

## Fighting Against Forced Labour and Child Labour Statement

### About this Statement

This is a statement of the steps Walinga Inc. has taken in an effort to ensure modern slavery is not taking place in our business and supply chain. The following document serves as a statement complying with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

### Our company, structure, activities and supply chains

Walinga is a leader in the worldwide Ag Industry for the manufacturing of customized bulk feed transportation and pneumatic conveying equipment. Walinga supplies its equipment to the grain, feed & seed industry offering world wide sales and support. Our head office resides in Guelph, ON (Canada) and have 2 other facilities within Canada.

### Definitions

**child labour** means labour or services provided or offered to be provided by persons under the age of 18 years and that

- (a) are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada;
- (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them;
- (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or
- (d) constitute the worst forms of child labour as defined in article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999. (*travail des enfants*)

**forced labour** means labour or service provided or offered to be provided by a person under circumstances that

- (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or
- (b) constitute forced or compulsory labour as defined in article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930. (*travail forcé*)

*Walinga also uses the following definitions in order to better describe Child Labour:*

**Child** refers to any person under the age of 15, or under the age for completing compulsory education.

**Young worker** refers to a worker who has reached the minimum working age but is not yet 18 years old.

## **Supply Chains**

Walinga seeks to work with suppliers who share our commitment to social, ethical and environmental responsibilities. Our supplier base is mainly in North America but we are aware that some of our suppliers purchase globally.

Our main suppliers provide with the following:

- Materials for building our product and parts (i.e. Steel, Alum, paint, etc...)
- Parts for on our manufactured equipment (i.e. motors, hydraulics, fitting, nuts, bolts)
- Equipment required to process materials and aid in the building process
- Goods and services needed to promote health and safety of our employees
- Infrastructure construction and maintenance
- Fuel

## **Policies and Due Diligence**

No new policies were created in 2023 in relation to Modern Slavery. Walinga is currently updating our recruitment policy to ensure we implement a system for checking 'proof of age' at the time of initial employment.

## **Assessing and Managing Risk**

A risk assessment was completed for the 2022-2023 fiscal year and 2023 to May 2024 business practices and our tier 1 supply chain.

## **Remediation**

Walinga has not identified any force labour or child labour in its business or supply chain, it has not had the need to take any measures to remediate any forced labour / child labour or to remediate any loss to income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chain.

## **Employee Training / Awareness**

Due to this being new legislation no employee training was completed in 2023 fiscal year.

## **Assessing Effectiveness**

Walinga is committed to setting up measures to prevent and reduce the risks of Forced Labour / Child Labour.

## **Looking Ahead**

Our steps to advance human rights is one of continuous improvement. As we develop our program we plan to focus on:

- Completing a formal risk assessment for our company and supply chain.
- Put a system in place for checking proof of age, at the time of employment.
- Integrating expectations into standard business processes
- Increasing employee awareness and training of our human rights commitments

## **Approval**



*Based on my knowledge and having exercised reasonable diligence, I attest that the information in this report is true and accurate.*

A handwritten signature in blue ink, which appears to read "Butch Medemblik". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping tail.

Butch Medemblik, CEO  
Walinga Inc.  
May 10, 2024