



## **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](#)**

## **2025 REPORT**

### **Panther Industries Inc. Modern Slavery Statement for the Financial Year ended 2024**

This statement is made pursuant to 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. This statement outlines the approach and initiatives by Panther Industries Inc. (PII) to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing October 1, 2023 and ending September 30, 2024.

Panther Industries is a values driven organization with our key principles being: We vs. Me; Developing People; Opportunity Focused; and Sense of Urgency. These values serve as our guiding lights in day to day operations as well as long-term decision making. Further to this, our Vision is that we “Exceed customer expectations by building collaborative teams with effective communication”. We also “Offer continuously diversified solutions without sacrificing relationships.” This leads Panther into a practice of working with Vendors and Customers that have the highest regard for the business practices and unethical behaviors are not tolerated.

We versus Me brings a collective mindset that recognizes the importance of human rights of Panthers, our customers and our suppliers employees as well as ensuring we only work with those who support fair and equitable labour practices.

Within the Value of Developing People is an understanding that treating all people with dignity and respect in the workplace is an expected behavior. PII is strongly committed to fair employment practices regardless of age, disability, ethnicity, gender, race, religion, sexual orientation or any other status protected by law.

PII works diligently in our sourcing efforts to ensure services and products utilized are with suppliers that provide a safe work environment where workers are treated with respect and dignity. While PII acknowledges that different types of slavery can be hidden in global supply chains as well as potentially our own we do not tolerate discrimination, harassment, any type of abuse or any form of modern slavery, forced labour or child labour.

Throughout the last 12 months Panther Industries have taken strides to further reduce the likelihood of any type of modern slavery within its supply chain by polling all suppliers and following up with them for more details when required.



## Group Structure

Panther Industries Inc. was established in 1979. It trades under the business name Panther Industries Inc. with its head office at Davidson, Saskatchewan. PII is a packager and distributor of commodity chemical products across Western Canada as well as a wooden pallet manufacturer and seller.

Panther Industries is a wholly owned private corporation and a member of the PIC Investment Group which has its headquarters in Saskatoon, Saskatchewan. PII employs around 90 people of very diverse cultures and skill sets within its seven locations in Western Canada.

Panther has its primary location at the head office in Davidson, SK which employs the largest amount of staff and is the only location that packages commodity chemicals. Davidson also manufactures wooden pallets both for internal usage and for sale. The Edmonton, Alberta location primarily manufactures wooden pallets for sale but also distributes packaged chemical. Our Fort Saskatchewan, AB facility solely functions as a railcar transload of liquid products and was sold during this fiscal term. Joining our group in 2024 was City Lumber, a wholesale lumber supplier who operates out of the Edmonton, AB market. Our Sales team is housed in an office in Calgary, AB.

On top of these locations PII operates out of three facilities owned and operated by our customer where we provide wooden pallet repair and production services. These are located in:

- Acheson, AB.
- Balzac, AB.
- Delta, BC.

## Supply Chain

Panther Industries endeavors to work with suppliers that are aligned with our mission statement of "Offering expert services, networked solutions and quality products in a timely manner to our partners." In order to operate our business PII works with around 150 partner vendors located mainly in North America but some that are globally situated as well.

The products that Panther packages are used in a range of applications ranging from Oil and Gas Well drilling to Industrial applications. To function in this industry PII requires sources of chemicals, packaging materials, technical equipment, building and contractor services as well as transportation services. These are all dependent on supply chains that are secure and diverse to ensure timely services and supply.

## Risks in Supply Chain

Currently as part of Responsible Distribution Canada (RDC) these suppliers are measured against a multitude of factors including: Health & Safety, Business Values, Quality Assurance/Quality Control practices, Environmental Impact & Planning, Pricing, Location and Service. Beginning in 2024 our suppliers will be assessed to understand the risk level for any modern slavery issues.



## Actions Taken

Panther is a long-term member in good standing with Responsible Distribution Canada (RDC). As such, we are committed to operating under the guiding principles of their Code of Practice to the highest level. Within that PII will not tolerate any form of human exploitation or modern slavery either within its direct operations or supply chain. Throughout the last 12 months Panther created and distributed a Supplier Survey to further gauge the level of risk within its key suppliers. We are pleased to report that no evidence of Modern Slavery were uncovered in the surveys received nor in the follow ups conducted.

