

This report is submitted by George Stockfish Ford Sales (1987) Ltd. in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

This report has been prepared for the calendar year ended December 31, 2023.

George Stockfish Ford Sales (1987) Ltd.'s owner/director approved this report on May 29, 2024.

## **Who We Are**

George Stockfish Ford Sales (1987) Ltd. (business number 120610993) is a private corporation, incorporated December 1, 1986 in the province of Ontario. We are a full service Ford automobile dealership and a Carstar body shop and provide sales and repairs of several makes and models of vehicles. Our organization is located in North Bay, Ontario, and we had an average of 80 employees during 2023.

## **Our Supply Chains**

We rely on Ford Motor Company of Canada Ltd. for our supply of new vehicles and parts. As for our used vehicles, they come to us usually via trade-ins from customers or other dealerships around the province. We work with many suppliers for secondary market parts; the vast majority of which are in Canada. Less than 1% of our direct purchases in 2023 were from suppliers outside of Canada. On those occasions where new vehicles had to be imported, this was done by Ford Motor Company of Canada Ltd, and not by George Stockfish Ford Sales. All importations, whether initiated directly by us, or by Ford Motor Company of Canada Ltd, were from the United States.

Our supply chain does not include the purchase of any raw materials and we do not engage in any manufacturing activities.

## **Risks of Forced Labour or Child Labour in Our Supply Chain**

George Stockfish Ford Sales' exposure to forced labour and child labour risks is considered low as the nature of our business requires procuring supplies and materials from mostly Canadian wholesalers and manufacturers who must follow the same employment standards and guidelines as we do.

Our current ability to trace the origin of certain products or inputs is constrained due to our role as a downstream purchaser. Nonetheless, our suppliers are expected to provide a safe working environment and to remain in compliance with all health and safety laws applicable to their operation.

## **Preventing and Reducing Risks of Forced Labour and Child Labour**

Although we do not have internal policies specifically relating to preventing and reducing risks of forced labour and child labour, George Stockfish Ford Sales diligently adheres to Ontario's Employment Standards Act (ESA) which sets the rules about minimum wage, hours of work,

termination of employment, public holidays, pregnancy and paternal leave, severance, vacation and more.

Considering our limited ability to trace the origin of all of our supply chain links, we have not developed any internal policies in relation to forced labour and child labour for our suppliers.

## ***1. EMPLOYEE TRAINING ON FORCED LABOUR AND CHILD LABOUR***

George Stockfish Ford provides all employees with a Policies and Procedures Handbook that includes guidelines of conduct, health and safety policies, and major sections of the Employment Standards Act (ESA). Adherence to the Handbook is mandatory for all employees at all levels of operation. No specific training is done relating to forced labour and child labour.

## ***2. HOW WE MONITOR OURSELVES AND OUR SUPPLIERS***

We maintain internal accountability standards through our Policies and Procedures Handbook, which includes guidelines of conduct, responsibilities of employees, and clear methods of reporting incidences. We prohibit retaliation against anyone who reports a concern in good faith.

We are not in a position to audit any of our contractors or suppliers to ascertain if they meet standards regarding forced labour and child labour.

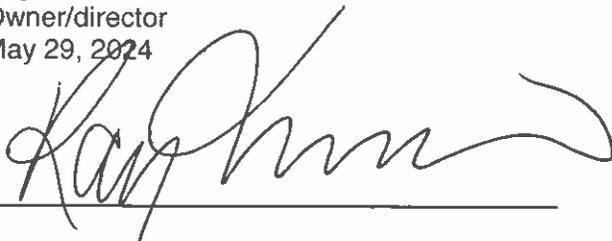
## **How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains**

As of December 31, 2023, George Stockfish Ford Sales has not faced situations of forced labour or child labour and has therefore not had to remedy and rectify such situations.

### ***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.

Ray Irwin  
Owner/director  
May 29, 2024



A handwritten signature in black ink, appearing to read 'Ray Irwin', is written over a horizontal line.

I have the authority to bind George Stockfish Ford Sales (1987) Ltd.