



Date: May 31, 2025

## **Forced & Child Labour in Canadian Supply Chains 2024 Report for DLF Canada Inc.**

### **Introduction:**

DLF Canada Inc. ("DLF Canada") is a values-driven organization, and we aspire to meet the highest professional, legal, and ethical standards. As such, DLF Canada supports the protection of internationally proclaimed human rights, the elimination of all forms of forced and compulsory labour and the effective abolition of child labour pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. We are committed to ensuring that there is no forced or child labour in our supply chain or in any part of our business.

### **1. About DLF Canada:**

#### **Structure:**

DLF Canada is a federal corporation, with its registered office address at 2200 – 1 Lombard Place, Winnipeg, Manitoba, and its head office address at 1 Greenfield Road, Lindsay, Ontario. DLF Canada has offices and operations in a number of other jurisdictions in Canada.

DLF Canada is a wholly owned subsidiary of DLF Seeds A/S, a Danish corporation, and the operating company of DLF AmbA Group. DLF AmbA Group is a Danish cooperative owned by more than 3,000 seed growers.

DLF Canada employs approximately 145 full-time individuals in Canada in its business operations. DLF Canada does not employ any individuals outside of Canada.

#### **Activities:**

DLF Canada's teams clean, blend, package and ship seed for forage, turf, cover crop, and reclamation to various markets across Canada and abroad including distribution partners, wholesalers, retailers, farmers, and other end users. Annually, DLF Canada ships approximately 43 million pounds of seed.

Current locations of DLF Canada operation include Dawson Creek, BC; DeBolt AB; Nipawin, SK; Winnipeg, MB; Edmonton, AB; Lindsay, ON; Port Hope, ON; Saint-Hyacinthe, QC; and Surrey, BC.

#### **Supply Chains:**

DLF Canada's current supply chains encompass goods and services sourced from countries including Argentina, Australia, Belgium, Canada, Switzerland, Chile, China, Czech Republic, Germany, Denmark, Finland, France, Ireland, Italy, Latvia, Netherlands, Norway, New Zealand, Poland, Sweden, U.S. and Uruguay. The main regions of DLF Canada's seed supply includes seed produced in Canada and the U.S., as well as Europe, South America and Oceania.



**2. Steps taken to prevent and reduce the risk of forced or child labour used in the production of goods sold in Canada and elsewhere:**

Currently, DLF Canada has not taken any steps to prevent or reduce the risk of forced and/or child labour but has, and will continue to, adhere to all international, federal, and provincial legislations and guidelines in relation to forced and child labour in our supply chains.

**3. Our Policies and Due Diligence Process in relation to Forced and Child Labour:**

DLF Canada, as part of its compliance mandate, has a code of conduct for all employees to review and sign off on when hired. The code of conduct is published in DLF Canada's employee handbook and company Intranet for all to review. DLF Canada has, and will continue, to adhere to all international, federal, and provincial legislations and guidelines in relation to forced and child labour in our supply chains.

**4. Assessment and management of DLF Canada's business and its supply chain that carry the risk of forced or child labour:**

DLF Canada considers ways in which activities and supply chains could potentially be directly or indirectly linked to actual or potential risk that forced labour or child labour is used. DLF Canada has not conducted an exhaustive assessment of its entire supply chain, but is in the process of doing so. DLF Canada's reporting mechanism for any violations of its code of conduct is a whistleblower system. Access to the whistleblower system is in the code of conduct.

**5. Measures to remediate any forced or child labour:**

Currently, DLF Canada has not taken any steps to remediate any forced labour or child labour in its activities or supply chains.

**6. Measures to remediate the loss of income of the most vulnerable families that results from any measure taken to eliminate the use of forced or child labour in DLF's business or supply chain:**

Currently, DLF Canada has not taken any measures in this area.

**7. Training to employees on forced and child labour:**

Currently, no actions have been taken to train DLF Canada's staff, suppliers or partners in preventing and reducing risks of forced and/or child labour in their activities and supply chains.

**8. DLF Canada's assessment process on its effectiveness in ensuring that forced and/or child labour is not being used in its business or supply chains:**



No actions have been taken to assess DLF Canada's effectiveness in preventing and reducing risks of forced and/or child labour in their activities and supply chains.

**9. Approval and Attestation:**

In accordance with Section 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the "Act"), I attest that the Board of Directors of DLF Canada Inc. has reviewed and approved the information contained in this report for DLF Canada Inc.

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, and for the financial year ended June 30, 2024.

Date: 5/29/2025

  
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**Neil Douglas**

President & a Director of DLF Canada Inc.

\*I have the authority to bind DLF Canada\*

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