



BILL S-211

[An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff](#)

Modern Slavery Statement for the Financial Year ended 2025

This statement is made pursuant to *Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff*. It outlines the approach and initiatives taken by **Independent Crop Inputs** to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year commencing **March 1, 2024** and ending **February 28, 2025**.

Independent Crop Inputs remains committed to respecting human rights and ensuring our supply chain is free from forced and child labour.

Group Structure

Independent Crop Inputs was established in 2017 and operates under that name with its head office in Taber, Alberta.

- Independent Crop Inputs is a Canadian Controlled Private Corporation incorporated in Alberta.

Supply Chain

We operate in the agriculture retail industry in Southern Alberta, providing crop nutrition, crop protection, and related services to producers.

Products sold are sourced from third-party providers who import and manufacture the goods. There are no changes in our supply chain management that has resulted in a change in our assessment

Risks in Supply Chain

We select suppliers who uphold ethical standards, respect workers' rights, and demonstrate environmental stewardship.

Our sourcing aligns with the *UN Guiding Principles on Business and Human Rights* and *International Labour Organization (ILO) Conventions*.

We work only with providers who meet strategic objectives and comply with labour and regulatory requirements.

www.independentcropinputs.com
403-223-1325
Box 4690, Taber, AB T1G 2E1
94035 RR 17-3



Actions Taken

- We review supplier practices to ensure labour legislation compliance.
- All staff are subject to our Code of Conduct.
- Regular training is conducted to support employee understanding and compliance.
- Risks are identified to the best of our knowledge, with continuous improvements sought.

Risk Assessment

We mitigate risks through supplier evaluations, adherence to sourcing protocols, and internal reviews aligned with our Code of Conduct.

Remediation

No remediation was required during the reporting period.

Training

Employees receive recurring training aligned with our Code of Conduct, which includes content relevant to identifying and preventing forced and child labour.

Effectiveness Assessment

We periodically review our Code of Conduct and related policies.

Our effectiveness is currently assessed through the absence of known occurrences of forced or child labour.

We continue to improve our ability to measure effectiveness using qualitative methods.

Sign-Off

This statement is made pursuant to *Bill S-211* for the financial year ending February 28, 2025. It has been issued on behalf of **Independent Crop Inputs** and approved by its governing body.



Signed,

Phil McFarland

Phil McFarland
Chief Financial Officer
May 31, 2025

www.independentcropinputs.com
403-223-1325
Box 4690, Taber, AB T1G 2E1
94035 RR 17-3