



Canadian Statement Against Forced Labour and Child Labour in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada's "*Modern Slavery Act*" (the "**Act**")
for the year ending 2023

1. INTRODUCTION

This is a statement made by Cabelas Retail Canada ULC, a Nova Scotia unlimited liability company, a British Columbia unlimited liability company, and Bass Pro Shops ULC, a British Columbia unlimited liability company in respect of the Act, as referenced above.

2. REPORTING ENTITY

Cabela's Retail Canada ULC
Bass Pro Shops ULC

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

16 Retail locations in 7 provinces; Distribution Center in Alberta; Head office in Manitoba and a Website.

85% of suppliers are from North America and 15% international (approximately 10% China, 3% South Asia, 2% other countries)

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

Our Vendor Trade Agreement includes contractual clauses which require vendors to comply with applicable law and prohibit forced labour and child labour. By signing the agreement our vendors agree to follow Vendor Code of Conduct and Minimum Standards.

These clauses prohibit the vendors from forced, indentured, prison labour and human trafficking, and will not knowingly work with vendors who engage in these practices. As per the signed agreement, Vendors are expected to provide their workers with a clean, safe, and healthy work environment in compliance with all applicable, legally mandated standards for workplace health and safety in the countries in which they operate, including residential facilities, where applicable. The vendors are required to observe all pertinent wage and hour laws and regulations governing employee compensation and working hours. The vendors must pay their employees overtime pay at a rate which is higher than regular wages and permit the employees to take all breaks as required by law.

As a part of monitoring process, we reach out to the vendors to renew their Vendor Trade Agreements.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

We have identified some countries where factories are located, for potential risk of forced and child labour. This is currently being reviewed to develop policies and training material. Vendors providing proprietary products where the Company is the Importer of Record for both U.S. and Canadian supply chains will comply with the Responsible Sourcing Policy, declaring the Company's commitment to human rights, sustainable sourcing and prohibiting the use of forced



labour in their operations. This will ensure that no materials in the Vendor's end-to-end supply chain are sourced unethically.

6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

No measures have been taken as no incidents of forced labour and child labour have been identified.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

No measures have been taken as no incidents of forced labour and child labour have been identified.

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

As training material is developed, we will provide to our key personnel owning supplier relationship on understanding key areas such as forced and child labour; reviewing Vendor Code of Conduct with all vendors; communicating responsible sourcing requirements.

9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

As no incidents of forced labour and child labour have been identified no assessment is being conducted on the effectiveness.

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 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. For clarity, I am providing this attestation in my capacity as a director and officer of the above described entities and not in my personal capacity.”

Daniel Gilbertson
Director, Supply Chain
Bass Pro Shops & Cabela's Canada

Date: May 29th, 2024

I have the authority to bind the entities described above.