

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

2025-26 REPORT



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Introduction

This Report constitutes Saskatchewan Power Corporation's Report Regarding Modern Slavery (Report), covering our fiscal year April 1, 2025, through March 31, 2026 (the "Reporting Period").

This Report is made on behalf of Saskatchewan Power Corporation (collectively "SaskPower", "we", or "our") pursuant to the provisions of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act).

It captures SaskPower'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, child labour, human trafficking, and exploitation, that may be used in SaskPower's supply chain. SaskPower prohibits any form of modern slavery within our workforce and supply chain. We also encourage our suppliers to be industry leaders by adopting health and safety, labour, environmental, and ethical standards that ensure the fair treatment and equitable opportunities for all individuals involved in their operations and supply chains.

Our Structure, Activities and Supply Chains

Our Corporate Structure and Business Activities

Corporate Profile

Established in 1929, SaskPower is a provincial Crown corporation governed by *The Power Corporation Act* and serves as Saskatchewan's primary electricity supplier. We are defined by our commitment to support economic growth and enhance the quality of life in our province. Our corporate mission: ensuring reliable and affordable power for our customers and the communities we serve.

Our company's vision, mission and values flow from *The Power Corporation Act* and SaskPower's relationship with Crown Investments Corporation of Saskatchewan (CIC). We support the strategic direction provided by CIC. In turn, CIC is responsive to general government direction as articulated in a variety of ways, such as through the annual Speech from the Throne or formal policy statements.

Pursuant to *The Power Corporation Act*, the President and Chief Executive Officer of SaskPower reports to a Board of Directors appointed by the Lieutenant Governor in Council. Through the Chair, our company's Board of Directors is accountable to the Minister Responsible for SaskPower. The Minister functions as a link between SaskPower and provincial cabinet, as well as the Saskatchewan Legislative Assembly.

Our Operations

At SaskPower, we are committed to supporting economic growth and enhancing the quality of life in Saskatchewan. At the foundation of our business strategy is the pursuit of our vision of powering Saskatchewan's energy future through innovation, performance and service. We work around the clock to provide power generation, transmission and distribution services to over 560,000 customer accounts. Our company prides itself on maintaining one of the largest service areas in Canada — a geographic region of approximately 652,000 square kilometres.

SaskPower is a vertically integrated utility with over 3,300 permanent full-time employees. Our workforce

is composed of members of the International Brotherhood of Electrical Workers Local 2067, members of Unifor Local 649, and out-of-scope employees.

Our company manages over \$16 billion in assets, relying on generation sources that use a wide range of fuels that include natural gas, coal, hydro, wind and solar. This diversity provides a hedge against supply and price volatility, protecting customers from some of the risk inherent in any single fuel. SaskPower has two wholly owned subsidiaries — NorthPoint Energy Solutions and SaskNuclear Incorporated.

Our Supply Chain

SaskPower maintains a diverse and extensive supply chain supported by centralized procurement, contracts management, and logistics functions. As a vertically integrated utility, SaskPower relies on a broad network of suppliers and contractors to support its generation fleet, transmission and distribution networks, information technology and security systems, and corporate operations, including major capital projects and ongoing grid modernization work across Saskatchewan.

To support timely delivery of infrastructure and operational requirements while managing supply, cost, and schedule risks, SaskPower sources goods and services through Canadian suppliers and, where required, international suppliers. Global market conditions — such as commodity price volatility, geopolitical developments, trade policy uncertainty, and extended lead times for certain critical equipment — can affect supplier availability and sourcing strategies.

SaskPower's procurement model generally involves purchasing goods through Canadian manufacturers and distributors, who in most cases act as the importer of record. SaskPower may import goods directly into Canada from time to time (including as the importer of record for customs purposes); however, such direct importation activities were rare and limited during the Reporting Period.

Key procurement categories include generation equipment and materials; transmission and distribution equipment and grid components; and services supporting construction, maintenance, and technology modernization.

SaskPower sets and communicates expectations regarding ethical conduct and labour practices through our procurement procedures and contracting processes. We recognize that forced labour and child labour risks can arise deeper in extended supply chains beyond direct contractual relationships.

