



This report was made pursuant to Bill S-211, an Act to enact the fight against Forced Labor and Child Labor in supply chain acts. This joint statement outlines the approach and initiatives of Diversco Supply Inc. (875144628) and DyTerra Corporation (863089728). Although we had not yet implemented forced labor and child labor into our supply chain, our fiscal period, January 1 – December 31, 2023, we initiated the analysis of our internal processes and policies to develop and implement strategies for future integration and ongoing process improvement. As we embrace transparency, accountability, and collaboration, we are focused on setting a standard for responsible ethical business conduct.

Diversco is a leading importer and distributor of a wide range of products across a few companies, and several diverse divisions. With a strong focus on quality, reliability, and sustainability, Diversco has established itself as a trusted partner for businesses in various industries. Some of the company's divisions include Propane and Natural Gas Equipment, Scuba Diving, Watersports, Marine Products, Compressed Gas Equipment, and Anhydrous Ammonia Equipment. By importing high-quality goods primarily from the United States, Europe, and Asia, Diversco caters to the needs of businesses across North America.

Diversco operates with a centralized organizational structure to efficiently manage its diverse product portfolio and serve its varied customer base. The company's structure consists of seven divisions, each overseen by a dedicated team of professionals with expertise in their respective fields. These divisions operate semi-autonomously but share departmental services to ensure synergy and coherence across the organization.

Diversco Supply Inc

- **Propane and Natural Gas Equipment Division:** This division focuses on importing a comprehensive range of equipment and accessories for propane and natural gas applications. From regulators and valves to tanks and fittings, Diversco offers high-quality products sourced primarily from manufacturers in the United States. The division is led by experienced professionals with a deep understanding of the propane and natural gas industry.
- **Scuba Diving Division:** Catering to the needs of diving enthusiasts and professionals, this division imports a diverse array of scuba diving equipment from the U.S., Europe and Asia. From diving masks and wetsuits to tanks and regulators, Diversco ensures the availability of top-notch products that meet the highest standards of safety and performance. The division is committed to promoting recreational and professional diving activities while prioritizing environmental sustainability.

- **Watersports Division:** With a focus on fun and adventure on the water, this division imports a wide range of watersports equipment primarily from Asia. From paddleboards and kayaks to water skis and wakeboards, Diversco offers an extensive selection of products designed to enhance the enjoyment of water-based activities. The division collaborates with leading manufacturers to ensure the availability of innovative and high-performance watersports gear.
- **Marine Products Division:** Serving the needs of boating enthusiasts and marine industry professionals, this division imports a diverse range of marine products from the U.S. and Asia. From docks, hoists, and boat/utility trailers to marine accessories, Diversco provides essential supplies to ensure safe and enjoyable experiences on the water. The division works closely with reputable manufacturers to deliver products that meet the stringent requirements of the marine industry.
- **Compressed Gas Equipment Division:** This division specializes in importing a comprehensive range of equipment and accessories for compressed gas applications. From cylinders, valves, fittings, and gauges to hoses, Diversco offers top-quality products sourced primarily from manufacturers in the United States and Europe. The division caters to the needs of various industries, including medical, emergency response (fire), industrial manufacturing (welding), and beverage (CO₂), with a focus on safety, reliability, and efficiency.

DyTerra (Fertilizer and Propane Handling Equipment): Catering to the agricultural sector, this company imports parts and equipment for both fertilizer and propane industries. Not only do they stock and distribute parts and equipment, but they are also a full service and construction operation. DyTerra provides essential solutions for both businesses and consumers across Western Canada. The division works closely with manufacturers to ensure compliance with regulatory standards and best practices.

Diversco operates a robust supply chain to ensure the timely and efficient importation, warehousing, and distribution of its products. The company's supply chain encompasses various stages, from sourcing and procurement to warehousing and delivery, with a focus on quality control, reliability, and sustainability.

The company sources its products from reputable manufacturers and suppliers in the United States, Europe, and Asia. For the Propane and Natural Gas Equipment Division, Compressed Gas Equipment Division, and Anhydrous Ammonia Division, Diversco/DyTerra primarily collaborates with manufacturers in the United States known for their expertise and adherence to industry standards.

