



SaskWater

SASKATCHEWAN WATER CORPORATION
2025-26 MODERN SLAVERY REPORT

March 31, 2026



Introduction

This report constitutes Saskatchewan Water Corporation's Report Regarding Modern Slavery (Report), covering our fiscal year 2025-26 (the "Reporting Period").

This Report is made on behalf of Saskatchewan Water Corporation (collectively "SaskWater", "we", "us" or "our") pursuant to section 6(2) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act).

It captures SaskWater's supply chain due diligence practices and our continued efforts towards detecting, preventing, and mitigating the risk of modern slavery. This includes, but is not limited to, forced labour, human trafficking, and exploitation that may be used in SaskWater's supply chains. SaskWater encourages our suppliers to be leaders in their industries and demonstrate a strong commitment to sustainable development by adopting diversity, health and safety, labour, environmental, and ethical principles that ensure the fair treatment and equitable opportunities for all individuals involved in their operations and supply chains.

Our Structure, Business and Supply Chains

Our Corporate Structure and Business Activities

SaskWater is a provincial Crown corporation and a subsidiary of the Crown Investments Corporation of Saskatchewan (CIC). Established in 2002 as a commercial Crown corporation, SaskWater operates under the mandate and authority of The Saskatchewan Water Corporation Act (2002). Its role is vital to provide a myriad of water and wastewater services across the province.

SaskWater's legislated mandate is to construct, acquire, manage, and operate water and wastewater works, along with other related services, in line with agreements made within Saskatchewan. This mandate is fulfilled by offering utility services on a commercial basis to municipalities, industries, and First Nations communities, supporting both economic growth and the overall wellbeing of Saskatchewan's population.

SaskWater primarily provides wholesale water services to municipalities, rural water utilities, businesses, and industries across both regional and rural areas. As of April 2025, SaskWater served 77 communities, 11 rural municipalities, 78 rural pipeline associations, 15 industrial clients, and 261 commercial and domestic end-users, reaching approximately 120,400 residents or 9.7 per cent of Saskatchewan's population. These services include the distribution and treatment of potable water on a wholesale basis, with municipalities responsible for service at the residential or business curb stop. Additionally, SaskWater monitors water facilities remotely for six communities and offers operator training for 29 First Nations communities in the province.

For industrial customers, SaskWater provides non-potable water for processing, with the potash industry and irrigation being the largest sector served. Currently, SaskWater services seven of Saskatchewan's 10 operating potash mines. With the ongoing construction of BHP's Jansen mine, which will be the province's eleventh mine and SaskWater's eighth potash customer, this service area will continue to grow.

SaskWater owns and operates nine water treatment plants and purchases potable water from the cities of Saskatoon, Regina, Lloydminster, and the Buffalo Pound Water Treatment Corporation to meet the needs of its customers.

SaskWater continues to align services to meet the need of an ever evolving province. The corporation currently provides a wide range of services including:

- Potable water supply
- Non-potable water supply
- Purple water supply
- Wastewater treatment and management
- Certified operation and maintenance (COM)
- Operator of Record Agreements
- Project management
- Asset management
- Water and wastewater training
- Remote monitoring (ROAM)
- Leak detection audits
- Technical services

Our Supply Chain

SaskWater is committed to responsible procurement and takes social, environmental, and ethical considerations seriously in its supply chain processes and supplier expectations. In 2025-26, a significant majority of SaskWater’s annual purchases were from domestic vendors, with a significant portion of the annual spend focused on construction and infrastructure. SaskWater acknowledges that, while all of our purchases are domestic (Tier I suppliers), there is additional risk of forced and child labour when the Tier I suppliers are distributors, importers or resellers and goods originate outside of Canada. Additionally, SaskWater is aware of the risk of forced labour domestically within construction related services. SaskWater has centralized procurement activities within the Project Management and Procurement team. This centralization has allowed a better understanding of the total extent of our supply chain.

Our Policies and Due Diligence Processes

SaskWater’s Code of Business Conduct and Ethics Policy (“Policy”) applies to all SaskWater employees. The Policy is intended to provide SaskWater employees with both general and specific guidelines to protect those faced with ethical, moral, and legal dilemmas during the course of their employment or in carrying out their duties.

SaskWater expects all employees to uphold the corporate values and principles in their work activities and in any area where they could be seen to be representing or acting on behalf of SaskWater. In keeping with this, it is the responsibility of all employees to ensure they are familiar with and stay current on the contents of the Policy as it is updated to reflect the best practice put forward by the organization. In relation to modern slavery, our Policy helps ensure that employees obey fair labour practices, comply with health and safety legislation, promote a respectful workplace, and are aligned with all procurement policies and procedures.

Modern Slavery Risks

As SaskWater's supply chain evolves, we remain vigilant on our supply chain management practices given forced labour, child labour, and human trafficking may be present in our extended supply chains. Risk analysis research is at the developmental stage. Domestic construction and related services are at risk for forced labour. The potential for forced labour and child labour exists through Tier II suppliers. This Tier II risk continues to push us to strive to better understand the vulnerabilities in our current supply chain.

Our Actions to Address Modern Slavery Risks

We understand that getting suppliers to recognize their potential links to modern slavery in their supply chains is an important initial step in combating modern slavery. We work diligently and collaboratively with our suppliers to identify potential vulnerabilities in our collective supply chains.

Vendor Performance Management Program

Through SaskWater's Vendor Performance Management Program, SaskWater staff are empowered to proactively manage their suppliers and associated performance matters to ensure that suppliers conform to SaskWater's performance requirements and ethical standards. SaskWater is currently working to further enhance the Vendor Performance Management Program and its relationship with our financial tracking system to ensure all project and procurement activities have access to all the pertinent information.

If SaskWater becomes aware and reasonably believes that a supplier, subcontractor, or any party for whom they are responsible is violating applicable laws or SaskWater policies, we reserve the right to issue a notice to the supplier requiring immediate corrective action. If the supplier does not take immediate corrective action in accordance with the terms of the notice, SaskWater may direct the supplier to stop all work at the site and/or pause the delivery of product or services until the supplier takes the corrective action. In cases of extreme non-compliance, SaskWater reserves the right to terminate the contract with a supplier and/or suspend that supplier from bidding on SaskWater procurements.

Our Remediation Measures

SaskWater is not aware of any suspected or actual instances of forced labour or child labour in our supply chain, nor are we aware that any vulnerable families have experienced any loss of income as a result of steps taken to address forced labour or child labour. As no issues were identified in this reporting period, no remediation activities were taken.

Our Training and Awareness

Understanding and complying with the Code of Business Conduct and Ethics Policy is a condition of employment at SaskWater and employees must review the policy on an annual basis.

Assessing Our Effectiveness

Developing an assessment mechanism is a current endeavour empowered by the Project Management and Procurement team and their renewal of SaskWater's procurement reporting standards. We acknowledge that the battle against modern slavery is a long-term endeavor, necessitating sustained efforts from all stakeholders across supply chains. SaskWater is committed to continuously improving our approach to assess the progress we are making in addressing risks related to modern slavery and human trafficking.

Report 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 this report for SaskWater. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true and accurate ending March 31, 2026.

Michael Gering
Chair, SaskWater Board of Directors

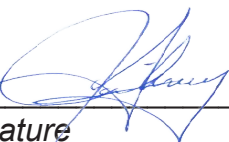


Signature

May 8, 2026

Date

Jacquie Gibney
President & CEO



Signature

May 8, 2026

Date

I have the authority to bind SaskWater.