Our Policies and Due Diligence Processes

SaskPower maintains policies and standards and continues to enhance policies and procedures to promote responsible procurement and ethical conduct, including supply chain due diligence reviews, supplier onboarding assessments, and supplier performance management throughout the procurement and contracting processes.

We emphasize transparency, accountability, and accessible procurement processes — aiming to source goods and services that meet SaskPower's operational requirements while supporting the local community and aligning with Canadian human rights values and principles.

Employee Code of Conduct

The SaskPower Code of Conduct Policy ("Code") applies to the Board of Directors of SaskPower, SaskPower officers, employees, and contractors, as well as to directors, officers, and employees of SaskPower subsidiaries (collectively "SaskPower Personnel"). The Code is intended to provide SaskPower Personnel 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.

SaskPower expects all personnel to uphold the corporate values and principles in their work activities and in any area where they could be seen to be representing SaskPower. In keeping with this, it is the responsibility of all personnel to ensure they become familiar with and stay current on the contents of

the Code as it is updated from time to time. In relation to modern slavery, our Code helps ensure that SaskPower Personnel obey fair labour practices, comply with health and safety legislation, promote a respectful workplace, and follow all procurement policies and procedures.

Supplier Code of Conduct

SaskPower has a principle-based Supplier Code of Conduct that articulates SaskPower's expectations with respect to a supplier's business integrity, responsible business practices, and responsible treatment of individuals and the environment. SaskPower encourages our suppliers to be leaders in their industries by adopting health and safety, labour, environmental, and ethical principles that ensure the well-being of their employees.

In all activities, suppliers must conduct business in full compliance with the laws, rules, and regulations of the countries and jurisdictions that are applicable to them. Suppliers are expected to take all reasonable measures to apply the Supplier Code of Conduct across their entire business and within their own supply chain.

Procurement Policies

As a provincially owned Crown corporation, SaskPower's procurement practices are grounded in the Crown sector policy framework established by the CIC through the CIC Subsidiary Crown Policy Manual. This manual consolidates CIC policies applicable to CIC subsidiary Crown corporations, including a suite of Crown Sector Procurement policies (e.g., best value procurement, code of conduct, conflict of interest, procurement framework, multi-stage procurement, and vendor debriefing) that provide foundational direction for how procurement is structured and governed across the Crown sector. This foundation reinforces professional, fair, and transparent procurement.

SaskPower also expects suppliers and business partners to support the integrity of procurement processes.

Ethical Reporting and Hotline

SaskPower maintains secure and confidential channels for raising ethical concerns, including suspected breaches of our Code of Conduct and other irregularities. SaskPower is committed to integrity and accountability in its business and supplier relationships. Where an employee suspects wrongdoing — whether internally or involving an external supplier — they may report the concern through established reporting channels, through the disclosure processes referenced under *The Public Interest Disclosure Act*, and/or through confidential and anonymous reporting mechanisms described in SaskPower's Code of Conduct policies and supporting procedures. SaskPower protects individuals who report concerns in good faith from retaliation, consistent with our Code of Conduct.

Due Diligence Processes

SaskPower prioritizes early detection and prevention as integral components of our supply chain due diligence process and anti-modern slavery strategy. In support of preventing and reducing modern slavery risks, we continue to refine our approach through ongoing review of our procurement and contracting practices and by incorporating modern slavery risk management into broader supply chain resilience efforts.

As part of the procurement and contracting process, suppliers are provided with the opportunity to self-assess and submit relevant information. In addition to reviewing suppliers' voluntary disclosures, SaskPower may undertake further due diligence, which may include third-party audits, factory/site visits, adverse media searches, and public database searches (including corporate searches and court filings in Canada and abroad) to support conformance with SaskPower's quality, performance, and ethical standards.

When evaluating global sourcing options — particularly where countries or regions present elevated risks — SaskPower consults relevant guidance, advisories, and alerts published by federal and provincial authorities to inform our understanding of potential risks and help ensure appropriate measures are in place. We also use supplier engagement surveys to gather input on the clarity and impact of our

supplier expectations and ethical standards, supporting transparency and collaboration on fair labour practices across our supply chain.

