

2025 Report on Forced Labour in Canadian Supply Chains – Nelson Motors and Equipment Partnership

Introduction

The Fighting Against Forced Labour and Child Labour in Supply Chains Act requires businesses to report annually on actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. As a business leader in the agricultural equipment industry, Nelson Motors and Equipment Partnership (“Nelson Motors and Equipment”, “the Partnership”, “we”, or “our”) understands we have a role to play in ensuring that the supply chains that support our operations and products adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain.

This is an original report for the legal entity known as Nelson Motors and Equipment Partnership, business number 834134140. It is prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)* and covers the Partnership’s financial reporting year ended October 31, 2024.

Structure and Operations

Nelson Motors and Equipment Partnership is a Partnership registered in Saskatchewan, Canada. The Partnership operates five John Deere Retail Agriculture Equipment dealerships from locations in Saskatchewan. The Partnership is headquartered in Avonlea, Saskatchewan, Canada and operates with a senior management team whose members are responsible for each major functional area of the organization.

Nelson Motors and Equipment sells and distributes Ag and Turf equipment primarily in Saskatchewan, Canada, with limited sales and distribution of goods to the North-Central United States. The Partnership also supplies parts and services to support our equipment sales. Some of the products we sell and distribute are imported into Canada by the Partnership. Most of the goods sold and distributed by Nelson Motors and Equipment are manufactured in Canada and the United States and are sourced from well-established suppliers such as John Deere, Brandt, Bourgault, MacDon, Seed Master, and Degelman. We expect the suppliers we do business with to comply with all legal requirements within the jurisdictions they operate.

Our customers, which mainly include family farms and agricultural businesses, are largely the end-users of our products and services. The products from our suppliers are mostly received in completed form, but at times require some pre-delivery setup.

To learn more about our organization, please visit www.nelsonmotors.com.

Policies and Due Diligence

As part of our due diligence process to prevent and reduce risks of forced labour and child labour, Nelson Motors and Equipment follows stringent recruitment practices according to the Partnership's Recruitment Policy. We are committed to complying with all labour laws in Canada. These practices and commitment help ensure that all workers hired are legally and voluntarily recruited for work.

Nelson Motors and Equipment has developed policies and programs in which all employees are required to abide. These are in place to help ensure our employees have a safe work environment and a clear understanding of what is expected of them, and what they can expect from the Partnership. The policies and programs of the Partnership include:

- Code of Conduct – Conflict of Interest
- Confidentiality Agreement
- Corrective Action Policy
- Ethics Policies
- Safety Program
- Violence Prevention Program
- Anti-Harassment Policy
- Employee and Family Assistance Program
- Duty to Accommodate Policy
- Return-to-Work Program

These policies are formally acknowledged by all new employees upon hire.

Determining Risk of Forced and Child Labour, and Steps Taken to Assess and Manage Risks in our Operations and Supply Chains

We are aware that the risk of forced labour and child labour can exist in any supply chain, and we acknowledge we have a responsibility to our workers, and the workers throughout our supply chain, to identify and address the risks of modern slavery. The Partnership's process of identifying parts of our activities and supply chains that may carry a risk of forced labour and/or child labour has yet to be formally defined. As the Partnership enhances our policies and processes related to forced labour and/or child labour, we continue to expect our suppliers to be ethically responsible in their operating activities, including their labour practices.

Remediation Measures

Since the Partnership has not identified any specific risks or incidents, it has not taken any steps to remediate any forced labour or child labour in its activities and supply chains, or 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 our activities and supply chains. Should we identify, or be made aware of, any risks or incidents related to forced labour and/or child labour, we will evaluate the appropriate remediation steps needed to comply with the Act.

Training

Nelson Motors and Equipment provides role specific on-the-job training, along with the opportunity for advanced education and training outside of the organization. Current training courses include Workplace Violence and Harassment, Occupational Health and Safety Awareness for Workers – Rights and Responsibilities, and Fostering a Culture of Respect. While the Partnership does not currently provide training to our employees on forced labour and/or child labour, we will be exploring opportunities to provide this in the future.

Assessment of Effectiveness

Nelson Motors and Equipment understands the importance of eliminating forced labour and/or child labour. The Partnership operates with high ethical standards, and we conduct our business with suppliers we believe to be reputable. The Partnership has not yet taken any measures to assess our effectiveness in ensuring that forced labour and/or child labour is not being used in our supply chains.

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 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. This report is available on our website at www.nelsonmotors.com.



Jaret Nelson, General Manager



Date

I have the authority to bind Nelson Motors and Equipment Partnership.