

May 2024

Forced Labour and Child Labour in Supply Chains Act Report

1. Introduction

This report is made on behalf of Grimsby Ford Motors Holding Inc. ("Company") and describes the actions taken by the Company during the financial year ending December 31, 2023 to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("Act"). This Report constitutes the first report prepared by the Company under the Act.

2. Structure, Activities and Supply Chains

The Company is a corporation based in Grimsby, Ontario.

The Company specializes in the retail sale of motor vehicles and parts as well as comprehensive vehicle servicing and repairs. We exclusively represent new Ford brand of products. We sell all brands of vehicles in our used operations and, provide service for most automotive brands.

As a dealer of new and used vehicles and their parts, our supply chain is primarily based on the supply chain of automotive manufacturers. Specifically, as an authorized Ford dealer, the majority of the Company's procurement spend is with Ford of Canada. We provide the following URL for direct access and reference:

<https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/global-modern-slavery-and-human-trafficking-transparency-statement.pdf>

We also purchase goods and services from other third party suppliers. The list is extensive and subject to daily change. Note: all goods and service providers must have an HST number or we generally do not do business. As such, we anticipate our external goods and service providers are compliant as a registered company in Canada.

3. Policies and Due Diligence Processes

The Company's Forced Labour and Child Labour in Supply Chains policy demonstrates the commitment to contribute to the fight against forced labour and child labour by ensuring that the risk of forced/child labour being used in our supply chain is being assessed. This policy is to reiterate that the Company's management is committed to providing a cohesive working environment that fosters equality, mutual respect, protection, and human rights for all workers including those that are employed within our supply chains. This policy applies to the Company, those we do business with, including, but not limited to, suppliers, vendors, and contractors.

4. Assessment of Forced Labour and Child Labour Risks

The Company has not independently engaged in its own risk assessment with regards to forced labour or child labour in its supply chain. As the majority of the Company's supply chain is based on the supply chain of Ford of Canada, it relies on the assessment undertaken by Ford of

Canada with regards to the extent of this risk. Ford Motor Company's Global Modern Slavery and Human Trafficking Statement can be found at:

<https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/global-modern-slavery-and-human-trafficking-transparency-statement.pdf>

5. Remediation Measures

The Company has not identified any instances of forced labour or child labour in its supply chain, and so no remediation measures have been taken.

6. Remediation of Loss of Income

The Company has not identified any instances where the measures it has implemented to eliminate forced labour or child labour from its supply chain has led to the loss of income, and so no remediation measures have been taken to address this issue.

7. Training

In 2024, the Company will provide mandatory training on DealerPILOT, a third-party Human Resource and Safety Solutions Company. This training will be company-wide. The training will consist of a visual presentation and a quiz that requires completion by all employees. All training records are kept electronically.

8. Assessing Effectiveness

The Company has not taken any action to assess its effectiveness in addressing risks of forced labour and child labour in its activities and supply chains.

9. Approval and Attestation

This report has been approved by the Board of Directors of Grimsby Ford Motors Holding Inc. in accordance with section 11(4)(a) of the Act.

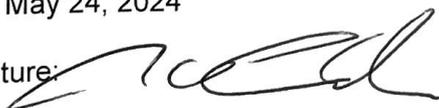
In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report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

Full name: Robert Clark

Title: President

Date: May 24, 2024

Signature:



I have the authority to bind Grimsby Ford Motors Holding Inc.