Forced Labour and Child Labour Risks

While SaskPower has not been made aware of any instances of forced labour or child labour in our supply chain during the Reporting Period, we recognize that these risks persist globally and may exist in extended, upstream supply chains beyond our direct contractual relationships. SaskPower remains vigilant in its supply chain management practices, acknowledging that forced labour, child labour, and human trafficking can occur in complex, multi-tier supply chains. Through ongoing collaboration and engagement with our direct suppliers, we work to identify, prevent, and address these risks where they may arise. We continue to focus our efforts on monitoring, supplier engagement, and targeted, risk-based due diligence to support continuous improvement over time.

Our Actions to Address Modern Slavery Risks

During the Reporting Period, SaskPower took steps to assess and manage modern slavery risks by:

- Updating the corporate procurement procedures to reinforce a zero-tolerance position on forced labour, child labour, human trafficking, and other forms of modern slavery across procurement and supply chains, and to align procurement activity with SaskPower's due diligence approach focused on transparency, risk-based diligence, and continuous improvement. These expectations apply to SaskPower Personnel and are reinforced through the Supplier Code of Conduct for ethical labour practices and leadership in health and safety, labour, environmental, and ethical standards.
- Monitoring for adverse information through mechanisms such as government alerts, foreign sanction databases, and third-party supply chain intelligence platforms; and
- Using supplier engagement activities (including surveys, information sessions) to support transparency and improve clarity of supplier expectations and ethical standards.

If SaskPower becomes aware of credible indicators of forced labour or child labour connected to our activities or supply chain, we may take actions proportionate to the circumstances, which can include supplier engagement, investigation, corrective action planning, enhanced monitoring, and the use of contractual remedies where necessary.

Our Remediation Measures

SaskPower is not aware of any instances of forced labour or child labour during the Reporting Period. Consequently, no remediation activities have been required or conducted.

Our Remediation of Loss of Income

SaskPower is not aware of any vulnerable families that have experienced any loss of income during the Reporting Period. As a result, no remediation activities have been required or undertaken to address loss of income.

Our Training

Understanding and complying with SaskPower's Code of Conduct is a condition of employment for all SaskPower Personnel. Personnel are expected to stay current on the Code, and existing personnel are required to certify their review and compliance on an annual basis, supported by annual Code of Conduct training as part of SaskPower's corporate regulatory course requirements.

During the Reporting Period, SaskPower's Procurement and Contracts team — alongside counterparts

from select Saskatchewan Crown sector organizations — attended a focused learning event delivered through Supply Chain Canada on Canada's supply chain legislation and associated ethical labour risks. Key topics included understanding modern slavery, identifying warning signs in supply chains, understanding Canada's legal framework for forced labour and child labour, applying due diligence in purchasing decisions, and understanding SaskPower's responsibilities under the Act.

Assessing Our Effectiveness

We acknowledge that the fight against modern slavery is a long-term endeavour that requires sustained effort and collaboration across supply chains. SaskPower strengthens its approach by regularly reviewing stakeholder feedback, relevant government advisories and publications, and industry reports to refine how we monitor modern slavery risks and implement targeted responses where appropriate. We also use supplier engagement activities to gather input on the clarity and effectiveness of our Supplier Code of Conduct and related ethical expectations, supporting transparency and constructive dialogue on fair labour practices within our supply chain.

In addition, SaskPower collaborates with utility peers across Canada through industry forums, such as the Supply Chain Council working group of Electricity Canada, to share knowledge, emerging practices, and lessons learned. We use these insights to bring back and apply relevant best practices that further strengthen SaskPower's modern slavery prevention strategies and due diligence over time.

Report Approval and Attestation

The Report is approved by Directors of the SaskPower Board. In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, hereby attest that I have reviewed the information contained in this Report on behalf of SaskPower and the Board of Directors of SaskPower. 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 Period.

Notice

The Report outlines SaskPower's approach and efforts to detect, mitigate and prevent the risk of modern slavery in our supply chains. SaskPower 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 creating this Report, SaskPower is not conceding that the Act applies to it, nor is SaskPower conceding that the federal government has jurisdiction over SaskPower or any provincial agencies or corporations respecting any of the matters addressed by the Act. This Report is without prejudice to any legal rights, defenses, powers, rights, immunities or exemptions that SaskPower may have under any law. This Report 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 report.



I have authority to bind SaskPower

Rupen Pandya
President and CEO

May 28, 2026



I have authority to bind SaskPower

Robert Nicolay
Chair, Board of Directors

May 28, 2026