



G.W. ANGLIN MANUFACTURING INC (Reg. Bus. No. 845918689): BILL S-211 REPORT -REVISED
SEPTEMBER 9, 2024 for Fiscal Year 2022-2023

Company Background:

G.W. Anglin Manufacturing Inc. is a Canadian-controlled private corporation headquartered in Windsor, Ontario since 1967. GWA has locations throughout Canada: one in Etobicoke, Ontario, one in Tecumseh, Ontario and the third in Laval, Quebec. GWA serves the heavy-duty and commercial truck market through its two main business channels: distribution and manufacturing and vehicle upfitting. The company produces goods in Canada, reflecting the regions where it primarily sells and distributes products.

Risk Assessment:

Vendor Review & Onboarding

Given the multiple aspects of its business, GWA conducts a mapping exercise to understand its supply chain and assess business risk. This risk evaluation includes factors like supply, pricing, availability, and a supplier's ability to deliver products on time. As part of this mapping exercise, GWA includes site visits when appropriate.

GWA's supply chain, regardless of business channel, is predominantly composed of entities with established track records in regions with robust employment laws and workplace safety standards. This method is complemented by vendor research, which includes:

- Discussions with management
- Better Business Bureau reputational review
- Supplier capacity analysis

There are instances where GWA conducts a site visit as part of the final decision-making process to determine whether to onboard a vendor.

Once a vendor has been onboarded, GWA continues to monitor its performance annually. As part of this process, GWA may conduct site visits for key suppliers or follow up with suppliers where major concerns were noted during previous site visits.

Entities with a Risk of Forced Labour:

GWA has always strived to avoid dealing with companies that, directly or indirectly, carry a risk of forced labor or child labor.

As we have developed our business throughout the last 57 years, we have not found an instance of forced or child labour.

Going Forward:

GWA is planning to expand its policies and due diligence process for its supply chain. This effort will include:

- A review of the supply chain with a focus on preventing forced labor and child labor
- Development of enhanced training for key stakeholders, emphasizing the risks of forced labor and child labor
- Instituting a Supplier Code of Conduct sent to the vendors along with child labour questionnaire as necessary
- Update the Company's Charter to include preventing the use of forced labour and child labour.

As part of this review, we will engage with our supply chain partners to understand their practices and policies, aiming to develop best practices. Where necessary, we will consider adding or modifying contractual clauses to incorporate responsible business conduct into our policies.

Our company charter and policies are included in our initial training and specify how employees are to be treated in the workplace and how to treat one another with respect. The requirement for all GWA employees to complete training regarding the prevention of forced labour and child labour is seemingly unnecessary as there are only a limited number of GWA employees who have input on changes to the supply chain regardless of whether it's the manufacturing division or the distribution/retail side of GWA. However, we will require those who engage with current and prospective vendors to complete annual training to increase awareness and prevention of forced and/or child labour.

Additionally, on the product procurement side of our business, we will provide a Supplier Code of Conduct stating that child/forced labour are not tolerated. GWA's vendor onboarding forms will include a child/forced labour questionnaire that vendors must complete to be considered. These forms are reviewed not only by our product management team but are reviewed and approved by our Chief Executive Officer.

We will continue to rely on our industry partners and the relationships we have with Export Development Canada (EDC) and the Trade Commissioner Service (TCS), given our shared alignment with Canada's commitment to contribute to the fight against forced labour and child labour.

"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."



Loris Boschin, CEO

Date: September 10, 2024

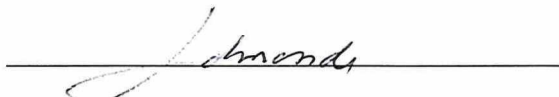
"I have the authority to bind G.W. Anglin Manufacturing Inc.



Robert Edmonds, Secretary, Board of Directors

Date: October 8, 2024

"I have the authority to bind G.W. Anglin Manufacturing Inc.



Gregory Edmonds, Chairman, Board of Directors

Date: October 8, 2024

"I have the authority to bind G.W. Anglin Manufacturing Inc.