



**EDMONTON KENWORTH LTD.**

**West End**

17335 – 118 Avenue  
Edmonton AB, T5S 2P5  
TEL:(780)453-3431  
FAX:(780)454-6124

**Leduc**

8202 42 Street  
Leduc AB, T9E 8M6  
TEL:(780)612-9855  
FAX:(780)612-3700

**Lloydminster**

6101 – 63 Avenue  
Lloydminster AB, T9V 3T6  
TEL:(780)871-0950  
FAX:(780)871-0926

**Fort McMurray**

11 - 885 Memorial Drive  
Ft McMurray AB, T9K 3T6  
TEL:(780)743-0819

**Body Shop**

2110 – 91 Avenue  
Edmonton AB, T6P 1K9  
TEL:(780)464-1212  
FAX:(780)467-1012

**TRP Edmonton East**

2110 – 91 Avenue  
Edmonton AB, T6P 1K9  
TEL:(780)464-7278

**PacLease East**

2210 – 91 Avenue  
Edmonton AB, T6P 1K9  
TEL:(780)449-3574  
FAX:(780)416-1012

**PacLease Calgary**

7777 – 66 Street SE  
Calgary AB, T2C 4S6  
TEL:1(780)612-3674

# 2024 Modern Slavery Report

## Presidents Statement

Edmonton Kenworth Ltd. is dedicated to conducting all its business affairs with the utmost integrity, adhering strictly to applicable laws, and demonstrating responsible conduct in all interactions with employees, customers, suppliers, and communities. Acknowledging the profound suffering caused by modern slavery and human trafficking, we maintain a steadfast zero-tolerance policy towards any manifestation of these abhorrent practices within our operations and supply chain.

As an authorized Kenworth truck dealership serving the Alberta, Canada region, we understand the enduring obligation we bear to implement effective measures aimed at mitigating the risk of modern slavery, forced labor, and child labor. This commitment extends to direct operations and through our network of service providers.

Our dedication to excellence is reflected in our continuous pursuit of providing top-tier products and unparalleled customer support services, all while prioritizing the well-being and satisfaction of both our employees and customers. Within this commitment lies our unwavering engagement in combatting the risks associated with modern slavery, forced labor, and child labor, underscoring our enduring pledge to uphold the highest standards of ethical conduct.

## Our Organization

Edmonton Kenworth Ltd., is a Canadian controlled private Corporation (CCPC) that was established on February 22<sup>nd</sup>, 1982. The company, a registered Kenworth truck dealership with 8 Alberta locations, specializes in offering the full line of Kenworth trucks, accessories, parts and service for Northern Alberta. Edmonton Kenworth includes a Paclease division that provides premium Kenworth vehicles for customized full-service lease, rental, and contract maintenance programs. Employing 350 employees as of April 2024, Edmonton Kenworth strives to create a diverse and inclusive culture throughout our facilities.

As an award winning premier Kenworth Dealership in North America, we consistently uphold the utmost professional standards and adhere to all applicable laws, regulations, and industry benchmarks. Sustainability is etched in our ethos, and we strive to leave an enduring and beneficial mark on the communities where we operate. We anticipate nothing short of a similar commitment from our suppliers and business associates.



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## Policies and Processes

Edmonton Kenworth is committed to ensuring our suppliers do not include any entities that engages in modern slavery and human trafficking or any form thereof. Many of our existing policies contain provisions which target or contribute to mitigating the risk of slavery and human trafficking taking place in any part of our business supply chain.

Relevant policies include:

- Human Rights and Modern Slavery
- Anti-Discrimination, Harassment & Violence Policy
- Code of Conduct
  - Company Code of Conduct is to deter wrongdoing and to promote, among other things, honest and ethical conduct and to ensure to the greatest possible extent that the Company's business is conducted in a consistently legal and ethical manner.
- Employee Complaints
- Personal Information Protection
- Safety Committee
- Contractor Policy
- Confidentiality
- Employment Opportunities for Disabilities
- Investigative Policy

These policies are monitored regularly by ownership, working closely with all relevant departments within the Company, including human resources, health and safety, operations, information technology and purchasing.

## Steps Taken

The Company upholds a core principle of prioritizing human rights. Our commitment extends to fostering a workplace environment that champions and safeguards fundamental human rights through our conduct and policies. We adhere to established company benchmarks of business conduct and legislated human rights in our interactions with employees, suppliers, and other stakeholders. We require them to refrain from engaging in activities that could lead to human rights violations.

Acknowledging our ongoing duty, we actively work to minimize the risk of modern slavery and human trafficking within our operations, both directly and through our affiliates. To this end, we have implemented and are engaged in the following measures:



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### **Charitable Donations:**

Here at Edmonton Kenworth Ltd., we believe in giving back to the communities that support us. Over the past five years, we've proudly supported a variety of charitable organizations whose missions align closely with our own values. From providing comfort and support to families at Ronald McDonald House and Stollery Children's Hospital Foundation to aiding in the fight against cancer through our contributions to the Kids with Cancer Society and Canadian Cancer Society, we strive to make a meaningful impact where it matters most.

