



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

October 1, 2022-September 30 2023 Annual Report
Completed May 31, 2024

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STEPS TO PREVENT AND REDUCE RISK

Our actions to prevent and reduce the risk of forced labour and child labour in supply chains.

The Government of Canada introduced new legislation, effective January 1, 2024, which requires entities to submit a report to the Minister of Public Safety on or before May 31 of each year. The report should cover:

- The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity
- Its structure, activities and supply chains
- Its policies and due diligence processes in relation to forced labour and child labour
- The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk
- Any measures taken to remediate any forced labour or child labour
- Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains
- The training provided to employees on forced labour and child labour
- How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

No steps were taken in the 2022/2023 fiscal year due to the introduction of new legislation, effective January 1, 2024. Great West Kenworth is implementing the steps outlined in this report to ensure compliance for the 2023/2024 fiscal year.



OUR BUSINESS

S&M Kenworth, incorporated on October 1, 1950, changed its name to Great West Kenworth LTD in 1995. Great West Kenworth is a franchise dealer of PACCAR, a global technology leader in the design, manufacture, and customer support of premium light-, medium-, and heavy-duty trucks under the Kenworth, Peterbilt, and DAF nameplates. PACCAR also designs and manufactures advanced diesel engines, provides financial services and information technology, and distributes truck parts related to its principal business. Great West Kenworth has seven locations, all in Alberta, Canada, and supports the heavy-duty truck industry with truck sales, parts, and service.

BALZAC

- PACCAR Dealer Code: S027
- Established July 18, 2022
- Staff: 25-30
- Service Bays: 10
- Body Shop Bays: 0
- LNG/CNG Bays: 4
- Wash Bays: 1
- Mobile Bays: 0

FOX CREEK TRP

- PACCAR Dealer Code: V911
- Established Dec 1, 2021
- Moved February 26, 2024
- Staff: 2
- Bay: 0

CALGARY

- PACCAR Dealer Code: S001
- Establish: 1970
- Staff: 95-110
- Service Bays: 26
- Body Shop Bays: 6
- LNG/CNG Bays: 0
- Wash Bays: 2
- Mobile Bays: 1

CLAIRMONT | GRANDE PRAIRIE

- PACCAR Dealer Code: S023
- Established: 1984
- Current Location: 2004
- Staff: 50-60
- Service Bays: 11
- Body Shop Bays: 6
- LNG/CNG Bays: 0
- Wash Bays: 1
- Mobile Bays: 1

RED DEER

- PACCAR Dealer Code: S008
- Established: 1981
- Staff: 25-35
- Service Bays: 15
- Body Shop Bays: 0
- LNG/CNG Bays: 0
- Wash Bays: 1
- Mobile Bays: 1

REDCLIFF | MEDICINE HAT

- PACCAR Dealer Code S025
- 1st Time 1977-1984
- 2nd 2006-2015 Parts only
- 3rd Established 2016
- Staff: 10-15
- Service Bays: 10
- Body Shop Bays: 0
- LNG/CNG Bays: 0
- Wash Bays: 2
- Mobile Bays: 0

LETHBRIDGE

- PACCAR Dealer Code: S002
- Establish 1980-84
- Established 1995-2008 in H&R
- Current location 2008
- Staff: 15-20
- Service Bays: 9
- Body Shop Bays: 0
- LNG/CNG Bays: 0
- Wash Bays: 0
- Mobile Bays: 0



ACTIVITIES

Great West Kenworth is proud to offer exceptional truck servicing throughout Alberta. With over 50 years of experience, we have established ourselves as a leading provider of Kenworth trucks in Alberta and Northwest Canada’s heavy-duty truck industry.

Our commitment to excellence extends to our parts department, where we are ready to serve our customers online, by text or call, and in-store. Whether you require a new engine, body, suspension part, or a chrome accessory, our knowledgeable team of parts technicians is here to assist you. Even if you find yourself in the field without access to a parts store, our convenient online parts store allows you to order and receive the necessary parts quickly.

When it comes to purchasing a new or used truck, our dedicated sales teams in Calgary, Red Deer, Lethbridge, and Grande Prairie are always available to guide you through the process.

SUPPLY CHAINS

Great West Kenworth is a franchise dealer of PACCAR and is obligated to source the distribution of merchandise and services through PACCAR and its dealer and supplier network. PACCAR is committed to ensuring that its suppliers do not use slave labor or engage in human trafficking. PACCAR’s Supplier Code of Conduct prohibits suppliers from using forced labor of any kind.

PACCAR suppliers certify that they comply with laws regarding minimum employment age, working conditions and compensation, and do not engage in slavery or human trafficking. Noncompliance is grounds for termination and elimination from the PACCAR supply base.

