

PRIVATE AND CONFIDENTIAL



Belchim Canada
GROWING TOGETHER

**Fighting Against Forced Labour and Child Labour in
Supply Chains Act**

**Belchim Crop Protection Canada Inc.
2024 Report**

Introduction

This report is published in connection with the reporting obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) on behalf of Belchim Crop Protection Canada Inc. (“**BCP Canada**” or the “**Corporation**”). This report covers the Corporation’s financial year ending March 31, 2025. BCP Canada is subject to the reporting requirements of the Act because the Corporation has a place of business in Canada and has assets and revenue in Canada that exceed the threshold tests set out in Section 2 of the Act. The Corporation is in the business of selling goods in Canada and importing goods into Canada that have been produced outside of Canada, as described further below.

BCP Canada is committed to identifying and reducing the risk of forced labour or child labour occurring within our supply chain network. We believe that every person has the right to work in a safe and ethical environment, free from exploitation and abuse. BCP Canada expects suppliers and business partners to uphold these same principles within their operations and to comply with all applicable laws, including human rights and employment standards laws.

Structure, Activities and Supply Chain

BCP Canada is a Canadian corporation and a wholly-owned subsidiary of Certis Belchim NV, which is headquartered in Belgium, and which at its turn is a wholly-owned subsidiary of Certis Belchim BV (the “**Parent Company**”) which is headquartered in the Netherlands. BCP Canada’s headquarters and primary place of business is in Ontario.

BCP Canada is engaged in the importation, registration, sale and marketing of wholesale agricultural products in Canada, specifically crop protection and pest control products. The Corporation targets producers and end-users in horticulture, ornamentals, row crops, turf, vegetation management and specialty markets. As of the date of this report, the Corporation works with around 19 suppliers who manufacture products and sell them to BCP Canada for resale. These suppliers are located around Europe, North America, Africa and Asia.

Policies and Due Diligence Processes

BCP Canada’s parent company has the following two policies in place related to forced labour and child labour. By extension, BCP Canada follows these policies as well.

Anti-Slavery Policy Statement

The Corporation has a zero-tolerance approach to any form of slavery including modern slavery and is committed to acting ethically and with integrity and expects the same behavior from all of its business partners. As part of its contracting processes, BCP Canada will include in its relevant agreements and contracts specific prohibitions against modern slavery. This policy applies to all persons working for BCP Canada or on BCP Canada’s behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

All employees at all levels and business partners must ensure that they have read, understand and comply with this policy. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Furthermore, BCP Canada may terminate the contracts of other individuals and organizations working on BCP Canada’s behalf if they breach this policy.

Supplier Code of Conduct

Pursuant to the Supplier Code of Conduct, BCP Canada specifically prohibits its suppliers from having practices that constitute or may constitute modern slavery in their business operations and supply chains. Suppliers must comply with the prescribed legal and ethical standards that demonstrate a commitment to international standards, human rights, and environmental issues.

If a supplier acts in violation of our Supplier Code of Conduct and consequently causes the Corporation's business activities to indirectly cause adverse human rights impacts, we will work to remediate any such impacts. If it is determined that the situation has not improved despite ongoing guidance, the Corporation will take measures including a potential reconsideration of the business relationship with the supplier. BCP Canada requires all new suppliers to review and acknowledge the Supplier Code of Conduct by signing and returning the "Supplier Declaration".

Potential Risks of Forced Labour or Child Labour In Our Supply Chains

The majority of business operations of BCP Canada are conducted within Canada, and all the employees are located in Canada, as such the risk of forced labour and child labour occurring within the business operations is considered to be relatively low. However, the Corporation recognizes that no sector or industry involved in the production or importation of goods is entirely free from forced labour and child labour risks.

BCP Canada is in the very early stages of identifying risks and has not yet completed the exercise of fully mapping its supply chains, and they acknowledge that their suppliers located in certain jurisdictions and/or servicing certain industries may carry a higher risk of forced labour and child labour.

Steps taken in 2024 to prevent and reduce the risk of forced labour and child labour

As of the date of this report, the Corporation has established an ongoing internal process of identifying parts of its business activities and supply chains that carry risks of modern slavery. In implementing the Anti-Slavery Policy Statement and Supplier Code of Conduct, the Corporation actively assesses its own activities and monitors suppliers. BCP Canada carefully screens its supplier candidates prior to establishing service arrangements.

In the 2024 financial year, the Corporation reviewed and considered BCP Canada's operations and activities and have concluded that there is no risk that forced labour or child labour was used within the Corporation. BCP Canada intends to continue to evaluate its compliance measures in place that are designed to prevent and reduce the risk of modern slavery, in its operations and supply chains.

Remediation Measures

As there was no known risk of forced labour and child labour identified in the supply chain, the Corporation has not taken any measures to remediate the loss for those affected. No individuals or families affected by forced labour or child labour have been identified in the supply chain for remediation measures to be implemented.

Training to Employees

As of the date of this report, the Corporation does not provide specific training or information to employees regarding forced labour and/or child labour. The Corporation is planning to incorporate awareness training regarding this matter and related matters from the Supplier Code of Conduct.

Assessing the effectiveness

For the 2024 calendar year, the Corporation assessed its effectiveness in preventing and reducing the risk of forced labour and child labour in the Corporation's supply chains by collaborating with suppliers, pursuant to the Supplier Code of Conduct, to evaluate their preventative measures and track relevant performance indicators. As we continue to evaluate our compliance measures that are designed to prevent and reduce the risk of modern slavery, we intend to consider, where appropriate, implementing additional measures to assess the effectiveness of any of our processes.

Approval and Attestation

This report was approved pursuant to section 11(4)(a) of the Act by the Board of Directors of Belchim Crop Protection Canada Inc. on May 28, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, Cade Morse, in my capacity as director of the Corporation, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. 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, for the reporting year listed within this report.

Signed by:

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Name: Cade Morse
Title: Director
Date: May 28, 2025

I have the authority to bind Belchim Crop Protection Canada Inc.