

## Cover Page

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Title: Report on the Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains  
May 31, 2026

## Context

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Settingington's Fertilizer Services Ltd. Inc. produces its report in accordance with the Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains (the "Law"). The Act came into force on January 1, 2024.

Settingington's Fertilizer Services Ltd. Inc. is a "reporting entity" within the meaning of the Act, as it meets the criteria relating to commercial presence and size.

The purpose of this report is therefore to present the measures taken by Settingington's Fertilizer Services Ltd. Inc. to prevent and reduce the risks of forced labour and child labour in its supply chains, and to outline those that have been or will be implemented.

This report covers Settingington's Fertilizer Services Ltd. Inc. fiscal year 2024-2025.

## a- Due Diligence Policies & Processes

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Settingington's Fertilizer Services Ltd.'s due diligence policies and processes are designed to provide a framework for relations with its suppliers and business partners, with the aim of maintaining healthy, harmonious, respectful, and mutually beneficial relationships.

The following section lists the measures already in place to prevent and reduce the risks of forced and child labour, as well as those that have been or will be taken.

- Employee code of conduct – Settingington's Fertilizer Services Ltd. has implemented a code of conduct for its employees. This is a reference tool that includes mutual commitments between the organization and its employees. This tool aims to facilitate employees' work, guide their decision-making and support the expression of its values.

Other measures will be developed in the short and medium term, including :

- Responsible and cooperative purchasing framework policy - One of the action plans considered by Settingington's Fertilizer Services Ltd.'s Corporate Responsibility policy is to develop and deploy a responsible and cooperative purchasing framework policy. This policy will bring together the principles and guidelines that will guide in the evaluation and selection of products and suppliers. This policy, which will be developed by our Joint Venture Partner (Sollio Agriculture) should provide guidance and serve as a reference for entities where Sollio has a majority share in the development of procurement policies.
- Supplier code of conduct – Settingington's Fertilizer Services Ltd. will adopt Sollio Agriculture's supplier code of conduct, once completed - with reference to forced labour and child labour. This code will apply to both Canadian and foreign suppliers.

- *Strategic suppliers* – Setterington's Fertilizer Services Ltd.'s approach is to develop partnerships with its strategic suppliers.
- *Procurement Policy* – Setterington's Fertilizer Services Ltd. is working with Sollio Agriculture to develop a Strategic Procurement Policy. This policy is scheduled to come into effect by the end of 2024. Although this policy explicitly mentions the need to respect human and labour rights, it will be enhanced to specify, in the supplier code of conduct, that human and labour rights include forced and child labour.

## **b- Risk or Forced Labour & Child Labour**

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Setterington's Fertilizer Services Ltd. Inc. is aware that there is an inherent risk of labour exploitation in supply chains in several countries, particularly in the agricultural, food and retail sectors, at all levels of the supply chain, from production and processing to packaging and transport. The diversity and breadth of Setterington's Fertilizer Services Ltd. Inc. supply network means that these risks are of concern. Setterington's Fertilizer Services Ltd. and its Joint Venture Partner (Sollio Agriculture) understand that they can contribute to positive change in the communities in which they operate.

## **c- Remedial Measures**

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Setterington's Fertilizer Services Ltd. will enforce similar remedial measures in place at Sollio Agriculture that enable the cooperative to identify cases of forced or child labour. However, in order to systematize the risk identification and assessment process, Sollio Agriculture will draw up a roadmap aimed at listing the potential risks of forced labour or child labour that the organization may face. This roadmap will include, where appropriate, remedial measures should any cases of forced or child labour be identified.

## **d- Compensation for Loss of Earnings**

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No remediation measures for loss of income have been put in place at this time, as the mechanisms for accurately identifying cases of forced or child labour are not currently in place. The roadmap to be drawn up will include, if appropriate, measures to remedy the loss of income of the most vulnerable families caused by any action the cooperative might take to eliminate the use of forced or child labour at one of its suppliers.

## **e- Evaluation of Effectiveness**

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Mechanisms to combat forced labour and child labour within Setterington's Fertilizer Services Ltd. and Sollio Agriculture are still under development. As a result, there are as yet no effectiveness evaluation measures in place for these initiatives.

The roadmap to be developed will include the establishment of an effectiveness evaluation mechanism to monitor and measure progress in the fight against forced and child labour within the cooperative.

## **Certification**

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This report has been approved by the Board of Directors of Setterington's Fertilizer Services Ltd. Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have examined the information contained in the report for the entity or entities listed above. To the best of my

knowledge, and having exercised due diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year referred to above.

Chris Rahm

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*Name*

General Manager

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*Title*

4/13/2026

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*Date*



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*Signature*

*I have the power to bind Settrington's Fertilizer Services Ltd.*