



ANNUAL REPORT

Purpose

This annual report for the 2023 financial reporting year has been created by Cassens Transport Company ("Cassens") and Cassens Transport ULC ("Cassens ULC") for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the "Act"). This is a joint report on behalf of Cassens and Cassens ULC.

Organizational Structure, Activities, and Supply Chains

Cassens and Cassens ULC are related entities in the transportation industry, that ship new vehicles from assembly plants, railheads, ports or storage yards, to dealerships, railheads or storage yards. Cassens ships within the USA and between the USA and Canada. Cassens ULC ships within Canada and between the USA and Canada.

Cassens is principally headquartered in the Edwardsville, Illinois, USA, and Cassens ULC is headquartered in London, Ontario, Canada.

Policies and Due Diligence Processes

Cassens and Cassens ULC maintain general due diligence processes that promote responsible, ethical and legal operations and that are relevant to forced and child labour prevention.

To operate in the United States of America as an interstate carrier, Cassens and Cassens ULC must comply with the Federal Motor Carrier Safety Administration ("FMCSA"), an agency established by the U.S. Department of Transportation, and abide by their regulations. The FMCSA guidelines set the minimum age to operate a commercial motor vehicle in interstate commerce at 21.

To operate in Canada, Cassens and Cassens ULC must comply with the Ministry of Transportation guidelines and regulations. Cassens and Cassens ULC require a Class AZ license to be employed as a driver. The minimum age requirement to acquire a Class AZ license is set by the Ministry of Transportation at 18 years of age.

In addition, Cassens and Cassens ULC maintain employee policies that prescribe duties, responsibilities, and expectations of employment. This includes workplace policies and procedures to operate in compliance with provincial employment standards, human rights, and occupational health and safety legislation.

Steps Taken in Prior Financial Year

The above due diligence processes and policies were in place in the prior financial year. Cassens and Cassens ULC did not take other steps specific to the prevention of forced or child labour, but are exploring what additional steps may be appropriate.

Forced Labour and Child Labour Risks

Moving forward, Cassens and Cassens ULC will be working to identify specific risks of forced labour and child labour that may exist in its supply chain. It is aware that there may be higher risks associated with certain regions, goods, and industries.

Remediation Measures

Cassens and Cassens ULC have not identified any forced labour or child labour in its activities or supply chains. As such, they have not undertaken any remediation measures.

Remediation of Loss of Income

Cassens and Cassens ULC have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, they have not undertaken any income remediation measures.

Training Provided to Employees

Cassens and Cassens ULC provide employee training as part of its onboarding process. This includes training with respect to safe, ethical, and legally-compliant workplace practices and policies. Employees also have access to voluntary training from Truckers Against Trafficking, which is an organization that seeks to educate on human trafficking and modern slavery. Some employees have elected to complete this training.

Effectiveness Assessment

Cassens and Cassens ULC do not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, it will be assessing what measures may be appropriate in the future.

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 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.

IN WITNESS WHEREOF the authorized signing officer(s) of Cassens Transport Company and Cassens Transport ULC have executed this report as of the effective date of the signature set out below.

SIGNED

May 31, 2024

Date

CASSENS TRANSPORT COMPANY

Per: 

Name: MARK BRUECKNER

Title: VICE PRESIDENT - CONTROLLER

I have authority to bind Cassens Transport Company

SIGNED

May 31, 2024

Date

CASSENS TRANSPORT ULC

Per: 

Name: MARK BRUECKNER

Title: TREASURER - CONTROLLER

I have authority to bind Cassens Transport ULC