Additionally, we're dedicated to fostering brighter futures for youth in need by partnering with organizations like Big Brothers Big Sisters. Our commitment to supporting survivors of assault and those in vulnerable situations is reflected in our contributions to the Lloydminster Sexual Assault Survivors and Salvation Army. Moreover, we understand the importance of addressing broader community needs, which is why we proudly support initiatives like those led by the United Way.

At Edmonton Kenworth Ltd., philanthropy isn't just about writing a check; it's about embodying the spirit of compassion and generosity in everything we do. Whether it's providing financial support, volunteering our time, or lending a helping hand, we're committed to making a positive difference in the lives of those who need it most.

### **Policy:**

At Edmonton Kenworth Ltd., we are committed to upholding human rights and preventing modern slavery within our operations and supply chain, in accordance with the Canadian Modern Slavery Act. We are dedicated to conducting business ethically and responsibly, ensuring the dignity and well-being of all individuals associated with our company. As such, the company has implemented policy that prohibits all forms of modern slavery, including forced labor, child labor, and human trafficking. We recognize the importance of respecting human rights and are committed to implementing measures that prevent, identify, and address any risks of modern slavery within our organization and supply chain.

### **Supplier Code of Conduct:**

Edmonton Kenworth is committed to ethical business practices and upholding human rights throughout our supply chain. As part of our dedication to combatting modern slavery, we have implemented a comprehensive Supplier Code of Conduct this past year. This code outlines our values and expectations regarding labor practices, human rights, and ethical standards. We have actively communicated this code to our major



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suppliers, ensuring they are aware of our principles and commitments. Additionally, we have integrated the Supplier Code of Conduct into our HR policy handbook, reinforcing its importance within our company's culture. Through these initiatives, we strive to promote transparency, accountability, and respect for human dignity across all aspects of our operations.

### **Training:**

In our efforts to uphold ethical standards and promote fair working conditions globally, mandatory training has been provided through all levels of our organization. This training, developed by the esteemed external organization "Easy Llama," covers critical topics such as forced labor, child labor, and legal requirements outlined in Bill S-211. The 30-minute training encompasses essential compliance steps and ethical practices, ensuring that employees across key departments, including Parts Director, Purchaser, Parts Managers, and senior Parts employees, are equipped to champion fair labor practices. Assessment is integrated into the training via a quiz format, facilitating knowledge retention and accountability. Currently, 9 employees in high-level or senior Parts positions, closest to our supply chain, have undergone and received certificates for this mandatory training.

### **Due Diligence:**

In the last 13 months, over two-thirds of our parts purchases have been directly sourced from the PACCAR warehouse, with the remainder procured through the Direct Ship Program (DSP), which leverages negotiated prices with PACCAR-affiliated suppliers. This strategic approach enables us to access competitive pricing and order directly from suppliers vetted by PACCAR.

PACCAR is a global leader in the design, manufacture, and distribution of heavy-duty trucks, engines, and related aftermarket parts under the brands Kenworth, Peterbilt, and DAF. With a legacy spanning over a century, PACCAR is renowned for its commitment to quality, innovation, and sustainability in the commercial vehicle industry. PACCAR is compliant to the California Transparency in Supply Chains Act, certifying that they comply with all laws and does not engage in slavery or human trafficking.

Headquartered in Bellevue, Washington, PACCAR operates manufacturing facilities and dealerships worldwide, serving customers in various sectors including transportation, construction, and agriculture.



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Our commitment to ethical sourcing and combatting modern slavery is integral to our procurement practices. While the majority of our products are sourced from reputable and transparent partners, we recognize the ongoing need for scrutiny. As such, we prioritize thorough due diligence with our suppliers to ensure alignment with our values and ethical standards.

Central to this due diligence is the communication of our Supplier Code of Conduct to our major suppliers. This helps to ensure that each supplier is fully aware of our expectations and commitments. This proactive engagement fosters transparency and accountability across our supply chain.

By embedding our Supplier Code of Conduct into our due diligence procedures, we reaffirm our dedication to upholding human rights and ethical business practices. Through these concerted efforts, we aim to mitigate the risk of modern slavery and foster a culture of integrity and responsibility within our organization and beyond.

Looking ahead and beyond May 2024, Edmonton Kenworth remains committed to ongoing evaluation and enhancement of our approach to due diligence and risk assessment. We recognize the importance of continually refining our processes to address emerging challenges and evolving best practices in ethical sourcing.

Should areas for improvement be identified through our ongoing assessments, we are dedicated to implementing necessary changes in the coming years. By remaining vigilant and responsive to potential areas of enhancement, we aim to strengthen our ethical sourcing practices and further mitigate risks within our supply chain.

### Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Edmonton Kenworth Ltd.

Per: 

Full Name: Gary King

Title: Principal President of Edmonton Kenworth Ltd.

Date: 21 May 2024