



Modern Slavery Report 2023

March 18, 2024

MODERN SLAVERY REPORT 2023

Agland Corp.

This Modern Slavery Report (the “Report”) addresses the period from November 1, 2022 to October 31, 2023 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 Agland Corp of Box 10039 Lloydminster, Ab, T9V 3A2.

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, Agland recognizes the important 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 Agland or of goods imported into Canada by Agland.

I. OUR BUSINESS

Agland is an agricultural equipment dealer headquartered in Alberta, Canada. We are a corporation that sells agricultural equipment including tractors, seeding equipment, harvesting equipment, haying equipment. We also sell compact construction equipment and residential equipment such as mowers and compact tractors. We also supply parts and services to support those products. We operate 3 physical locations in Alberta. Our customers are local family farms and businesses.

Agland’s suppliers for parts and equipment are Canadian and American based manufacturers. Our suppliers are well-known, well-respected manufacturers that include John Deere, Bobcat, Brandt, and Degelman.

Policies and due Diligence

Agland 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. 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.

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

Agland uses an employment firm to verify that we are correctly handling employees situations properly so s to not cause harm to the employees. Our Code of Business Conduct is understood and properly applied to our daily activities. Every new employee of Agland must read the contents on our values and policies, , and is informed of how to report wrongdoing.

Our Vision and Mission Statement lay out the general ethics that we expect out of ourselves and our employees:

MISSION STATEMENT

Agland will provide quality products and superior service at a competitive price, through a courteous, trained, and efficient staff. This will enable us to keep & create customers who want Agland to be their primary source for parts, service, & equipment. Integrity in all business dealings is crucial to our reputation and longevity.

VISION STATEMENT

Agland needs to be viewed by all as a *world-class dealership* & all the details & implications of this significant title would include.

- From our Customers' point of view:
Agland needs to provide competitively priced, quality goods, services, solutions & advice to our customers. This needs to be done in a timely manner by professionally trained, friendly employees.
- From our Suppliers' point of view:
Agland needs to be a strong representative for our suppliers in our trade area. In most cases, Agland will be our suppliers' only representative in that area, so we are obligated to do our best for them. The representatives of these suppliers deserve our cooperation and respect. Our main suppliers are the leaders in their industries and deserve our full support.
- From our Employees' point of view:
Agland needs to recruit, train, empower & adequately compensate a staff that can fulfill all of their expectations. We must provide a positive, safe and functional working environment so that employees will be able to work effectively and efficiency, and be happy doing it.
- From Agland owners' point of view:
We want to be a world-class dealership, to be the first choice for the customers, for the suppliers & for the employees. We want to be a well-managed & profitable, growing business.
- From our community's point of view:
We want to be viewed as a respected business in the community, even to those who have no need to do business with us. We have to be a good neighbor and supporter of our community to help make it a good place to work, live & play in.

II. ASSESSING OUR RISK

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

III. OUR PROGRESS AND EFFECTIVENESS

Agland is in the initial stages of adhering to the recommendations of the *Fighting Forced & Child Labour in Supply Chains Act*. We will continue to learn and progress so that we are confident in our compliance.

IV. APPROVAL AND SIGNATURE

This Report was prepared by Cameron Kay, General Manager of Agland, on March 18, 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.agland.ca.

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.

Cameron Kay

General Manager, Agland

March 18, 2024

I have the authority to bind Agland