

Western Tractor Company Inc. – Modern Slavery Report 2024



MODERN SLAVERY REPORT 2024 Western Tractor Company Inc.

This Modern Slavery Report (the “Report”) addresses the period from 1 November 2023 to 31 October 2024 and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “Act”).

This Report is made on behalf of **Western Tractor Company Inc.**

INTRODUCTION

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading business in the agricultural equipment industry, Western Tractor recognizes the key role that we have 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 Report sets out the steps we have taken during Fiscal 2023 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by Western Tractor or of goods imported into Canada by Western Tractor.

I OUR BUSINESS

Western Tractor Company Inc. Is an agricultural equipment dealer in Alberta, Canada. We are a corporation that sells equipment, parts and services equipment including tractors, seeding equipment, harvesting equipment, and haying equipment. We also sell compact equipment such as mowers, tractors. We operate out of four locations in Southern Alberta, Canada with a focus on providing agricultural solutions to local farmers and businesses.

Our suppliers of parts and equipment are North American based, well known and respected across the United States and Canada. They include John Deere, Bourgault, Vaderstad, MacDon, Brandt and Degelman.

II OUR POLICIES

Policies

Western Tractor Company Inc. is committed to conducting our business in a lawful and ethical manner. Although the *Fighting Forced & Child Labour in Supply Chains Act* is new information for our company and the Modern Slavery Report is a new report for us to complete, we strongly believe in the value of the report and the removal of violations of human rights in the supply chain and elsewhere. We do not currently have a *Supplier Code of Conduct* but will get working on one shortly. We are confident in our suppliers to adhere to a high code of conduct in their business and will ensure this going forward as we navigate the proper procedures in doing so.

Western Tractor follows all local, Provincial and Federal laws when it comes to our employees. Our employees are our key to our success and as a family business, we treat our employees like family members.

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Code of Conduct

We are committed to conducting our business in a lawful and ethical manner. Our Code of Conduct Policy (found in Employee Handbook) is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties, Western Tractor employees should always act lawfully, ethically and in the best interests of Western Tractor.

Due Diligence

We expect third parties with which we work to adhere to business principles and values like our own and to comply with all applicable laws and regulations. Before making any commitments towards third parties, we take steps to appropriately evaluate the relationship and mitigate any associated risks by conducting risk-based due diligence and checks.

We acknowledge that employees working in our facilities and our supply chain are at potential risk of forced labour or child labour. To mitigate this risk, we follow a due diligence approach that includes the following steps:

- Every new employee receives a copy of the companies' policies which includes the code of conduct, on the first day of employment, employees are read the code of conduct and required to acknowledge that they understand and agree to uphold the standards of the company.
- Ensure that we are following all Alberta labour standards on important items such as:
 - Minimum age requirements
 - Minimum wage requirements
 - Safe work procedures

III ASSESSING OUR RISK

Western Tractor Company Inc. has not engaged in activities to identify, assess, and manage supplier risk. In assessing the risk of forced and child labour in our business and supply chains, we assumed that dealing with large, very reputable companies would minimize this risk.

Our exposure to the risk of forced labour and/or child labour increases when we engage with third parties, particularly in categories such as transportation, warehousing, construction, manufacturing, packaging, raw material sourcing, and agriculture. We recognize that our exposure of forced labour and/or child labour increases when we engage with suppliers who source goods or raw materials from countries where forced labour exploitation is known to occur. As such, we will need to contact our manufacturers to gain knowledge on how they minimize exposure to these activities.

Our main supplier is John Deere. They are committed to social responsibility and have published the following information in support of that:

<https://about.deere.com/en-us/explore-john-deere/ethics-compliance>

https://s22.q4cdn.com/253594569/files/doc_downloads/support/Support-of-Human-Rights-in-Our-Business-Practices_2021.pdf

https://s22.q4cdn.com/253594569/files/doc_downloads/code_of_conduct/2022/JD_Supplier_CodeofConduct_English.pdf

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IV OUR PROGRESS AND EFFECTIVENESS

Western Tractor is in the initial stages of adhering to the recommendations of the Fighting Forced & Child Labour in Supply chains Act. We will continue to raise the topic at monthly management meetings to ensure it remains top of mind as well as including Fighting Forced Child Labour in our code of ethics.

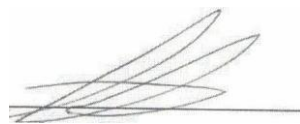
We are confident that by setting the tone at the top and introducing every new employee to the act we will be effective in our everyday transactions.

Further, we will add it to our Annual Leadership team meeting so that all staff understand the importance of this topic.

V APPROVAL AND SIGNATURE

This Report was approved by Western Tractor Company Inc. on 30th of May 2024 and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This Report is also available on our company website at [www.westerntractor.ca].

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for Western Sales (1986) Ltd. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. Further, **I have the authority to bind Western Tractor Company Inc.**



Steven Dyck
President & General Manager, Western Tractor Company Inc.
30th May 2025