

Cropper Motors Inc Statement

This statement is provided in compliance with the requirements set forth under Bill S-211, which mandates the prevention and elimination of forced labour and child labour. The report covers the fiscal year ending March 31, 2024.

Our Business

Cropper Motors Inc, the dealership that service built, has been serving customers since 1963. As an authorized dealership, we offer agricultural equipment, vehicles, fuel trucks, parts, and service. We are committed to maintaining a high standard of customer service, upholding an ethical, safe, and respectful working environment, and fostering a culture of responsible business practices.

We currently employ over 50 staff, providing them with various training and development opportunities. For the reporting period ending March 31, we confirm the following:

- All employees meet the legal minimum age requirements for employment in accordance with Canadian Labour Laws.

- Any individuals under the age of 18, we have obtained parental consent for them to work. All students working are over 16 years of age. Additionally, students are not permitted to work during school hours unless they can provide proof of availability during spare periods.

- Working hours and compensation for our employees adhere to provincial and federal labour regulations.

- To the best of our knowledge, our suppliers, do not support or aware of the use of forced labour or child labour.

Cropper Motors Inc is incorporated through the government of Saskatchewan, has a valid business number and various business licenses. We are a retailer of agricultural equipment, vehicles and RVs and provide parts and services for the lines we carry.

Supplier Practices

As a retailer our supply chain is primarily our manufacturers from whom we source our products. These manufactures include Ford, AGCO, Bourgault, Versatile, Elmers, Apache, Agrifac, MacDon, Keystone and Innocar, with products sourced both domestically and from the United States.

We recognize our responsibility to ensure that forced and child labour are not present within our supply chain. We have researched our major suppliers through their company websites and checked to see which suppliers have had third party audits and certifications. In addition, we have reviewed public international organizations such as Human Rights Watch, Internation Labor Org and the US List of Goods Using Child and Forced Labour to identify and better understand risks in our supply chain.

We are committed to monitoring the effectiveness of our policies and practices, and we will regularly evaluate our efforts to address forced and child labour risks in both our operations and supply chain.

Remediation Measures

As of the date of this report, we have not identified any incidents of forced labour or child labour in our operations or supply chain. Therefore, no remediation measures have been necessary.

Training and Awareness

To further our commitment to preventing forced and child labour, we have purchased training programs through our human resource provider as well as through our associations, such as NAEDA (North American Equipment Dealers Association). We have discussed forced and child labour at our toolbox meetings and want to continue to raise awareness with employees as we have a boot and tool allowance for employees and wish to emphasize which countries and regions are known for using forced and child labour.

Asserting Effectiveness

We have and will continue to redefine a recurring review process to evaluate the effectiveness of our policies and practices related to forced and child labour. This will include:

- Monitoring employee participation and awareness through training completion.
- Expanding our tracking processes to incorporate concerns or observations regarding forced and/or child labour.
- Partnering with suppliers to assess their supply chain practices and steps to address forced and child labour risks.
- We will continue to measure by following up on company websites, government sites and non-profit sites on an annual basis.

Approval and Attestation

In accordance with the requirements set out under Bill S211, and in particular section 11, I attest that I, Kevin Cropper, have reviewed the information contained in this statement. Based on my knowledge, and reasonable diligence, I confirm that the information in the report is true, accurate and complete in all material respects for the period ending March 31, 2024.

Kevin Cropper
General Manager, Director, Shareholder
May 27, 2025



I have the authority to bind Cropper Motors Inc