



KF KAMBEITZ FARMS INC.
FORCED LABOUR & CHILD LABOUR
REPORT 2024

Contents

1. Introduction	2
2. Reporting Context	2
3. Our Structure and Activities	2
4. Our Policies and Due Diligence Processes	3
5. Policies and Standards	3
6. Forced and Child Labour Risks – Understanding Our Risk Exposure	3
7. Remediation Measures.....	4
8. Training and Awareness.....	4
9. Assessing Our Effectiveness	4
Longer Term.....	5
10. Report Approval And Attestation	5

1. Introduction

KF Kambeitz Farms Inc. Corp. is a 5th generation farming operation founded on the site of the present day Sedley, Saskatchewan farm yard site. The farm has undergone inter-generational changes of ownership and management, and today has emerged as a recognized leader in modern Canadian agribusiness. KF Kambeitz Farms Inc. promotes human rights and responsible business practices. We recognize that risks of forced labour and child labour (also referred to as modern slavery) exist and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our workforce and other external stakeholders. This report (the “**Report**”) outlines KF Kambeitz Farms Inc.’s governance processes, existing measures, and progress made in the 2024 fiscal year to prevent and mitigate the risks of modern slavery across our business and the supply chain we utilize.

2. Reporting Context

KF Kambeitz Farms Inc. is a Saskatchewan incorporated entity subject to the legal requirements in section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). This Report is made pursuant to the Act and was approved by the board of directors of KF Kambeitz Farms Inc. (the “**Board**”). For purposes of the Act, the reporting entities covered in this Report include functions, major projects, and assets that have been wholly-owned and/or operated by KF Kambeitz Farms Inc. from November 1st to October 31st, 2024.

3. Our Structure and Activities

KF Kambeitz Farms Inc. is headquartered at 15 minutes Southeast of Saskatchewan’s Capital City of Regina, Saskatchewan. KF Kambeitz Farms Inc. is a 75,000 acre farming operation with lands located in a 50km vicinity of East and South East Regina.

At KF Kambeitz Farms Inc. all growing efforts are focused on producing the highest quality crops. Through extensive research, we identify and utilize superior varieties and crop protection inputs together with the most innovative farming techniques and equipment to deliver our quality products meeting the highest food safety requirements. Thus, preserving the identity of our products is a priority beginning with recording all agronomic data on these high value crops. KF Kambeitz Farms Inc. has centralized corporate and administrative functions that provide governance, financing, procurement and other support.

4. Our Policies and Due Diligence Processes

Governance and Responsibilities

KF Kambeitz Farms Inc.'s Board is accountable for KF Kambeitz Farms Inc.'s strategic objectives, including sustainability matters, as well as overseeing the effectiveness of KF Kambeitz Farms Inc.'s risk management systems and internal controls. Our process ensures that the Board is informed of the interrelationship between the business environment and its associated risks and is intended to facilitate and stimulate discussion of our key business risks. The Company implements a risk management system to aggregate and monitor material risks. The system is designed to help the Company identify and assess risks that could significantly affect KF Kambeitz Farms Inc.'s strategic objectives. When an emerging risk is identified, the Board examines its implications and formulates its findings, and assigns duties to the responsible parties for governance and execution.

5. Policies and Standards

For the fiscal year of 2024, KF Kambeitz Farms Inc. had not yet taken any steps or created any official policies to reduce the risk of forced labour or child labour as we had not recognized any potential risks at the time.

However, to prevent and reduce the risk for the fiscal year of 2025, KF Kambeitz Farms Inc. will be:

- a) Conducting an internal assessment of risks of forced labour and/or child labour within our organization and supply chains
- b) Developing and implementing a policy to address forced labour/and or child labour;
- c) Requiring suppliers to have in place their own policies and procedures for identifying and prohibiting the use of forced labour and /or child labour
- d) Developing and implementing anti-forced labour and/or child labour standards and compliance checklists

6. Forced and Child Labour Risks

Understanding Our Risk Exposure

KF Kambeitz Farms Inc.'s greatest risk exposure to forced labour and child labour is through suppliers, and the primary sources of these risks come from procuring goods in higher-risk geographies and sectors. We purchase inputs, including fertilizer, sprays and seeds and machinery from large, reputable companies that have a strong history of compliance with applicable statutes and regulations. We recognize the potential risks of forced labour and child labour in our extended supply chain and the complexity and challenges in operationalizing modern slavery compliance.

7. Remediation Measures

When identifying the risks of forced labour or child labour in the Company's activities and supply chain, KF Kambeitz Farms Inc. primarily focuses on understanding the operations and supply chain of our suppliers for our higher-risk suppliers. Since KF Kambeitz Farms Inc.'s processes and tools did not yield any evidence of forced labour or child labour, we did not implement any remediation measures in the 2024 fiscal year.

8. Training and Awareness

Once our policy is in place, every member of the KF Kambeitz Farms Inc. team will be expected to read, understand and comply with the principles and requirements set out in this Policy, to reinforce expectations and awareness of human rights topics. The Corporation is currently considering the need for a training program, the extent of the training, the required groups or levels of employees to receive training, how to develop the training, internally or by an external organization, modes of assessment of such training. Currently no employees have received training.

9. Assessing Our Effectiveness

KF Kambeitz Farms Inc. is committed to developing a resilient and transparent supply chain where the human rights of every worker involved are respected. To date, no actions have been taken to assess the Company's effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains, but with newly implemented tools and questionnaires, we will be able to effectively manage our suppliers on critical forced labour and child labour issues to ensure human rights are not violated within our supply chain. We intend to investigate and track all internal and external reports. We also intend to perform risk-based assurance activities on a regular basis, which can range from external independent audits to internal supply chain- focused assurances. While KF Kambeitz Farms Inc. believes in the efficacy of our measures to prevent and mitigate forced labour and child labour within our operations and supply chain, we will strive to maintain and continually improve our sustainable and transparent supply chain, and work to maintain a robust understanding of our complex global supply chain networks. These activities include assessing contractual terms and working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including tracking relevant performance indicators.

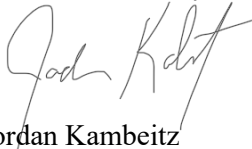
Longer Term

Identifying and eliminating forced labour and child labour in the global supply chain is a complex social, economic, and governance issue that can only be resolved through partnership and collaboration across industry, suppliers, governments, and non-profit organizations. Collaboration is one of our core values and our supply chain partners are crucial to developing collective solutions. This requires us to deepen relationships with our supply chain partners, strengthen our contractual language and to work together to build new levels of transparency throughout all tiers of our supply chain and build joint solutions to deliver value across multiple dimensions. As a part of ongoing improvements, we will strive to continue to identify emerging risks. The Company also intends to continue developing and implementing additional due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and child labour in our activities and supply chain.

10. Report 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, in accordance with the Policy, and more specifically subparagraph d(ii)(B). 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.

I have the authority to bind KF Kambeitz Farms Inc.



Jordan Kambeitz
President and CEO
Date: May 26, 2025

• •