



This Report has been prepared in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") and is published on behalf of Ty-Crop Manufacturing Ltd and its Group of Brands. For the purposes of this report, Ty-Crop Manufacturing Ltd and its Group of Brands will be collectively referred to as "TYCROP."

The Group of Brands of TYCROP covered by this report are:

- TYCROP Manufacturing Ltd, 9880 Mcgrath Rd, Rosedale, BC, Canada

This Report outlines the measures and actions taken by TYCROP during the year ended December 31, 2024, to prevent and mitigate the risk of modern slavery, including forced labour and child labour, within our business operations and supply chain. For the purposes of this Report, the terms "forced labour" and "child labour" are defined as per the Act.

Our Business

As TYCROP continues to expand, we envision surpassing our position as a specialist manufacturer for select customers. Moving forward, we intend to establish a dominant position in the global market, offering customers our innovation and creativity at a value unequaled by our competitors.

We have a process-driven business system which empowers everyone at TYCROP. We work as a team with clear processes guiding the way we work. Continuing to stabilize and standardize our processes will improve our capacity to deliver the best products in the best timeframe for our customers.

Our commitment to doing the right thing, supporting the safety, growth, and education of our staff, and improving our capabilities is stronger than ever. We are also focusing on creating a more sustainable world by contributing to clean air, clean water, and clean energy through innovative product design and the way we do business. We are proud of our collective talent and look forward to long-term success and sustainability.

TYCROP's Core Values

- Collaborate – We nurture purposeful relationships with employees, customers and suppliers to ensure we start, work and win all opportunities as a team. We are open, honest, and proactive, enabling purposeful responses and actions.
- Trust – We are genuine and transparent. We demonstrate capability and responsibility by providing knowledge and experience and asking others for theirs.
- Thrive – We are diligent, passionate and encouraging. We take an active role in developing our systems, knowledge and skills for greater collective achievement – making suggestions and challenging the status quo for the greater good.
- Protect – We safeguard our environment, our co-workers, and our community to preserve our prosperity.

TYCROP's [Principles on Child and Forced Labour and Guidelines](#), our [Certification of Compliance with TYCROP Principles](#) (the "Cert of Compliance"), as may be revised from time to time, reflect our commitment to the protection and advancement of human rights wherever we operate. Our support for human rights is based on our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. We periodically review our position statements and policies and endeavor to post updates to our website expeditiously.

Human Rights Policies



Our Human Rights Policies contained within the Respectful Workplace Policy and regulatory provincial laws apply to all TYCROP employees and contractors located throughout the world. TYCROP will take appropriate action against employees and contractors who act in violation of the requirements of our Human Rights Policies.

Respectful Workplace and Reporting Mechanisms

Our Respectful Workplace Policy establishes the standards of behavior and our unwavering commitment to uphold our core values. This policy is applicable to all management and employees across all our operations. It also extends to contractors and third-party business partners associated with our organization.

We are dedicated to maintaining an ethical workplace where human rights are respected. Any employee, contractor, or third-party business partner who encounters or witnesses human rights abuses, or any other alleged violations of our Code, is encouraged to report their concerns.

We uphold a strict policy against retaliation. Individuals who make good faith complaints or otherwise report potential violations are protected from any form of retaliation. Our commitment to a safe and supportive reporting environment ensures that all concerns are addressed appropriately and in accordance with our core values.

Supply Chain Management and Suppliers agree/Acknowledgement

At TYCROP, we collaborate closely with our suppliers to manage a complex global supply chain that serves our customers, supports our business objectives, and benefits the communities we operate in. Our strategic supplier relationships are typically governed by multi-year contractual arrangements, ensuring long-term alignment and compliance with our standards. For suppliers engaged through lower-spend or shorter-term agreements, the terms are generally governed by our purchase order terms and conditions.

Electronic agreement/acknowledgement has been sought by our suppliers to define our Principles, expectations and definitions. This document includes rigorous standards related to human rights, which suppliers are required to comply with. Adherence to our Principles and Compliance statement, reflecting our commitment to ethical practices and responsible supply chain management.

