

May 2024



**7341262 Manitoba Ltd.  
O/A Vickar Ford**

**Modern Slavery Report  
2023**

## 1. Introduction

This report is made on behalf of Vickar Ford (“Company”) and describes the actions taken by the Company during the financial year ending December 31, 2023 to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Act”). This Report constitutes the first report prepared by the Company under the Act.

## 2. Structure, Activities and Supply Chains

The Company is a corporation based in Winnipeg, Manitoba with approximately 70 employees.

The Company specializes in the retail sale of motor vehicles and parts as well as comprehensive vehicle servicing and repairs.

As a dealer of new and used vehicles and their parts, our supply chain is primarily based on the supply chain of automotive manufacturers. Specifically, as an authorized Ford Motor Company of Canada (“Ford”) dealer, the majority of the Company’s procurement spend is with Ford.

Ford Motor Company (NYSE: F) is a global company based in Dearborn, Michigan, committed to helping build a better world, where every person is free to move and pursue their dreams. The company’s Ford+ plan for growth and value creation combines existing strengths, new capabilities, and always-on relationships with customers to enrich experiences for customers and deepen their loyalty. Ford develops and delivers innovative, must-have Ford trucks, sport utility vehicles, commercial vans and cars and Lincoln luxury vehicles, along with connected services. The company does that through three customer-centered business segments: Ford Blue, engineering iconic gas-powered and hybrid vehicles; Ford Model e, inventing breakthrough EVs along with embedded software that defines exceptional digital experiences for all customers; and Ford Pro, helping commercial customers transform and expand their businesses with vehicles and services tailored to their needs. Additionally, Ford provides financial services through Ford Motor Credit Company. Ford employs about 177,000 people worldwide. To learn more about Ford’s commitment to sustainability and The Road to Better, please visit [sustainability.ford.com](https://sustainability.ford.com). Ford’s products rely on the skills of these employees and the support of suppliers. Ford’s goal is to ensure that everything it makes – or that others make for Ford – is produced in a manner that is consistent with local laws and its own commitment to protect the environment and respect human rights, as embodied in its [We Are Committed to Protecting Human Rights and the Environment](#) policy. Ford’s suppliers play a significant role in helping Ford meet this commitment.

## 3. Policies and Due Diligence Processes

Ford has outlined specific conduct guidelines for its business partners and suppliers since 2003 and has a formal Supplier Code of Conduct that applies clear expectations related to respecting human rights, protecting the environment, responsible material sourcing and lawful business practices throughout its value chain. Ford is working with its suppliers in a variety of ways to achieve these requirements.

Ford's longstanding commitment to protecting human rights is grounded in its purpose to help build a better world where every person is free to move and pursue their dreams. Ford was also the first major U.S. automaker to sign the [Action Pledge for the United Nations' International Year for the Elimination of Child Labour](#), which describes the actions companies are taking to eliminate child labor. In signing the pledge, Ford committed to respect human rights by extending policies and due diligence processes, as outlined in its [We Are Committed to Protecting Human Rights and the Environment](#) policy, which prohibits the use of child labor or forced labor in any form prohibits the use or support of human trafficking. Ford explicitly require its suppliers, through its [Supplier Code of Conduct](#) and expect partners and joint ventures to adopt and enforce similar policies and extend them to their own supply chain. As the Chair of the Board of Directors and member of the Responsible Business Alliance and other multi-stakeholder groups, Ford encourages others across industries to adopt best practices to end child labor, forced labor, and human trafficking and address the root causes of these issues.

Ford's policy prohibits forced or compulsory labor, in any form, and requires its business, including all suppliers, comply with ethical recruitment principles. These include prohibiting the use of misleading or fraudulent practices while offering employment, the use of recruitment fees, and the confiscating, destroying, concealing, and/or denying access to employee identity documents.

#### **4. Assessment of Forced Labour and Child Labour Risks**

The Company has not independently engaged in its own risk assessment with regards to forced labour or child labour in its supply chain. As the majority of the Company's supply chain is based on the supply chain of Ford, it relies on the assessment undertaken by Ford with regards to the extent of this risk.

Ford uses a saliency assessment to identify and prioritize the company's key risks associated with human rights, and areas where it can make an impact. Conducted in line with the UN Guiding Principles Reporting Framework, the saliency assessment identified and updated the human rights issues at risk of the most severe negative impacts through our activities and business relationships.

Please see Ford's 2023 Modern Slavery Report [here](#).

#### **5. Remediation Measures**

The Company has not identified any instances of forced labour or child labour in its supply chain, and so no remediation measures have been taken.

#### **6. Remediation of Loss of Income**

The Company has not identified any instances where the measures it has implemented to eliminate forced labour or child labour from its supply chain has led to the loss of income, and so no remediation measures have been taken to address this issue.

## **7. Training**

Training is a critical aspect of reinforcing our ethical culture because it educates our employees on how to apply the standards and principles set forth in our policies in their work activities. At the start of employment all employees are required to review our Employee Handbook. Every year, employees are required to review sections of the Employee Handbook to stay current on our policies and Code of Conduct. Once employees complete their annual review, they are required to certify that they agree to comply with the policies contained in the Code.

In 2023, Vickar Ford achieved an 83% completion rate among employees and Management.

## **8. Assessing Effectiveness**

The Company has not taken any action to assess its effectiveness in addressing risks of forced labour and child labour in its activities and supply chains.

## **9. Approval and Attestation**

This report has been approved by the Board of Directors of Vickar Ford. in accordance with section 11(4)(a)

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.

Full name: Stephen Vickar

Title: Director and President

Date: May 30, 2024



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I have the authority to bind Vickar Ford.