The ESG Foundation statement at Panther is “We are mindful of our footprint. We support our local community with jobs. We do the right thing.” Doing the right thing in respect to this legislation is to commit to continuously improving our systems, policies and procedures to identify, assess and manage risks.

Panther adheres to policies and assessment procedures which ensure that our dealings with suppliers, contractors, customers and employees comply with all laws and regulations to ensure our business practices occur in a legal and ethical manner. These currently include:

- Health & Safety Policy
- Supplier Self Assessments
- Violence, Bullying and Harassment Policy
- Equal Opportunity and Eligibility Policy
- Code of Professional Conduct
- Attendance & Overtime Policy
- Privacy Policy

The supplier self-assessments are updated regularly and function in part with on-site visits when permissible and viable even if no risks have been identified. The assessments are evaluated by a member of the Panther Management team and areas of concern are discussed with the supplier partner to ensure that any deficiencies are noted, addressed and efforted. The assessments themselves are guided by the International Labour Organization in evaluating the labour practices. Further to the standard assessment we added a Modern Slavery Supplier Survey in 2024.

## Risk Assessment

With direct control over the Panther Operations within Canada we are able to ensure safe working conditions where all employees are treated with respect, dignity and fairness in compliance with all labour laws. While PII acknowledges there is potential risk of contributing to modern slavery practices within its operations the risk is and continues to be extremely low.



Within the chemical supply chain and the utilization of product manufactured in the Quindao region of China PII acknowledges this as the area of highest potential risk and will be the area of highest scrutiny moving forward. During the prior year a Supplier Survey was completed and discussed in depth with the vendor. A site visit to China has been proposed and will hopefully occur within the next reporting period. However, the site visits are not deemed necessary due to anything of concern discovered, rather just another measure of accountability and confirmation. All parties involved were found to be acting in accordance with the guidelines of the requirements of Bill S-211. Continued vigilance of this region will continue to be a priority.

### Remediation

Panther works to partner with supplier partners that are value aligned which leads us to vendors who pose zero risk of modern slavery or human rights violations. If an occurrence is found PII will immediately launch an investigation into the deficiencies or violations that are documented. PII will collaborate with the vendor to find appropriate corrective measures and applicable actions to prevent further incidents. PII will monitor the supplier moving forward to ensure there is marked improvement and if the supplier fails or refuses to implement the corrections the business relationship will be terminated.

For this statement year no remediation measures were required as there were no instances of forced labour or child labour identified.

### Remediation of loss of Income

For this statement year no remediation measures were required as there were no instances of forced labour or child labour identified.

### Training

Panther is continually working on developing its people as well as its policies and procedures. Human rights awareness as well as modern slavery is currently being incorporated into new and existing policies. Our focus over the next year will be to continue to raise internal awareness while ensuring all staff are encouraged to bring forward any concerns they have without fear of negative consequences to them. Panther Industries Management are responsible for the training of key employees with roles tying into affected areas of the business. Those responsible for purchasing have been educated regarding the seriousness of safeguarding against Modern Slavery in our supply chain. Effort to continue to further define roles and responsibilities are and will be ongoing to ensure identification of the risks within our supply chain are found and addressed.



### Effectiveness Assessment


At Panther our systems are continuously evolving and adapting to ensure we are doing the best we can do in all facets of our organization. We will assess our actions by:

- Ensuring all suppliers complete and submit updated Supplier Self-Assessment forms ensuring they comply with efforts to eliminate modern slavery risks.
- Review and collaborate with suppliers regarding the information gathered via the assessment, on-site evaluations, meetings and continued interactions.
- Review the number of suppliers requiring remedial measures as well as those that are terminated due to non-compliance or lack of efforts to remedy.
- Report to management the findings of the actions above.

### Sign off

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending September 30, 2024. It has been issued on behalf of Panther Industries Inc.

Signed,

  
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Clayton Schneider  
President  
Panther Industries Inc.

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May 14, 2025  
Date

Please note that the documents provided here are guidelines of our understanding of the current legislation. PII cannot take any responsibility for how Public Safety will interpret Bill S-211.