



RF CATTLE CORP.

Forced Labour and Child Labour in Supply Chains
Company Assessment

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# Executive Summary

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Forced Labour can be found in every country and every sector. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Forced labour and child labour risks occur primarily through the global supply chains of business. There is a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

These measures introduced through Bill S-211, an Act to enact the Righting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act), aim to increase industry awareness and transparency and drive businesses to improve practices. The Act requires entities to report the steps taken during its previous fiscal year to prevent and reduce the risk that forced labour or child labour is used at any steps in the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

## Introduction

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This report is RF Cattle Corp.'s (RF) response 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 (the Act), sections 11(1) and 11(3).

RF satisfies the definition of an Entity within the Act by having a place of business in Canada, doing business in Canada, having assets in Canada and meeting both the revenue and asset thresholds.

The financial reporting year of RF covered by this report is for the fiscal year ending August 31, 2024.

## Structure, Activities & Supply Chain

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RF operates as a corporation in Ontario, Canada. RF operates within the agriculture industry, feeding cattle until they meet the size specifications for sale. Once size specifications are met, RF distributes 100% of their cattle inventory to packing plants within Canada.

RF procures cattle directly from Canadian suppliers. The care of the cattle is met by Canadian feedlots chosen after inspection with specific traits in mind to ensure proper animal welfare. Animal health products, veterinary supplies and feeding are sourced through Canadian suppliers. Miscellaneous supplies are purchased from local suppliers.

## Policies & Due Diligence

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RF has the following policies and due diligence procedures in place to mitigate the risk of forced labour and child labour within internal activities and their supply chain.

Internal Policies

This policy indicates zero tolerance for abuse of any form with the workplace. This policy applies at every level of the organization and to every aspect of the employer-employee relationship from recruitment to end of employment.

This policy specifically speaks to RF ensuring employees do not take part in unsafe or untrained duties or force work if an employee is sick or injured.

The policy requests the employees report any experience or behaviour related to violence, bullying, discrimination or harassment. All individuals are to be treated with respect. Although this policy does not explicitly speak to forced labour or child labour, aspects of the policy speak directly to the treatment and behaviour of employees and the right to refuse work.

Employee Onboarding Process

An employment contract is signed by each new employee hired. This contract states the individual's rights and responsibilities, compensation, hours of work and vacation policy.

Due Diligence Process

Supplier Process

When considering new suppliers, and monitoring existing suppliers, RF assesses factors such as community reputation, past performance and the likelihood of delivery. The company will approve, monitor and oversee supplier performance to continue to better understand their supply chain to assess risk.

Risk Assessment

A risk assessment of RF’s industry of operation, goods procured and the countries goods are procured from has been performed over material direct suppliers. The risk assessment used two separate indices to conclude an inherent risk of child and/or forced labour related to goods and countries – Walk Free’s Global Slavery Index and the US Department of Labor’s List of Goods Procured by Child Labor or Forced Labor.

Industry of Operation

RF operates within the agriculture industry. Given the two indices noted above have identified risks of child labour and forced labour inherent to agricultural products, it is concluded that this industry has an inherent risk exposure.

Goods Procured

RF procures agriculture products. A risk assessment over the goods procured from material suppliers has been conducted and identified an initial inherent risk of forced and/or child labour within the category of cattle. All other remaining goods were not included in either indices therefore conclude that they have a low inherent risk of child labour or forced labour.

Countries Which Goods are Procured From

For the purpose of a risk assessment over countries goods are procured from, this report focuses on direct suppliers only. RF procures goods from suppliers within Canada which has a low inherent risk of the use of child and/or forced labour.

Remediation of Forced & Child Labour

To reduce the risk of child labour or forced labour with RF’s activities and supply chain , RF will have conversations and engage with suppliers on the subject. RF has identified the opportunity to implement and enhance policies and due diligence mechanisms to reduce the risk of child labour and forced labour within their activities and supply chains.

Remediation of Vulnerable Family Income Loss

To date there have been no instances identified by RF of forced labour or child labour within their activities or supply chains. RF has not, therefore, identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in their activities or supply chains.

Awareness Training

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RF does not have training in place on the topic of child labour or forced labour. However, of the policies identified above relevant to the Act, RF does incorporate training for new employees regarding the policies above, among others.

Part of the process for a new hire includes aspects related to forced labour and child labour through non-discrimination policy, human rights and workplace violence & harassment policy.

RF is exploring opportunities to provide training to all employees in identifying, assessing and responding to risks of child labour and forced labour with activities and supply chains.

# Assessing Effectiveness

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To track RF's effectiveness of procedures to mitigate the risk of child labour and forced labour, the following mechanisms are in place:

- Policy Review: RF has committed to reviewing and updating relevant policies on a frequent basis to ensure relevance.
- Total Harassment Incidents: RF has a zero-tolerance for workplace harassment. All claims made regarding harassment will be reported to management and promptly investigated.
- Conduct and Behaviour Incidents: RF has a zero-tolerance for inappropriate conduct and behaviour. All claims made regarding this will be reported to management, with every effort made to resolve the issue in a timely manner.
- Employee Training: RF will track employee training completion to ensure the completeness of relevant training.

Steps Taken

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RF has taken the following steps to prevent and reduce the risk of child labour or forced labour:

- RF has mapped their supply chains to complete a risk assessment to align with the Act.
- Performed an internal assessment of risks of forced labour and child labour in the activities and supply chains. RF has identified risks within its activities and supply chains that have inherent risks of forced labour and/or child labour.
- Developing and implementing due diligence policies and processes for identifying, addressing



and prohibiting the use of forced labour and child labour in the organization's activities and supply chains.

- Developing and implementing training and awareness materials on forced labour and child labour. RF has identified the opportunity to implement training content related to the Act for employees.
- Developing and implementing procedures to track performance in addressing forced labour and child labour within internal activities.

## Conclusions

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RF has identified opportunities to enhance controls and activities related to forced labour and child labour with the organization and supply chains. These include:

- ~It is recommended that employee training on the topic of forced labour and child labour be implemented into existing employee training programs
- ~It is recommended that supplier due diligence mechanisms be an area of focus


Now post second year of the Act and with RF becoming more aware of the issues and reporting requirements, RF anticipates that the next fiscal year will allow more opportunities for the organization to fine tune and better improve internal policies as related to Forced Labour and Child Labour.

Attestation

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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.

Frances McCall  
Print Name

  
Signature

May06/25  
Date

Sec-Treas  
Title

I have the authority to bind RF Cattle Corp.