



KUBOTA CANADA LTD.

## **A Report for Fighting Against Forced Labour and Child Labour in Supply Chains Act**

This report is filed in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Act”). This statement covers the activities of Kubota Canada Ltd. (KCL) during the year ended 31 December 2024.

### **Structure**

KCL is a Canadian corporation with its registered office located at 1155 Kubota Drive, Pickering, Ontario, L1X 0H4. KCL is a wholly owned subsidiary of Kubota Corporation (KBT), a Japanese multinational company headquartered in Osaka, Japan. KBT is listed on the first section of the Tokyo Stock Exchange. We are recognized as one of the world’s leading manufacturers of compact engines and produce and distribute agricultural, construction, and outdoor power equipment globally.

To support KCL operations, we have a team of 250 employees in Canada.

### **Activities**

The major function of KCL is the marketing and distribution of Kubota-engineered and supplied products in Canada. However, KCL imports some goods into Canada as well. Our product range includes agriculture, construction and outdoor power equipment. Additionally, we offer retail finance solutions for these equipment types to both businesses and consumers. KCL carries out its function with the help of authorised dealers across Canada. We currently have 136 dealerships across Canada.

### **Supply Chain**

Our main suppliers are KBT and Kubota Group manufacturers in various countries, including Japan, the United States of America, Germany, France, Norway, the Netherlands, Italy, and Thailand.

KCL controls its warehouse operations and logistics for delivery of products to dealerships in Canada.

## Policies and Due diligence

KBT has a number of policies that apply to KCL, including the “Kubota Group Human Rights Policy”, the “Kubota Group Charter for Action”, the “Kubota Group Code of Conduct” as well as the “Kubota Group CSR Procurement Guidelines”.

- Kubota Group’s *Human Rights Policy* outlines KCL’s commitment to respect internationally recognized human rights in line with the International Bill of Human Rights and the ILO Declaration of Fundamental Principles and Right at Work, including the prohibition of child labour and forced labour. This policy is accessible here: <https://www.kubota.com/sustainability/society/rights/index.html>
- Both Kubota Group’s *Group Charter for Action* and *Code of Conduct* underscore KCL’s commitment to conducting its corporate activities with high moral standards and respecting human rights. This policy is accessible here: <https://www.kubota.com/sustainability/employee/conduct/index.html>
- Kubota Group’s *CSR Procurement Guidelines* apply to all Kubota Group’s business partners, including KCL’s business partners. These Guidelines request that KCL’s business partners not only comply with laws and corporate ethics, but also that they base their activities on the Universal Declaration of Human Rights. This includes the prohibition on the use of forced labour and child labour by KCL business partners. These Guidelines are available here: <https://www.kubota.com/sustainability/society/procure/index.html>

## The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

KCL recognizes the potential forced labour risks associated with its business operations and supply chains, both domestically in Canada as well as internationally. KCL is committed to understanding and addressing risks of forced labour and child labour in its supply chains. KCL has disseminated the CSR declaration document (Appendix) to our local suppliers outside the Kubota group, aiming for ethical sourcing and the protection of human rights. As of May 2025, 186 out of 319 suppliers have reviewed and signed the declaration. We are actively following up with the remaining suppliers to ensure complete acknowledgment and compliance.

The Kubota Group, including its manufacturing companies, assessed the potential human rights risks in its business activities and across supply chains, including assessing risks of forced labour and child labour. Only certain Kubota Group companies participated.



KUBOTA CANADA LTD.

However, KCL sources many of its products from KBT and other Kubota Group companies and so the risks identified by KBT and other Kubota Group companies also apply to KCL.

The human rights risk assessment process is available online at <https://www.kubota.com/sustainability/society/rights/index.html>.

### **Measures taken to remediate any forced labour or child labour**

KCL has not identified any cases of forced labour or child labour in our supply chains. Therefore, KCL has not had to take any measures to remediate forced labour or child labour in our supply chains.

### **Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains**

KCL has not identified any cases of forced labour or child labour in our supply chains. Therefore, KCL has not had to take any measures to remediate loss of income that resulted from measures taken to eliminate forced labour or child labour in our supply chains.

### **Training**

KCL trained all employees who attended the June 2024 town hall meeting on Kubota group's human rights policy and the Act. KCL plans to hold this training annually.

### **Assessing Effectiveness**

KCL is considering a variety of measures it may implement to in order to assess effectiveness of its measures to prevent forced labour in its supply chain, which may include tracking key performance indicators related to forced labour employee training and distribution of KCL's CSR Procurement Guidelines to KCL vendors.

### **Consultation and Approval**

This statement was prepared by KCL on its own behalf. KCL will continue to monitor and report on the effectiveness of this statement to the Board of Directors of KCL.



KUBOTA CANADA LTD.

This statement was approved by the Board of Directors of Kubota Canada Ltd. on 28 May 2025.

