



PREMIUM SULFUR FERTILIZERS

TOLL FREE 1-888-512-2121

PHONE 1-780-417-2463

FAX 1-780-416-0843

KegRiver.com

May 14, 2024

For the Reporting Period Ending: June 30, 2023

Illegal Labour Policy

Note to client: This document is a general policy on illegal labour and does not include specific obligations that may be required under **Bill S-211**, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff, which is in force January 1, 2024. If you are a government institution or a private-sector organization that produces, sells, or distributes goods within Canada or imports goods produced elsewhere, please refer to that legislation and add any specific obligations that may apply to your organization.

Intent

This document was developed to address child labour, forced labour, human trafficking, and slavery.

Guidelines

Keg River Chemical Corp. is firmly committed to protecting individuals from the exploitations of illegal labour practices, such as child labour, forced labour, slavery, and human trafficking; such practices are not tolerated by Keg River Chemical Corp. and are strictly prohibited in all forms.

Keg River Chemical Corp. holds itself accountable to the highest ethical standards and complies with and exceeds all relevant and applicable local and international laws pertaining to illegal labour practices. In doing so, Keg River Chemical Corp. never knowingly contracts with or carries on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labour laws.

Compliance

Keg River Chemical Corp. continually monitors its own employment practices and expects the same of those of its vendors, suppliers, and all others conducting business on behalf of the organization in order to ensure compliance with ethical employment standards and protocols.

Should it come to our attention that a supplier, vendor, or contractor is found to be in violation of this policy, Keg River Chemical Corp. will take prompt remedial action in order to address the violation. Remedial measures may include termination of the business contract with the organization that committed the violation.

Employees receive training and practical education to inform them about the harm that illegal labour practices can cause, as well as provide the information and guidance necessary to notice or determine whether illegal labour is used at any point in a supply chain.

KEG RIVER CHEMICAL CORP.

10350 – 21st Street, Edmonton, AB, Canada T6P 1W4



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All real or suspected instances of noncompliance with this policy must be reported to the General Manager immediately.

Due Diligence

In addition to training employees and auditing employment practices, the following practices are in place to reduce associated risks and prevent illegal labour from taking place in any part of Keg River Chemical Corp. business or supply chains:

- Sourcing raw materials from nearby (Canadian when possible), reputable sources; and
- Restricting purchase from countries that have a high likelihood of using illegal labour practices; and
- Informing appropriate staff of our stance on sourcing from dubious countries or suppliers.

Acknowledgement and Agreement

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.

Name: Daryl Schuster

Title: Director

Signature: DSchuster

****I have the authority to bind Keg River Chemical Corp****

Date: Aug 14/2024

Witness: [Signature]