



*"You're going to drive away smiling!"*

Dunlop Ford Sales Ltd.  
Doug Dunlop Leasing Ltd.  
[www.dunlopford.com](http://www.dunlopford.com)

## **2023 Annual Report on Forced Labour and Child Labour in Supply Chains**

This report is in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This report pertains to the steps taken during the 2023 financial year to prevent and reduce the risk of forced labour or child labour in its operations and supply chain. Doug Dunlop Leasing Ltd. is the controlling entity for Doug Dunlop Leasing, Dunlop Ford Sales Ltd. and Dunlop Ventures Ltd.

### **Organizational Structure, Activities and Supply Chains**

Doug Dunlop Leasing Ltd. was formed in 1972 as an in-house leasing alternative of Dunlop Ford Sales Ltd. which opened in 1964 in Lethbridge, Alberta. Its business activities include the sale and lease of new and used vehicles, as an agent regarding the financing, insurance and warranty products pertaining to a vehicle purchase, sales of vehicle parts and service and vehicle collision repair. Our supply chains include the manufacturing of vehicles and parts and the importation of these goods into Canada.

### **Policies and Processes regarding forced labour and child labour**

We have embedded responsible business conduct into our management system through the mandatory screening of all prospective employees by performing thorough background and criminal checks as well as also requiring copies of personal identity documents.

We emphasize the procurement of goods and services with local businesses, researching their organizational compliance of applicable legislation to mitigate any vendor related risks.

As the majority of our purchases are through Ford of Canada, we have monitored their commitment against the use of forced labour and child labour. This is a direct quote from Ford of Canada's transparency statement: Ford's policy prohibits forced or compulsory labor, in any form, and requires our 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.



## **Business and Supply Chain Risks of forced labour and child labour and steps taken to assess and manage risk**

The fact that our location within Canada, the adherence to all employment legislation and the screening of all potential employees and vendors means that Doug Dunlop Leasing Ltd. and its controlled interests are generally at low risk of any forced and child labor in its direct activities.

Our main supplier of new vehicles and parts is Ford of Canada, a large multinational organization with operations worldwide. This greater scope of geographically diverse functions and suppliers increases the risk of forced and child labour within its own supply chain.

We have assessed that risk in forced or child labour is in our vendor parts and vehicle supply chain exists, and have reviewed Ford of Canada's transparency statement on global modern slavery outlining their commitment against global modern slavery. A link to their statement can be found here: <https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/global-modern-slavery-and-human-trafficking-transparency-statement.pdf>

Doug Dunlop Leasing Ltd. and its controlled entities also purchase goods and services from other third-party suppliers. These goods and services are mainly sourced locally from reputable establishments that have ties to the community.

## **Measures taken to remediate any forced or child labour**

If it has come to our attention that any instance of forced and child labour has occurred that involved our business or supply chains, we will notify the proper authorities and fully cooperate to remedy the situation. We have not, at the time of this report, identified any instances of child and forced labour that require remediation.

## **Measures taken to remediate loss of income that results from the elimination of forced and child labour**

If it has come to our attention that any instance of loss of income from the elimination of forced and child labour has occurred that involved our business or supply chains, we will notify the proper authorities and fully cooperate to remedy the situation.





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We have not, at the time of this report, identified any instances or any adverse effects from measures taken to eliminate the the use of forced and child labour that would require remediation of loss of income.

### **Training provided to employees on forced and child labour**

We are committed to providing our management team any information regarding forced and child labour so they can act on our behalf in a socially acceptable manner.

We provide several avenues of human resource and employment standard legislation to our management team, including but not limited to: HR Infodesk, Canadian Federation of Independent Businesses and Public Safety Canada.

### **Assessment of effectiveness in ensuring that forced and child labour are not used in its business and supply chains**

Our management team is in continuous contact with each other, discussing any potential risks and opportunities for improvement throughout our business. We have also reviewed Ford of Canada's Global Modern Slavery transparency statement as it relates to our main supplier

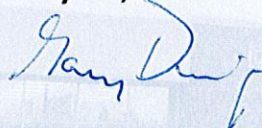
### **Approval of report**

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:** Gary Dunlop

**Title:** Director

**Date:** May 21, 2024

**Signature:** 

**I have the authority to bind Doug Dunlop Leasing Ltd.**