

2023 Report – Flaman Sales Ltd.

This report has been prepared by Flaman Sales Ltd. in response to the requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act) for our financial year ending October 31, 2023. This is a joint report, filed by Flaman on behalf of several subsidiaries.

Flaman Sales Ltd. ("Flaman") recognizes that the retail industry we are a part of play an important role in preventing and assessing the risk of forced labour and child labour in Canada's supply chain. We acknowledge the risks of forced labour and child labour and are committed to improvement in our due diligence, risk assessment, remediation, and training processes.

Flaman is committed to respecting, protecting, and promoting the human rights of people impacted by our operations and supply chain.

Organizational structure, activities, and supply chain

Flaman is privately held corporation operating in Canada. Flaman has on average 220 employees in locations across Saskatchewan and Manitoba, and our headquarters are located in Saskatoon, Saskatchewan, Canada.

Flaman is an active member in many industry and business councils, such as: Saskatchewan Chamber of Commerce, North American Equipment Dealers Association, and the Motor Safety Association.

Activities

Flaman is involved in retail trade; our departments cover a wide range of products and services including 1) Agriculture equipment, rentals, parts, and service. 2) Trailers, rentals, parts, and service. 3) Clearance & used equipment and trailers 6) Rentals 7) Grain systems, rentals, parts, service. Our operations and locations are as follows: Retail locations in Saskatchewan: Saskatoon, Swift Current, Prince Albert. Southey, Yorkton, Moosomin. Retail location in Manitoba: Swan River.

Supply chain

Flaman procures a range of goods and services, including short line agriculture equipment, grain system equipment and trailers. Flaman sources all parts and whole goods from Canada and the United States of America.

Steps to prevent and reduce the risks of forced labour and child labour

In the financial year ending October 31, 2023, Flaman has heightened its awareness of the concerning presence of forced labor and child labor within global supply chains as well as here in Canada. Recognizing the gravity of this issue, we are committed to taking decisive action to address it. In the upcoming fiscal year, we are focusing our efforts on developing and implementing measures to counteract these risks.

Policies and due diligence processes

Governance

Flaman is committed to conducting business in an open, and ethical manner. We accomplish this by creating a workplace built on the strength of trust, accountability, and integrity in all of our business practices. It is everyone's responsibility to build and maintain guidelines and policies by supporting and actively participating in the process.

Policies and Due Diligence

Flaman has adopted and is implementing policies that affect the prevention and mitigation of forced labour and child labour.

Current Flaman Policy's include:

Code of Ethics: All members are accountable for adhering to our values, with management leading by example, promoting integrity, and encouraging open communication, while team members collaborate to cultivate trust and address any conflicts or suggestions transparently with management.

Health and Safety Policy for Suppliers & Contractors: Suppliers and contractors must adhere to health and safety standards, cooperating with Flaman Management and ensuring the safety and health of all workers, by following industry practices and regulations. They are also required to provide necessary documentation, such as safe work procedures and proof of training, and furnish a Letter of Good Standing before commencing the contract, along with a WCB Clearance Letter upon completion of work.

Forced labour and child labour risk

Flaman's operations are located in low-risk jurisdictions although we acknowledge that the nature of retail trade, such as labor-intensive processes, subcontracting, and global supply chains, can create potential human rights risks.

To date, our approach to identifying the risks of forced labour and child labour has focused on the sector we operate in, as well as the location of our activities and operations, and on employees, contractors, and direct suppliers at our operating sites.

Remediation measures and remediation of loss of income

To date, Flaman has not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

Flaman is currently developing a supply chain due diligence training plan for employees to increase awareness and capacity to identify, prevent, and respond to modern slavery risks.

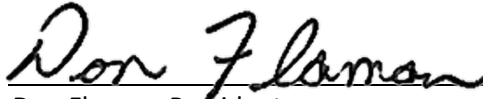
Assessing effectiveness

Flaman is committed to measuring the effectiveness of its efforts to reduce the risks of forced or child labor in its business and supply chain through an assessment and evaluation processes. Flaman aims to identify areas of success and areas for further improvement, ensuring continuous learning and enhancement of its approach to combating forced and child labor.

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 the report for the entity or entities 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 above.

Dated in the City of Saskatoon, Saskatchewan, this 31 day of May 2024.



Don Flaman, President

I have the authority to bind Flaman Sales Ltd.