Meanwhile, for the Scuba Diving, Watersports, and Marine Products, the company primarily partners with trusted manufacturers in Asia, as well as the U.S. and Europe to ensure the availability of high-quality products that meet the specific standards and needs of its customers.

Diversco maintains strategically located warehouses across the United States and Canada to optimize its distribution network and serve its customer base efficiently. With eight warehouse locations strategically positioned to minimize transit times and reduce shipping costs, the company ensures prompt delivery of orders to its B2B customers. Each warehouse is equipped with state-of-the-art facilities and employs dedicated staff to manage inventory, process orders, and coordinate shipments.

Diversco primarily sells its products through business-to-business (B2B) channels, catering to retailers, wholesalers, and industrial customers across North America. The company maintains strong relationships with its distribution partners and sales representatives, who play a crucial role in promoting its products and providing support to customers. Additionally, Diversco leverages e-commerce platforms and digital marketing channels to reach a broader audience and facilitate online sales.

Quality control and compliance are paramount for Diversco, and the company implements rigorous measures to ensure that its products meet the highest standards of safety, performance, and regulatory compliance. Prior to importation, products undergo thorough quality inspections to verify their adherence to specifications and standards. Additionally, the company collaborates closely with regulatory authorities and industry organizations to stay updated on relevant regulations and certifications, ensuring that its products comply with all applicable requirements.

Diversco is committed to environmental sustainability and takes proactive measures to minimize its environmental footprint throughout its operations. The company prioritizes the sourcing of eco-friendly materials and products, collaborates with manufacturers that adhere to sustainable practices, and implements initiatives to reduce waste and energy consumption in its warehouses and offices. Furthermore, Diversco actively supports environmental conservation efforts and initiatives aimed at protecting marine ecosystems and natural habitats (Sherwood Scuba Marine Conservation).

Diversco is a dynamic and diversified import and distribution company that serves a wide range of industries with its six distinct divisions. By importing high-quality products from reputable manufacturers in the United States, Europe and Asia, the company ensures the availability of essential equipment and supplies for its customers across North America. With a commitment to quality, reliability, and sustainability, Diversco continues to be a trusted partner for businesses in propane and natural gas, scuba diving, watersports, marine, compressed gas, and anhydrous ammonia industries.

At Diversco we ensure all senior executive levels manage policy, procedures, and vendor management. President and Vice President of Operations at DyTerra, along with the President of Operations and General Manager at Diversco. Human Resources for Diversco and DyTerra effectively manage onboarding for their respective units, with training and development under the management of the Director of Sales and each divisions respective managers.

Our company upholds a mandatory Code of Business Conduct for all employees to ensure full compliance with our guidelines. This code outlines the expected behavior and ethical standards that each employee must adhere to in their professional conduct. Additionally, we have implemented an "open door" policy to provide a transparent and accessible process for conflict resolution. This

policy encourages employees to raise any concerns or conflicts they may encounter in a safe and supportive environment, allowing for timely and effective resolution.

In 2023, in preparation of Forced Labor and Child Labor legislation we reviewed all policies and procedures as well as the referenced Business Code of Conduct to effectively implement and bring awareness to the revised policies. In conjunction to the internal policy reviews, we had designed and engineered a Vendor Procurement Policy and Guideline, which incorporates communications, reviews, and compliance enforcement. This will be beneficial for our future vendor partnerships to mitigate forced labor and child labor within our supply chain. We have not identified any forced labor or child labor in our activities or supply chain, nor any remediation measures required.

At Diversco Supply Inc. and DyTerra Corporation, we remain committed to ethical sourcing and supply chain integrity. We are confident that as we move towards minimizing risks associated to forced labor and child labor, with the implementation of the 2023 designed policies and procedures and our continuous improvement initiatives will be successful in preventing the scourge of forced labor and child labor from infiltrating our supply chain.

While we are proud of our philanthropic activities and will continue to strive towards ethical conduct in our work environment, business practices and relationships with all external stakeholders.

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 of the entity or entities listed above. Based on my knowledge, 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 report year listed above.

Full Name, James Huddle

Title, Operations and Purchasing Manager

Date, May 30th, 2024

Signature, 

"I have the authority to bind "Diversco Supply Inc. and DyTerra Corporation."