PACCAR suppliers are required to conform to all stated specifications. Current PACCAR Corporate, Truck Division and PACCAR Parts Specifications are maintained on the Supplier Portal, suppliers should refer to this site for the most recent versions of these standards. Updated specifications and part drawings are communicated to PACCAR suppliers by the Purchasing Manager through the PACCAR Purchasing System.

PACCAR suppliers are also required to comply with all applicable government standards such as the Federal Motor Vehicle Safety Standards.



POLICIES AND PROTECTIONS

We have policies designed to prevent forced labour and child labour.

Introduction

Great West Kenworth, as a franchise dealer of PACCAR, is committed to ensuring that its supply chains are free from forced labour and child labour. PACCAR's Supplier Requirements and Code of Conduct, which prohibits suppliers from using forced labour of any kind and mandates compliance with laws regarding minimum employment age, working conditions, and compensation, serves as the guiding framework. Noncompliance with these standards is grounds for termination and elimination from the PACCAR supply base and partnerships

Scope

This policy applies to all employees, suppliers, and subcontractors of Great West Kenworth.

Key Principles

- **Commitment to Ethical Sourcing:** Great West Kenworth is obligated to source the distribution of merchandise and services through PACCAR and its dealer network. Adherence to PACCAR's Supplier Requirements and Code of Conduct, which prohibits forced labour and human trafficking, is mandatory.
- **Supplier Compliance:** Suppliers must certify their compliance with laws regarding minimum employment age, working conditions, and compensation. Suppliers are required to confirm that they do not engage in slavery or human trafficking. Any supplier found to be non-compliant will be subject to termination and removal from the supply base.
- **Due Diligence and Risk Assessment:** Great West Kenworth will conduct risk assessments on supplier's outside of PACCAR's providers when required to identify and address potential risks of forced labour and child labour within its supply chains. The company will engage with those suppliers to ensure they understand and adhere to the ethical standards set forth.
- **Monitoring and Auditing:** Monitoring and audits of will be conducted with suppliers that PACCAR or it's dealer network has neither engaged in the present nor utilized in the past to ensure compliance with the Supplier Code of Conduct. Any findings of non-compliance will be addressed promptly with corrective action plans.
- **Training and Awareness:** Employees responsible for approving purchasing and importing of goods will receive training on the importance of ethical sourcing and the risks of forced labour and child labour. Training programs will cover the PACCAR Supplier Requirements and Code of Conduct, reporting mechanisms, and the implications of non-compliance.
- **Reporting and Transparency:** Great West Kenworth will prepare and submit the required questionnaire detailing efforts to combat forced labour and child labour in its supply chains.



Implementation

- Internal Procedures: Develop and implement internal procedures to ensure compliance with this policy. Assign responsibility for policy enforcement to designated personnel.
Supplier Engagement: Communicate the policy and PACCAR's Supplier Code of Conduct to all suppliers. Include compliance requirements in supplier contracts and agreements.
Corrective Actions: Implement a system for addressing non-compliance, including termination of contracts with suppliers that fail to meet the required standards.

Conclusion

Great West Kenworth is dedicated to upholding the highest ethical standards in its supply chains. By adhering to this policy and PACCAR's Supplier Code of Conduct, the company aims to contribute to the global effort to eradicate forced labour and child labour.

ASSESSING AND MANAGING RISK

Great West Kenworth will conduct risk assessments on suppliers outside of PACCAR's network when necessary to identify and address potential risks of forced labor and child labor within its supply chains. The company will engage with these suppliers to ensure they understand and adhere to the ethical standards set forth.

TRAINING

Employees responsible for approving the purchasing and importing of goods will receive training on the importance of ethical sourcing and the risks of forced labor and child labor. Training programs will cover the PACCAR Supplier Requirements and Code of Conduct, reporting mechanisms, and the implications of non-compliance.

ASSESSING EFFECTIVENESS

Great West Kenworth is committed to addressing the risks of forced labor and child labor in our business and supply chains. As described in this report, Great West Kenworth has introduced several processes to reduce these risks. However, to date, no actions have been taken to assess the effectiveness of these measures.



APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, I, the undersigned, attest that I have reviewed the information contained in this report for the entity specified below. 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 Period of October 1, 2022 to September 30, 2023.

I make the above attestation in my capacity as the Executive Vice President of Great West Kenworth LTD.

I have the authority to bind Great West Kenworth LTD

Adam Czarnecki
Executive Vice President
Great West Kenworth Ltd.
5909 6 Street SE, Calgary AB T2H 1L8
PACCAR Dealer Code: S001 Calgary, AB (Head Office)
PACCAR Dealer Code: S002 Lethbridge, AB
PACCAR Dealer Code: S008 Red Deer, AB
PACCAR Dealer Code: S023 Clairmont, AB
PACCAR Dealer Code: S025 Redcliff, AB
PACCAR Dealer Code: S027 Balzac, AB
PACCAR Dealer Code: V 911 Fox Creek, AB