



Dennis Jackson Seed Service LTD.
1315 Jackson St Dresden

jacksonseedservice.com

DENNIS JACKSON SEED SERVICE LTD. REPORT ON FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

Reporting Year: 2024

Company Name: Dennis Jackson Seed Service Ltd.

Address: 1315 Jackson St., Dresden, ON, N0P 1M0

Website: <https://jacksonseedservice.com/>

1.0 Introduction

Jackson Seed Service is committed to ethical business practices and the protection of human rights across our operations and supply chains. This report outlines the steps Jackson Seed Service took in 2024 to prevent and reduce the risk of forced labour and child labour in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211). Jackson Seed Service is committed to continuous improvement in protecting human rights and promoting responsible sourcing practices.

2.0 Our Structure and Activities

Jackson Seed Service is a 100 percent Canadian-owned agricultural business registered and doing business in Ontario. Jackson Seed Service specializes in the processing, cleaning, and the packaging of soybean seed, operate a grain elevator for bulk handling and storage, and produces food-grade soybeans for international markets. Jackson Seed Service is a federally regulated company governed under the Canadian Labour Code. Jackson Seed Service's employee handbook outlines expectations of employees and the company for a number of measures, most important among them requiring and stating the company and its employees will operate within the bounds of the law

3.0 Our Supply Chain

Our supply chain includes Canadian seed growers and grain producers; domestic and international suppliers of goods used in seed treatments and packaging (inputs); transportation and logistic companies; and export distributors and food processing clients.

4.0 Policies and Processes in Relation to Forced Labour and Child Labour

In 2024, we took the following steps to improve our due diligence regarding the risks of forced and child labour:

- **Supplier Screening:** For all new suppliers, especially those based internationally, we initiated informal background checks that included reviews of country-of-origin risk indices and any known labour-related controversies.
- **Internal Policy Review:** We conducted an internal review of our supplier engagement practices and began drafting a more formalized supplier risk management policy, which we plan to implement in 2025.

- **Canada Labour Code:** The operations of Jackson Seed Service take place in Ontario and is a federally regulated employer and thus subject to the Canadian Labour Code for its operations. As such, there is no use of forced labour or child labour in the operation of our company

5.0 Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

We consider the risk of forced or child labour in our Canadian operations to be low due to strong labour protections and internal oversight. However, we identified moderate risks in areas such as imported packaging materials (e.g. bags and liners) from international suppliers as well as international shipping and logistic providers.

To mitigate these risks, we are prioritizing local sourcing where feasible; began tracking upstream suppliers in high-risk countries; and included integrated ethics checks into vendor renewal evaluations:

In 2024, we did not identify any instances of forced or child labour within our operations or supply chains. Should such cases arise, our remediation plan includes:

- Immediate suspension of the supplier relationship.
- Comprehensive investigation into the allegations.
- Collaboration with relevant authorities and NGOs to address and rectify the situation.

6.0 Employee Training

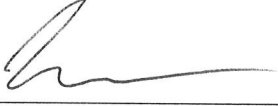
Jackson Seed Service has a process of enforcing regular, mandatory compliance training for all employees. This approach supports training and/or awareness of the various rules, regulations, and policies which we are either legislatively subject to or have put in place above and beyond those mandated by law.

In 2024, our management and procurement staff received training on recognizing signs of forced and child labour, Jackson Seed Service's responsibilities under the act, and using risk indicators in sourcing decisions.

7.0 Approval and Attestation

This report has been reviewed and approved by the Board of Directors of Jackson Seed Service.

I, Craig Jackson, of Jackson Seed Service, attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Signed: 
Name: Craig Jackson
Title: *President*
Date: 2025