



Date: May 31, 2026

Forced & Child Labour in Canadian Supply Chains 2025 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:

DLF Canada has taken the following steps to prevent or reduce the risk of forced and/or child labour in our supply chains:

- Updated and/or implemented relevant policies
- Updated internal procurement procedures to include compliance & education
- Implemented internal reporting mechanisms for concerns or violations

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.

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

DLF Canada is committed to conducting business ethically and responsibly. The organization maintains the following policies related to human rights and labour practices:

- Modern Slavery Compliance Policy
- DLF Code of Conduct
- Whistleblower and Reporting Program

These policies outline DLF Canada's expectations for employees, suppliers, and business partners and reinforce a zero-tolerance approach to forced labour and child labour. 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.

DLF Canada expects all suppliers and business partners provide safe, humane, and dignified working conditions, ensure fair payment, prohibit the charging of recruitment fees to workers, and maintain transparent employment and labour records. DLF may conduct due-diligence checks, request documentation, and carry out audits to verify compliance.

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 evaluates forced and child labour risks by considering factors such as the geographic location of suppliers, the type of industry or sector involved, the complexity of the supply chain, and the nature of labour used, including any reliance on migrant, seasonal, or low-skilled workers.

The purpose of any risk assessment is to help DLF determine appropriate measures to prevent, mitigate, and address identified risks, and to inform future actions and priorities in relation to forced and child labour. The outcomes of such assessments may be used to inform appropriate preventive and mitigating actions.



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, however, any business partner working for and with DLF who are found to be in violation of its Modern Slavery Compliance Policy will be subject to termination of the business relationship as well as possible legal actions under applicable laws.

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, a training program is in development to train DLF Canada's staff in preventing and reducing risks of forced and/or child labour in its activities and supply chains. Training program components include:

- Understanding forced labour and child labour risks
- Recognizing red flags in supply chains
- Reviewing company policies
- Reviewing reporting procedures
- Understanding the company's obligations under Bill S-211

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:

DLF Canada's assessment process on its effectiveness in preventing and reducing risks of forced and/or child labour in their activities and supply chains includes internal audits of procurement practices, and monitoring reports or concerns raised through internal channels. Planned process additions include supplier compliance reviews and tracking of training completion.

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, 2025.

Date: May 29, 2026

A handwritten signature in black ink, appearing to read "Derek Rodgers", written over a horizontal line.

Derek Rodgers

A Director of DLF Canada Inc.

I have the authority to bind DLF Canada

- End of Report -