Wanstead Farmers Co-Op has prepared this report pursuant to the Government of Canada's Bill S-211 Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the financial year ending August 31, 2023. This report has been prepared and completed on behalf of itself as legal entity conducting business in Canada.

This report describes the ongoing efforts to enhance the transparency in our supply chains by outlining the steps taken during the 2023 financial year. It aims to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada. This has been done in accordance with the mandatory reporting criteria outlined in Sections 11(1) and 11(3) of the Act.

Wanstead Farmers Co-Operative voluntarily posts this statement on its website and will be updated annually as required.

Wanstead Farmers Co-Operative is a 100 percent farmer-owned grain marketing and farm-input supply company that serves more than 500 farmer owners in three locations in Lambton and Middlesex counties. It is a leader in precision farming technology, seed, and agronomy services. Wanstead Farmers Co-Operative is a member of GROWMARK, Inc and markets products and services under the FS banner. We respect human rights and require a high degree of transparency from our suppliers.

## STUCTURE

On April 7, 2024, Wanstead Farmers Co-Operative officially celebrated its 100th Anniversary. It was on this date in 1924, the Wanstead Farmers Co-operative Co., Limited was established. From its original 18 members who were part of the organization it has grown to over 500 members in a 100-year span. The secret to the success of the Co-Op is that it is owned by the very customers that conduct business with the Co-Op. Each member has an equal say and decisions are made democratically.

On December 31, 2023, Wanstead Farmers' Co-Operative employed 39 full and part time employees at the 3 branches in Lambton County.

## ACTIVITIES

Wanstead Farmers' Co-op operation encompasses the sale of crop inputs, custom crop applications and the sale of seed, fertilizer, crop protection and animal feed. We also provide grain storage and marketing services for the over 500+ farmers in Lambton and Middlesex counties.

## OUR SUPPLY CHAIN

Our supply chain encompasses many products manufactured and purchased in Canada as well as items from other countries that are purchased through Canadian distributors.

Agronomy, animal feed and equipment and services are all sourced through manufacturers, distributors and retailers that specialize in the products required by our member owners, ourselves and other customers. All grain we purchase is produced by local growers.

## OUR SOCIAL SUPPLY CHAIN JOURNEY

We take the fight against forced labour and child labour in our supply chains very seriously. At Wanstead Farmers Co-Op, it is important to acknowledge that our company is committed to respecting human rights and will work towards ensuring that forced and child labour is not a part of any product within our supply chain. We are committed to keep improving our efforts and we intend to continue learning, adapting, and striving for leadership to uphold the highest standards of ethical sourcing of labour.

## POLICIES

### CODE OF CONDUCT

At Wanstead Farmers Co-Op our company has been, and continues to be, committed to due diligence policies and processes through our Code of Conduct and complying with all Forced Labour and Supply Chain Acts in Canada. The Code of Conduct standards apply to all company business and include the expectations that those acting on its behalf will comply with the law, which includes human trafficking, forced and child labour laws.

It is a condition of employment that all Wanstead Employees and Board Members be familiar with and comply with the Compliance Program and Code of Conduct in the discharge of their duties. Employees also are required to execute an acknowledgement of compliance annually which will be maintained in employee's personnel files.

As this is our initial report on our supply chain in response to Bill S-211 requirements, we do not have information available for this reporting period. However, our company is committed to developing and conducting an internal assessment of the risks of forced labour and/or child labour in our company's activities and supply chains. Our interest in this assessment is in identifying, addressing, and prohibiting the use of forced labour and/or child labour in our supply chain.

Wanstead is committed to developing policies and procedures that will enable us to monitor our suppliers and enact measures requiring our suppliers to have in place a policy and procedure for identifying and prohibiting the use of any forced labour in their activities and their supply chains.

### RISK OF FORCED OR CHILD LABOUR IN OUR ACTIVITIES AND SUPPLY CHAIN

At Wanstead Farmers Co-Op, we consider our operational forced and child and labour risk extremely low. Out of 160 countries, Canada is ranked 17$^{th}$ lowest in terms of prevalence of modern slavery, which by definition includes child and forced labour, by the Global Slavery Index produced by Walk Free, an international human rights group focused on the eradication of modern slavery.

Compounding our low jurisdictional risk, Wanstead observes strict employment practices in accordance with Canadian laws, which helps to eliminate the risk of forced labour within its operations and activities.

Our company has is committed to begin the process of communicating with our vendors to confirm that they do not distribute goods and services that support or condone child labour or forced labour in Canada or International supply chains. This process will include, within the next year, development and implementation of a questionnaire for all suppliers to attest to their compliance with these expectations.

Also, our company is developing policies and procedures for our management and employees to learn about, identify and follow company policy regarding forced labour and/or child labour in our supply chain.

While Wanstead Farmers Co-Op is not aware of any forced or child labour in its supply chains, we recognize that child and forced labour can occur in every industry, sector, and geographic location. Therefore, we know it is our responsibility that we effectively communicate our fight against forced labour and child labour in the supply chain.

**TRAINING**

Wanstead Farmers Co-Op is very proud to acknowledge that they promote our employees to have the most up to date training and support required to complete their jobs. As such, we will conduct in-house training sessions to provide and discuss the impact of Child and Forced Labour in the Supply Chain and what they can each do to mitigate this policy.

Once we have our training and policy developed, we will include the number of employees trained each year through these sessions in our reports.

We will also record the number of suppliers we have communicated with to confirm supply chain policies and questionnaires are being completed and investigated where appropriate.

# Attestation

This report was approved by the board of directors of Wanstead Farmers Co-Operative Co., Limited, pursuant to section 11(4)(b)(ii) on May 29, 2024.

In accordance with the requirement of Bill S-211, An Act that is part of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities 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 respect for the purposes of the Act, for the fiscal reporting year August 31, 2023.

Peter Kelly
General Manager
Wanstead Farmers Co-Operative Co., Limited.