Our global supply chain is managed by a team of professionals with extensive expertise in risk management, procurement, supply management, logistics, and performance optimization. This team ensures that our supply chain operates efficiently and in accordance with our high standards.

TYCROP expects all suppliers to fully adhere to the Certification of Compliance and to enforce these requirements within their own supply chains. We work with our suppliers to ensure they understand and meet these standards, reinforcing our commitment to ethical business practices and human rights throughout our global supply chain.

Risk-Based Approach to Managing Supply Chain Risks

Within TYCROP's own business operations, the risk of forced labour and child labour is low, as all of our workers are employed in Canada and the United States, where we have fair and responsible employment practices in place.



TYCROP engages with over 10,000 suppliers globally, necessitating a risk-based approach to effectively manage potential risks related to child labor and forced labor. We prioritize our resources towards areas of higher risk within our supply chain to ensure focused and effective risk management.

Despite the overall low risk, there remains a possibility of child labor or forced labor practices, particularly within our contract manufacturing activities. To address this, our Supply Chain staff conducts thorough evaluations and assessments for all new contract manufacturing and tolling suppliers. This includes communicating our human rights policies and ensuring compliance with our standards.

By maintaining ongoing diligence with manufacturers and vendors, we can monitor compliance with the Certification of Compliance with TYCROP Principles and address any discrepancies through corrective actions. TYCROP retains the right to terminate supplier relationships if a supplier fails to meet the standards set forth in our Certification of Compliance with TYCROP Principles.

Remediation Measures

In 2024, no high-risk items related to forced labour and child labour were identified in our supply chain or within our operations. Accordingly, no remediation measures were undertaken in 2024. In addition, no measures to address loss of income to vulnerable persons have been undertaken by TYCROP.

Enforcement of the Certification of Compliance

Our Certification of Compliance explicitly prohibits the use of forced labor and child labor, extending these requirements to both supplier operations and their supply chains. Non-compliance with the Certification of Compliance constitutes grounds for terminating the supplier relationship.

TYCROP retains the right to monitor compliance with the Certificate of Compliance through reviews and audits of a supplier's operating environment. Should we identify any material violations of the Certificate of Compliance, these will be promptly escalated to internal stakeholders for review and assessment.

When necessary, TYCROP will require remedial actions from the supplier and will track these actions through to completion. Severe violations that are not addressed in a timely manner may lead to the termination of the supplier agreement and could result in a ban on future business engagements with TYCROP.

Commitment to Human Rights

As outlined above, TYCROP is steadfast in its commitment to the protection and advancement of human rights in all areas of our operations. We are dedicated to continually enhancing awareness of TYCROP's Human Rights Policy among employees and suppliers. Our ongoing efforts focus on preventing modern slavery and human trafficking within our supply chains and operations.

Training

At TYCROP, all employees are required to complete our Respectful Workplace Training, which covers essential Human Rights legislation. This training is part of a comprehensive onboarding process that all employees and contractors undergo, along with ongoing education throughout their employment.

Our training program encompasses a range of topics, including hiring practices, HR regulatory requirements based on the age of workers, and other relevant practices. It is designed to provide crucial information and build knowledge on how to comply with regulations, legislation, and company standards.



By participating in this training, everyone at TYCROP contributes to a respectful, compliant, and supportive workplace environment.

Assessing Effectiveness

TYCROP is committed to continually assessing the effectiveness of our controls to prevent forced labor, child labor, and other human rights violations within our supply chain. We will regularly review and enhance our measures to ensure they effectively address these critical issues and uphold the highest standards of human rights and ethical practices.

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 for the 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.

TYCROP Manufacturing Ltd

A handwritten signature in black ink, appearing to read "Russ Janzen". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Russ Janzen
VP, Operations & Engineering

Date *Feb 24/25*

I have the authority to bind Ty-Crop Manufacturing Ltd.