JOURNEY CHRYSLER DODGE JEEP RAM

1300 Dominion Ave, Port Coquitlam. BC, V3B 8G7 · Tel : (604)469-5600 · Fax : (604)464-0030

Journey Chrysler Dodge Jeep Ram Supply Chains Act Report for the Year Ending December 31, 2023

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"), Journey Chrysler Dodge Jeep Ram is pleased to present its first forced labour and child labour report covering the financial reporting period of January 1, 2023, to December 31, 2023.

This report outlines the efforts and actions Journey Chrysler Dodge Jeep Ram has taken to identify and understand the risk of forced labour and child labour in its operations and supply chain and to strengthen its controls to reduce and mitigate these risks.

Journey Chrysler Dodge Jeep Ram is committed to conducting business ethically and takes a zero-tolerance approach to all forms of modern slavery in our organization. We seek to minimize and eliminate the risk of modern slavery in our supply chain.

Structure:

Journey Chrysler Dodge Jeep Ram is privately owned and operated in Port Coquitlam, British Columbia, Canada. Currently, Journey Chrysler Dodge Jeep Ram employs approximately 80 employees. Its activities include the following:

- Selling new and used vehicles.
- Selling and distributing parts, accessories, and vehicle care products
- Providing vehicle repair and servicing services

Provision of or facilitation of vehicle finance, insurance, and warranty products related to the sale, purchase, or lease of vehicles.

Supply Chain:

Journey Chrysler Dodge Jeep Ram's supply chain includes the procurement of new Chrysler, Dodge, Jeep, and Ram vehicles, parts, and accessories. Other suppliers that assist us in serving our customers are generally local businesses with local employees. We expect all our suppliers to act in accordance with their local laws concerning human rights.

During the reporting period, the largest categories of supply chain expenditures were:

- Vehicles (new and used)
- Vehicle parts.

Supply Chain Risks:

When considering the risks of modern slavery practices at Journey Chrysler Dodge Jeep Ram, attention was given to the potential for our dealership to cause, contribute to, or be directly linked to modern slavery through its operations and supply chain.

Our operations are based wholly within Canada, which, according to Walk Free Foundation's Global Slavery Index 2023, are low-risk geographical regions due to the existence of robust human rights statutory protections and regulatory oversight. Combined with our approach to corporate governance, we believe that Journey Chrysler Dodge Jeep Ram is generally at low risk of engaging in forced labour and child labour.

However, we acknowledge that there may be a risk that we contribute to or may be indirectly linked to modern slavery practices through inherent risks associated with the manufacturing sector for the automotive products we sell. Our most significant supply arrangements relate to the purchase of new vehicles and parts from different original equipment manufacturers (OEMs). The OEMs from which we purchase new vehicles and parts for resale are generally large multinational organizations with robust governance and business practices characterized by geographically dispersed manufacturing and supply chains.

The manufacturing sector is at an increased risk of modern slavery where aspects of manufacturing are outsourced to geographical locations with higher instances of modern slavery practices. We are working to better understand the supply chains of our OEM suppliers around the world and their modern slavery policies and practices.

We acknowledge that the raw materials procurement process does not often take place from our direct tier one suppliers but may occur further down our supply chain. This reduces our visibility over the raw materials used within our supply chain to produce components used in vehicle and parts manufacturing.

As a result, there is a potential risk for our supply chain to cause, contribute to, or be directly or indirectly linked to actual or potential forced labour or child labour. To date, we have not identified any specific instances of forced labour or child labour in our supply

chain. As such, no remediation activities have been undertaken by Journey Chrysler Dodge Jeep Ram.

Policies and Due Diligence:

As a local supplier, we have limited resources to investigate global supply chains but are instead dependent on our major supplier, FCA Canada, and its longstanding commitment to human rights and their elaborate Supplier Code of Conduct. FCA Canada has proactively conducted human rights risk assessments in their global manufacturing facilities.

From our local and controllable perspective, we follow a robust recruitment and hiring process involving multiple interviews of potential employees applying to publicly listed job postings. All employees have access to our Human Resource Department and formal internal complaint system. When working with a new local supplier, we reach out to industry contacts to verify their reputation in our industry and, if in any doubt, will explore further by means such as Workers Compensation Board good standing searches. We follow all local Provincial and National labour laws and expect our suppliers to do the same.

If we were to encounter a situation where local human rights laws were not observed, we would report it to our local authorities, ask for direction, and assist in any way we could.

Risk Assessment:

The risks we have established are several tiers down the supply chain and far beyond our scope of reach and impact. However, FCA Canada has a robust ongoing risk assessment and mediation process and requires all suppliers to abide by their Supplier Code of Conduct, which covers human rights, the environment, responsible material sourcing, responsible and lawful business practices, and the implementation of associated due diligence principles.

Effectiveness:

We assess our effectiveness by measuring our findings against the Canadian acceptable labour practices for both our internal management processes and with our local suppliers. This is part of our supplier vetting process.

Remediation:

Journey Chrysler Dodge Jeep Ram has not yet encountered any measures taken to eliminate the use of forced labour. Our corporate citizenship would lead us to find alternate employment for anyone affected by applicable measures.

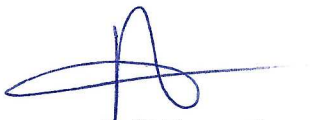
Training:

Specific training on Forced and Child Labour has not been incorporated into our training programs. However, we do mandate and monitor all of our decision-makers in following all local Provincial and National employment laws, which forbid forced and child labour.

Attestation:

This Modern Slavery and Human Trafficking Transparency statement has been reviewed and approved by the Directors of Journey Chrysler Dodge Jeep Ram on May 27, 2024.

Signed:



Jeff Kornatowsky
Secretary/General Manager