

Compliance Report on Bill S-211: Fighting Against Forced Labour and Child Labour in Supply Chains

Introduction

As a global freight forwarding company with offices in Canada, our organization is committed to adhering to Bill S-211, the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This report details our measures, structures, activities, and policies implemented to combat forced labour and child labour within our operations for the last fiscal year.

CANADA COUNTRY PROFILE

450
EMPLOYEES

7 OFFICES

EXPORT **7,700** Tons

EXPORT **20,000** TEUs

IMPORT **5,500** Tons

IMPORT **48,000** TEUs

251,000 SQF

170,000 Entrées Douanières

LA DIRECTION DE BOLLORÉ CANADA

 **Patrick LAFRANCE**
CEO Canada

 **Benoit MERCIER**
Directeur National des Ventes

 **Joe MONTANARO**
Directeur des opérations

 **Frédéric FONTAN**
CFO Canada



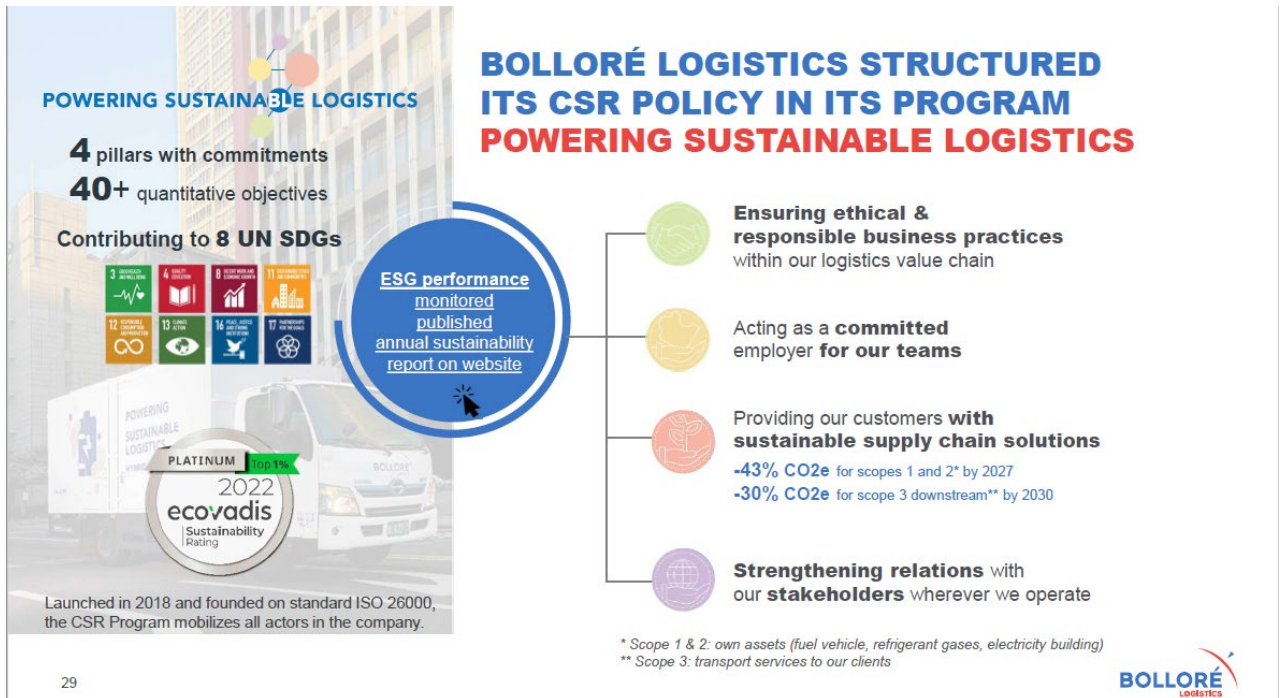
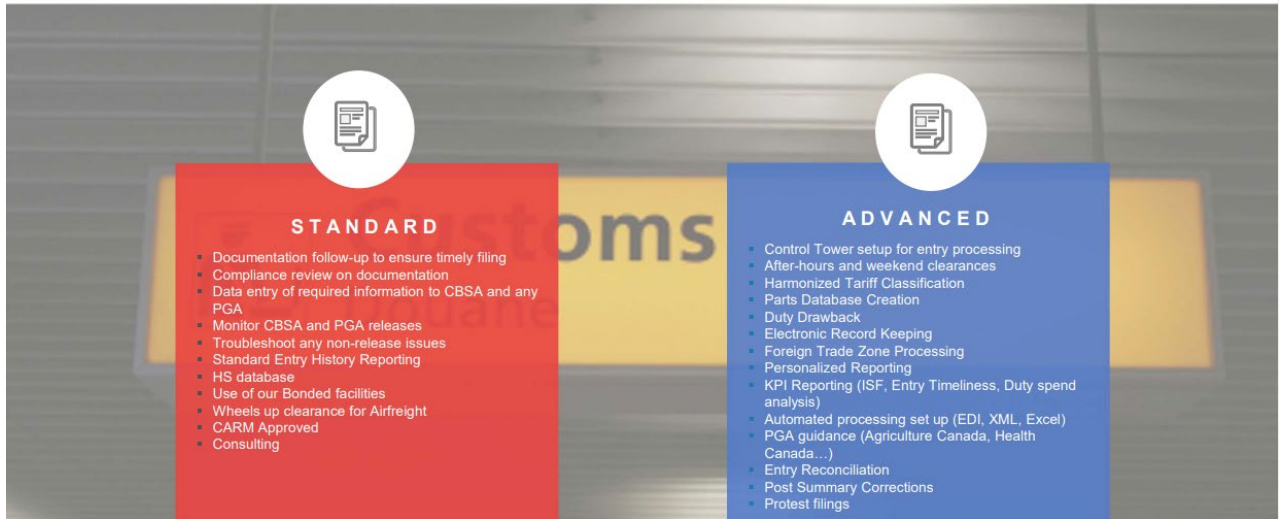
CERTIFICATIONS