### **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 for the entity or entities listed 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 respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in blue ink that reads "Yannick Montagano".

Yannick Montagano

President

Kubota Canada Ltd.

I have the authority to bind KCL.



KUBOTA CANADA LTD.

**(Appendix)**



**Kubota group CSR Procurement Guidelines and Human Rights Policy**

Dear Valued Supplier,

Kubota Canada Ltd. leads the industry in delivering exceptional customer experiences that last a lifetime. In alignment with our mission, we staunchly oppose any form of human rights abuse within our supply chain. Kubota Canada Ltd. is dedicated to upholding the highest standards of human rights, strictly prohibiting the involvement of forced labor, human trafficking, and unlawful child labor in the sourcing, manufacturing, or distribution processes of our products and materials used to make these items.

In alignment with our established principles, Kubota group has formulated the CSR Procurement Guidelines as well as Human Rights Policy. As a valued supplier to Kubota Canada Ltd., it is imperative that you familiarize yourself with and adhere to this policy and guidelines, accessible via the provided link below.

[Procurement Policy | relationships with Society | Kubota Global Site](#)

[Respecting Human Rights | relationships with Society | Kubota Global Site](#)

Adherence to this policy and guidelines is mandatory, as failure to comply may lead to termination of existing business contracts in the event of identified infractions that are not promptly reported. To ensure the continuation of our business partnership, we kindly request that a designated representative from your organization review and endorse the following declaration.

I, \_\_\_\_\_ [Insert Name], certify that all products and/or services sold to, supplied to, and manufactured for Kubota Canada Ltd. are produced without the use of Forced Labour, Human Trafficking, and unlawful Child Labour, and are in full compliance with the requirements. I will promptly inform Kubota Canada Ltd. of any findings that contradict the preceding information.

Company Name: \_\_\_\_\_

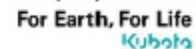
Signature: \_\_\_\_\_

Signatory's Title: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Return to: \_\_\_\_\_

HEAD OFFICE: 1155 KUBOTA DRIVE, PICKERING, ONTARIO L1X 0H4 • TEL (905) 294-7477 • FAX (905) 294-6651





**Responsabilité sociale de l'entreprise, groupe Kubota – Directives en matière d'approvisionnement et Politique des droits de la personne**

Cher fournisseur,

Kubota Canada Ltée est à la tête de l'industrie pour ce qui est d'offrir à sa clientèle des expériences exceptionnelles qui durent toute une vie. Conformément à notre mission, nous nous opposons fermement à toute forme d'abus des droits de la personne au sein de notre chaîne d'approvisionnement. Kubota Canada Ltée s'engage à respecter les normes les plus élevées en matière de droits de la personne, en interdisant strictement le travail forcé, la traite des êtres humains et le travail illégal des enfants dans les processus d'approvisionnement, de fabrication ou de distribution de nos produits et des matériaux utilisés pour fabriquer ces articles.

En accord avec nos principes établis, le groupe Kubota a formulé les Directives en matière d'approvisionnement dans le cadre de la responsabilité sociale de l'entreprise ainsi que la Politique des droits de la personne. À titre de fournisseur Kubota Canada Ltée privilégié, il est essentiel de vous familiariser avec cette politique et ces directives, accessibles aux liens fournis ci-dessous, et de vous y conformer.

[Politique d'approvisionnement | relations avec la Société | Site international de Kubota](#)

[Procurement Policy | relationships with Society | Kubota Global Site](#)

[Respect des droits de la personne | relations avec la Société | Site international de Kubota](#)

[Respecting Human Rights | relationships with Society | Kubota Global Site](#)

L'adhésion à cette politique et à ces directives est obligatoire. Le non-respect de cette politique et de ces directives pourrait entraîner la résiliation de tout contrat commercial existant si des infractions ont été constatées sans avoir été dûment signalées. Pour assurer la pérennité de notre partenariat commercial, nous vous demandons de bien vouloir désigner un représentant au sein de votre organisme afin de passer en revue la déclaration suivante et de l'approuver.

Je, \_\_\_\_\_ [insérer le nom], certifie que tous les produits ou services vendus, fournis et fabriqués pour Kubota Canada Ltée sont produits sans recours au travail forcé, à la traite des êtres humains et au travail illégal des enfants, et qu'ils sont entièrement conformes aux exigences. J'informerai promptement Kubota Canada Ltée de tout ce qui pourrait aller à l'encontre de ce qui précède.

Nom de l'entreprise : \_\_\_\_\_

Signature : \_\_\_\_\_

Titre du signataire : \_\_\_\_\_

Signé en date du : \_\_\_\_\_

**Head Office/SIÈGE SOCIAL** : 1155 KUBOTA DRIVE, PICKERING, ONTARIO L1X 0H4 • TEL/ TÉL. (905) 294-7477  
• FAX/ TÉLÉC. (905) 294-6651

**For Earth, For Life**  
