

# REPORT ON EFFORTS TO ADDRESS FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

Prepared by Cambrian Ford Sales Inc.

Reporting Period: January 1, 2023 to December 31, 2023

## **1 INTRODUCTION**

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Cambrian Ford Sales Inc. is a company engaged in the purchase of new vehicles from Ford Motor Company of Canada and the subsequent sale of these units to Canadian residents in the province of Ontario Canada. This report outlines our efforts to address forced labour and child labour in our supply chains as mandated by the Forced Labour and Child Labour in Supply Chains Act.

## **2 COMMITMENT STATEMENT**

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Cambrian Ford Sales Inc. is committed to upholding human rights and ethical sourcing practices. We recognize the importance of eradicating forced labour and child labour from our supply chains and are dedicated to ensuring compliance with relevant laws and standards.

## **3 STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS**

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### **3.1 STRUCTURE**

Cambrian Ford Sales Inc. is a single location automotive dealership. Its focus of operations is in Ontario Canada. Its corporate head office is located in Sudbury, Ontario, Canada. As of December 31, 2023, our sales & service location operates under the brand franchise of Ford. Cambrian Ford Sales Inc. operates with approximately 82 full time employees, located exclusively in Canada. Servicing the province of Ontario with Automotive sales, Service, Parts & Collision repairs.

### **3.2 ACTIVITIES AND SUPPLY CHAINS**

Cambrian Ford Sales Inc. does not directly control any activities or supply chains related to the procurement or production of vehicles. All aspects of our supply chain, including sourcing and manufacturing, are handled by Ford Motor Company of Canada.

## **4 RISK ASSESSMENT**

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Given our limited scope of operations focused on vehicle sales, we have assessed our supply chain for potential risks related to forced labour and child labour. Our analysis indicates minimal risk due to the nature of our business and direct engagement with Ford Motor Company of Canada.

## **5 DUE DILIGENCE MEASURES**

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Cambrian Ford Sales Inc. currently does not have specific policies or due diligence processes related to forced labour and child labour. This is because our business model involves purchasing vehicles directly from Ford Motor Company of Canada, a reputable Canadian entity, and selling them exclusively to Canadian individuals or entities.

## **6 MONITORING AND COMPLIANCE**

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We monitor compliance through regular communication with Ford Motor Company of Canada regarding their labour practices and supply chain integrity. While we do not conduct independent audits due to our specific business model, we rely on Ford's assurances of compliance with applicable laws and standards.

## **7 PARTS OF BUSINESS AND SUPPLY CHAINS AT RISK**

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Cambrian Ford Sales Inc. operates within a dealer purchase relationship with Ford Motor Company of Canada and does not control the supply chain or carry any risk of forced labour or child labour at the dealer level. Therefore, we have not taken specific steps to assess or manage such risks within our operations.

## **8 REMEDIATION ACTIONS**

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Cambrian Ford Sales Inc. has not taken any specific measures to remediate the loss of income to vulnerable families resulting from efforts to eliminate forced labour or child labour. Our purchase relationship with Ford Motor Company of Canada limits our ability to directly influence such issues outside of our control as an operating entity.

## **9 TRAINING PROVIDED TO EMPLOYEES**

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No training has been provided to employees specifically on forced labour and child labour due to our current structure and activities within the dealer purchase relationship with Ford Motor Company of Canada. However, we acknowledge the importance of such training and commit to providing it in the future should there be changes in our entity's activities or current supply chain structure.

## **10 ASSESSING EFFECTIVENESS**

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Cambrian Ford Sales Inc. does not have a direct way to assess the effectiveness of ensuring that forced labour or child labour are not being used in the supply chain due to our business relationship with Ford Motor Company of Canada. However, we operate in accordance with the Canadian code of conduct and laws that govern business and individuals in Canada, both federally and provincially, to uphold ethical practices and compliance with labour standards.

**11 REPORTING AND TRANSPARENCY**

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We commit to annual reporting as required by the Forced Labour and Child Labour in Supply Chains Act. This report will be made available to relevant stakeholders, including customers, employees, and government agencies, to demonstrate our commitment to ethical sourcing.

**12 FUTURE COMMITMENTS**

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Moving forward, Cambrian Ford Sales Inc. will continue to prioritize ethical business practices and collaborate with suppliers like Ford Motor Company of Canada to further strengthen supply chain transparency and labour standards compliance.

**13 APPROVAL**

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This Report has received approval from Cambrian Ford Sales Inc. Directors. In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the Report for the entity listed above. Based on our knowledge, and having exercised reasonable diligence, we 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.

**Signature**

Scott McCulloch  
Michelle Caza Joly  
Guerino Nero  
Cambrian Ford Sales Inc.  
Directors/Dealer Principals

Date May 30, 2024

**RESOLUTIONS OF THE DIRECTORS**

**OF**

**CAMBRIAN FORD SALES INC.**  
(the "Corporation")

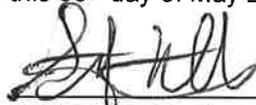
**WHEREAS** the Corporation has prepared a Report On Efforts To Address Forced Labour And Child Labour In Supply Chains for the 2023 financial year (the "2023 Report") as required by the Forced Labour and Child Labour in Supply Chains Act (the "Act");

**AND WHEREAS** the Directors of the Corporation wish to approve and authorize the 2023 Report and the submission of the 2023 Report to the Minister of Public Safety and Emergency Preparedness and the publishing of the 2023 Report on the Corporation's website.

**NOW THEREFORE BE IT HEREBY RESOLVED THAT:**

1. The Directors hereby approve the 2023 Report and authorize any of the directors and/or officers of the Corporation to execute the 2023 Report on behalf of the Corporation.
2. The Directors hereby approve the submission of the 2023 Report to the Minister of Public Safety and Emergency Preparedness.
3. The Directors hereby approve the publishing of the 2023 Report onto the Corporation's website.

**EACH AND EVERY OF THE FOREGOING RESOLUTIONS** are hereby consented to by all of the directors of the Corporation, as evidenced by their respective signatures hereto in accordance with the provisions of section 129(1) of the *Business Corporations Act* (Ontario), this 30<sup>th</sup> day of May 2024.



SCOTT MCCULLOCH



MICHELLE CAZA JOLY



GUERINO NERO