- ISO 9001:2015
- ISO 14001 : 2015
- OHSAS 18001 : 2007
- Société Canadienne des courtiers en douane (CSCB) (SCCD)
- FIATA
- IATA
- PIP / PEP

OUR LOGISTICS SOLUTIONS

				
<ul style="list-style-type: none"> Full Container Load (FCL/FCL) Consolidation solutions (LCL/LCL) Break-bulk Reefer containers Conventional transportation Ro-Ro Transportation Vessels Chartering Insurance service Pre- and post- transport operations 	<ul style="list-style-type: none"> Consolidation Direct Flights Express service, A.O.G. Services (24/7) Controlled-temperature Charters Cargo Security checks Palletizing Pre- and post- transport operations 	<ul style="list-style-type: none"> Transborder Canada / USA / Mexico Transport FTL / LTL Intermodal transport Certified PIP E-Commerce solution 	<ul style="list-style-type: none"> Licensed customs broker Compliance program Single point of contact Reports / Statistics Consultation: Database Refunds NAFTA: Assist in completing NAFTA certificates 	<ul style="list-style-type: none"> Tailored made WMS & TMS Solution Design Packaging Services E-Commerce
Supporting customers in their international development	Delivering cutting-edge and pragmatic solutions	Offering our customers a full range of expertise with high added value	Enhancing the experience of our customers	Supporting our customers in their sustainable development

OUR LOGISTICS SOLUTIONS CUSTOMS & COMPLIANCE



Measures to Prevent and Mitigate Forced Labour and Child Labour Risks

Mapping Activities

We conducted a mapping of our supply chains to identify areas at risk of forced or child labour. This assessment was done to ensure we could identify and address potential risks effectively.

Recruitment Information and Internal Controls

To ensure that all workers are recruited voluntarily and under fair conditions, we have established rigorous internal controls. We collect detailed information on worker recruitment processes to confirm that all workers have given their informed consent. These controls are critical to maintaining ethical recruitment practices and preventing exploitation.

Policy Development and Implementation

Our organization has developed and implemented robust policies and due diligence processes designed to identify, address, and eliminate instances of forced or child labour within our operations. These policies are in line with international standards and best practices, ensuring that we adhere to the highest ethical standards. All of our suppliers & employees need to sign our code of conduct.

Additional Information on Measures Taken

To enhance our efforts, we have introduced a comprehensive Code of Conduct and mandatory training programs for employees, focusing on forced and child labour issues. Furthermore, we have established a monitoring system to ensure compliance. Any irregularities identified are promptly and effectively addressed by our compliance committee.

Entity Structure

Our organization is a legally incorporated entity (personne morale), operating as a worldwide freight forwarding company with significant business activities in Canada.

Description of Activities

Our primary activities include the importation of goods produced abroad into Canada. We manage complex global supply chains, ensuring that all operations comply with ethical standards.

Additional Information on Structure, Activities, and Supply Chains

Our global operations are structured to ensure strict adherence to international labour standards. We work closely with our suppliers to promote and uphold ethical practices throughout our supply chains. This collaboration is fundamental to our strategy of mitigating risks related to forced and child labour.

Policies and Due Diligence Processes

Integration of Responsible Business Conduct

We have integrated principles of responsible business conduct into our policies and management systems. This ensures that all our operations foster an ethical environment and adhere to our commitment to preventing forced and child labour.

Risk Assessments

We conduct continuous evaluations to identify and mitigate potential risks associated but not limited to forced and child labour. This proactive done by our compliance committee approach helps us to stay ahead of potential issues and address them promptly.

Identified Risk Elements

Risk Identification

Through our due diligence efforts, we have identified risk elements within our activities and supply chains, particularly concerning our direct (tier one) suppliers and the transport and warehousing sectors. These areas have been flagged and through our vendor Management Process each suppliers needs to adhere to our code of conduct before working with us.

Measures to Mitigate Identified Risks

Regular Reviews and Audits

Our organization has established policies and procedures to evaluate the effectiveness of our efforts in preventing but not limited to forced and child labour. This includes ad-hoc audits and reviews of our policies and procedures to ensure they are effective and up-to-date.

Training and Awareness Programs

Employee Training Program

Training is a critical component of our strategy to combat forced and child labour. We offer a detailed training program that is mandatory for all employees, covering the following key themes:

- **Combating Corruption**
- **Fighting Illegal Agreements**
- **Respecting International Sanctions**
- **Upholding Human Rights**
- **Promoting Diversity**
- **Preserving the Environment**
- **Ensuring Employee Health and Safety**
- **Protecting Personal Data and Cybersecurity**
- **Safeguarding Company Assets**

Employees are informed about our policies, available resources for further information, and the procedures for reporting any violations of the Code of Conduct.

Conclusion

Bolloré Logistics Canada is committed to ethical business practices and the elimination of forced and child labour within our supply chains. We continuously evaluate and improve our strategies to ensure compliance with Bill S-211 and uphold our responsibility towards creating a fair and just work environment for all. This report reflects our ongoing commitment to ethical operations

and our proactive approach in addressing and mitigating the risks of forced labour and child labour.

Approval and 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.”

Full name : Patrick Lafrance

Title : CEO Canada

Date : 28/05/2024

Signature :



“I have the authority to bind Bolloré Logistics Canada Inc.”