

May 2024

## Supply Chains Act - Report

### 1. Introduction

This report is made on behalf of John Bear Buick Chevrolet GMC Cadillac Ltd. ("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 Hamilton, Ontario.

The Company specializes in the retail sale of motor vehicles and parts as well as comprehensive vehicle servicing and repairs.

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 General Motors ("GM") dealer, the majority of the Company's procurement spend is with GM. GM has issued their Modern Slavery Act which can be found on their website, at the following link:  
<https://www.gm.ca/en/home/supply-chain-responsibility.html>

We also purchase goods and services from other third party suppliers. These suppliers include: Parts Source, APC, Grand & Toy, Co-Auto, Uber, Enterprise Rent-a-Car and Husky.

### 3. Policies and Due Diligence Processes

The Company strongly believes that modern slavery, human trafficking, forced labour and child labour are abhorrent practices that will not be tolerated in its operations or in its supply chains, and the Company will take reasonable steps to ensure that none is present. The Company is committed to working ethically and with integrity and requires its business partners to do the same.

### 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 GM, it relies on the assessment undertaken by GM with regards to the extent of this risk.

## **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**

As of May 2024, the Company had rolled-out and now provides mandatory, company-wide training on forced labour and child labour in the supply chains. This training includes both course material as well as a short quiz to test participant knowledge of the training module.

## **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 Chief Financial Officer of John Bear Buick Chevrolet GMC Cadillac Ltd. 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 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: Joseph Cyr

Title: Chief Financial Officer

Date: May 29, 2024

Signature: 

I have the authority to bind John Bear Buick Chevrolet GMC Cadillac Ltd.