

Modern Slavery Statement for Simpson Seeds Inc

Fiscal Year: 2023

This statement is made pursuant to the Modern Slavery Act 2023 and sets out the steps that Simpson Seeds Inc has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

About Simpson Seeds Inc

Simpson Seeds Inc., based in Saskatchewan, Canada, is a leader in the processing of lentils and related agricultural products. Our company values that guide our business are INTEGRITY, FAMILY, INNOVATION and QUALITY. Our operations involve the sourcing, processing, and distribution of lentils across various markets. We are committed to conducting our business responsibly and sustainably, ensuring fair working conditions and respecting human rights.

Our Operations and Supply Chain

Our purpose is Nourishing the World. We work to achieve our purpose by working with growers in Saskatchewan to produce pulse crops to feed a growing global population sustainably. We achieve this by working closely with end customers representing various areas within the food chain to supply quality pulses.

Our processing facilities are located in Saskatchewan positioned in the heart of lentil production region in Canada. Our facilities are capable of processing and shipping up to 70,000Mt. We source directly from approximately 3,500 producers in the province. Lentils and other pulses are sold and distributed to national and international markets.

Risk of Modern Slavery Practices

Simpson Seeds Inc does not accept modern slavery practices in any of our business activities, from our third parties or our suppliers. We have zero tolerance for any form of modern slavery, including forced, compulsory or child labour as per International Labour Standards (ILO) standards, physical assault or harassment within our workplace.

Majority of our supply chain originates in Canada where well-established labour laws are in place, lowering the risk of associated modern slavery. Some purchases of supplies and equipment are sourced through third parties outside of Canada.

We are aware that agricultural supply chains have related risks including modern slavery. Based on information from agriculture industry reviews, potential human rights related risks include:

- the use of child labour as per ILO standards
- the use of forced labour
- the health and safety of workers and local communities
- forced resettlement of communities, including indigenous people
- transporting goods over land and ocean with an associated risk of human trafficking through the black market
- discrimination of people.

Actions and due diligence

We identify the need to work to address areas of risk related to modern slavery, as well as, develop policies to address these including; Training of staff, collaboration with suppliers and stakeholders, further identification analysis, improve code of conduct, statement of values and human rights policies, develop audit and monitoring processes.

The company has not identified an incident of forced labour or child labor being used. Therefore, no measures have been taken to remediate an incident related to forced labour or child labour.

Training

We provide training to our staff, that involves identification of harassment, discrimination or violence in the workplace and established reporting mechanisms. Training occurs annually to ensure understanding by employees and communicate any relevant updates or changes to policies.

Further Actions

Over the next financial year, we will continue to enhance our processes to identify, prevent, and mitigate any risks of modern slavery or human trafficking in our business and supply chains.

This statement has been approved by the organization's Board of Directors and is made pursuant to section S-211 of the Modern Slavery Act 2022 for the financial year ending 2023

Signature:



Elyce Simpson Fraser

President & CEO

Date: April 24, 2024