



SaskWater

SASKATCHEWAN WATER CORPORATION
2023-24 AND 2024-25 MODERN SLAVERY REPORT

March 31, 2025



Introduction

This report constitutes Saskatchewan Water Corporation's Report Regarding Modern Slavery (Report), covering our fiscal years 2023-24 and 2024-25 (the "Reporting Periods").

This Report is made on behalf of Saskatchewan Water Corporation (collectively "SaskWater", "we", "us" or "our") pursuant to section 6(2) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act).

SaskWater is filing this report because we support the Act's goals of preventing and reducing the risk of forced or child labour in supply chains. By filing this report, SaskWater is not conceding that the Act applies to it, nor is SaskWater or any provincial agencies or corporations respecting any of the matters addressed by the Act. This filing is without prejudice to any legal rights, defenses, powers, rights, immunities or exemptions that SaskWater may have under any law. This filing does not set a precedent for this or any other similar matter in the future, and we reserve the right to decline to file future reports.

It captures SaskWater's supply chain due diligence practices and our continued efforts towards detecting, preventing, and mitigating the risk of modern slavery. This includes, but is not limited to, forced labour, human trafficking, and exploitation that may be used in SaskWater's supply chains. SaskWater encourages our suppliers to be leaders in their industries and demonstrate a strong commitment to sustainable development by adopting diversity, health and safety, labour, environmental, and ethical principles that ensure the fair treatment and equitable opportunities for all individuals involved in their operations and supply chains.

Our Structure, Business and Supply Chains

Our Corporate Structure and Business Activities

SaskWater is a provincial Crown corporation and a subsidiary of the Crown Investments Corporation of Saskatchewan (CIC). Established in 2002 as a commercial Crown corporation, SaskWater operates under the mandate and authority of The Saskatchewan Water Corporation Act (2002). Its role is vital to providing water and wastewater services across the province.

SaskWater's legislated mandate is to construct, acquire, manage, and operate water and wastewater works, along with other related services, in line with agreements made within Saskatchewan. This mandate is fulfilled by offering utility services on a commercial basis to municipalities, industries, and First Nations communities, supporting both economic growth and the wellbeing of Saskatchewan's population.

SaskWater primarily provides wholesale water services to municipalities, rural water utilities, businesses, and industries across both regional and rural areas. As of April 2024, SaskWater served 77 communities, 11 rural municipalities, 78 rural pipeline associations, 15 industrial clients, and 261 commercial and domestic end-users, reaching approximately 120,400 residents or 9.7 per cent of

Saskatchewan's population. These services include the distribution and treatment of potable water on a wholesale basis, with municipalities responsible for service at the residential or business curb stop. Additionally, SaskWater monitors water facilities remotely for six communities and offers operator training for 29 First Nations communities in the province.

For industrial customers, SaskWater provides non-potable water for processing, with the potash industry being the largest sector served. Currently, SaskWater services seven of Saskatchewan's 10 operating potash mines. With the ongoing construction of BHP's Jansen mine, which will be the province's eleventh mine and SaskWater's eighth potash customer, this service area will continue to grow.

SaskWater owns and operates nine water treatment plants and purchases potable water from the cities of Saskatoon, Regina, Lloydminster, and the Buffalo Pound Water Treatment Corporation to meet the needs of its customers.

The corporation provides a wide range of services in a competitive environment, including:

- Potable water supply
- Non-potable water supply
- Wastewater treatment and management
- Certified operation and maintenance (COM)
- Project management
- Water and wastewater training
- Remote monitoring (ROAM)
- Leak detection audits
- drOPs provided services

Our Supply Chain

SaskWater is committed to responsible procurement and takes social, environmental and ethical considerations seriously in its supply chain processes and supplier expectations. In 2023-24 and 2024-25, 100% of SaskWater's annual purchases were from domestic vendors, with a significant portion of the annual spend focused on construction and infrastructure. SaskWater acknowledges that, while all of our purchases are domestic (Tier I suppliers), there is additional risk of forced and child labour when the Tier I suppliers are distributors, importers or resellers and goods originate outside of Canada. Additionally, SaskWater is aware of the risk of forced labour domestically within construction related services.

Our Policies and Due Diligence Processes

SaskWater's Code of Business Conduct and Ethics Policy ("Policy") applies to all SaskWater employees. The Policy is intended to provide SaskWater employees with both general and specific guidelines to protect those faced with ethical, moral and legal dilemmas during the course of their employment or in carrying out their duties.

SaskWater expects all employees to uphold the corporate values and principles in their work activities

and in any area where they could be seen to be representing SaskWater. In keeping with this, it is the responsibility of all employees to ensure they become familiar with and stay current on the contents of the Policy as it is updated from time-to-time. In relation to modern slavery, our Policy helps ensure that employees obey fair labour practices, comply with health and safety legislation, promote a respectful workplace and follow all procurement policies and procedures.

Modern Slavery Risks

As SaskWater's supply chain evolves, we remain vigilant on our supply chain management practices given forced labour, child labour, and human trafficking may be present in our extended supply chains. Risk analysis research is at the developmental stage. Domestic construction and related services are at risk for forced labour. The potential for forced labour and child labour exists through Tier II suppliers.

Our Actions to Address Modern Slavery Risks

We understand that getting suppliers to recognize their potential links to modern slavery in their supply chains is an important initial step in combating modern slavery. We work diligently and collaboratively with our suppliers to identify potential weak links in our collective supply chains.

Vendor Performance Management Program

Through SaskWater's Vendor Performance Management Program, SaskWater staff are empowered to proactively manage their suppliers and associated performance matters to ensure that suppliers conform to SaskWater's performance requirements and ethical standards.

If SaskWater becomes aware and reasonably believes that a supplier, subcontractor, or any party for whom they are responsible is violating applicable laws or SaskWater policies, we reserve the right to issue a notice to the supplier requiring immediate corrective action. If the supplier does not take immediate corrective action in accordance with the terms of the notice, SaskWater may direct the supplier to stop all work at the site and/or pause the delivery of product or services until the supplier takes the corrective action. In cases of extreme non-compliance, SaskWater reserves the right to terminate the contract with a supplier and/or suspend that supplier from bidding on SaskWater procurements.

Our Remediation Measures

SaskWater is not aware of any suspected or actual instances of forced labour or child labour in our supply chain, nor are we aware that any vulnerable families have experienced any loss of income as a result of steps taken to address forced labour or child labour. As no issues were identified in these reporting periods, no remediation activities were taken.

Our Training and Awareness

Understanding and complying with the Code of Business Conduct and Ethics Policy is a condition of employment at SaskWater and employees must review the policy on an annual basis.


Assessing Our Effectiveness

Developing an assessment mechanism was not part of the last two fiscal years' activities. We acknowledge that the battle against modern slavery is a long-term endeavor, necessitating sustained efforts from all stakeholders across supply chains. SaskWater is committed to continuously improving our approach to assess the progress we are making in addressing risks related to modern slavery and human trafficking.

Report 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 this report for SaskWater. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true and accurate ending March 31, 2025.

Michael Gering
Chair, SaskWater Board of Directors

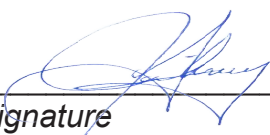


Signature

April 3, 2025

Date

Jacquie Gibney
Acting President & CEO



Signature

April 3, 2025

Date

I have the authority to bind SaskWater.