2023 Forced Labour and Child Labour Report

1. Introduction

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act Kelowna Ford Lincoln Sales Ltd ("Kelowna Ford") presents its first forced labour and child labour report. The report covers the reporting period of January 1, 2023 to December 31, 2023. The report outlines the efforts and actions Kelowna Ford has taken in its approach to identify and understanding the risk of forced labour and child labour in its operations and supply chains. We have also strengthened our controls in order to reduce and mitigate these risks. These activities the basis of Kelowna Ford's corporate values. Kelowna Ford is committed to doing business ethically and has 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.

2. Structure, Activities and Supply Chains

Kelowna Ford is a single location automotive dealership operating in Kelowna, British Columbia. Kelowna Ford is a privately owned corporation employing approximately 60 people.

Kelowna Ford's core operations consist of selling new and used vehicles, selling and distributing automotive parts and accessories, and providing vehicle repair services. We also provide vehicle warranty, insurance, finance and maintenance products and services.

As a dealer of new and used vehicles our supply chain is primarily based on the supply chain of automotive manufacturers. Specifically, as an authorized Ford dealer, the majority of our purchases are from Ford Canada. The Ford Motor Company Global Modern Slavery and Human Trafficking Transparency Statement for the Financial Year Ending on December 31, 2023 is available on their website https://corporate.ford.com/content/dam/corporate/us/en-us/documents/legal/global-modern-slavery-and-human-trafficking-transparency-statement.pdf

3. Policies and Due Diligence Processes

Our goal at Kelowna Ford is establish and maintain a culture of integrity in the conduct of the affairs of the dealership. Management is responsible for reviewing and assessing corporate governance policies and best practices.

Our due diligence process is focused on the identification and management of modern slavery risks. Kelowna Ford recognizes that the embedding of responsible business conduct into our policies and practices is critical to our continuing efforts to strengthen our ability to assess our modern slavery risks and evaluate the effectiveness of our policies and practices in this area.

4. Assessment of Forced Labour and Child Labour Risks

In seeking to prevent and reduce the risk that forced labour or child labour was used in our operations and supply chains Kelowna Ford has conducted a high-level internal assessment of the risks of forced labour or child labour in our activities and supply. When considering the risks of modern slavery practices attention was given to the potential for Kelowna Ford to cause, contribute to, or be directly linked to modern slavery through its operations and supply chain. Kelowna Ford's 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 right statutory protections and regulatory oversight. As such, combined with our approach to corporate governance, we believe that Kelowna Ford is generally at low-risk from engaging in forced labour and child labour. We acknowledge, however, that there may be a risk that Kelowna Ford contributes to, or may be indirectly linked, to modern slavery practices through inherent risks associated with the manufacturing sector for the automotive products sold by Kelowna Ford. Our most significant supply arrangements relate to the purchase of new vehicles and parts from Ford Motor Company. Ford Motor Company is a large multinational organization 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. Kelowna Ford is working to better understand the supply chains of its 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.

5. Remediation measures

Kelowna Ford has not identified any specific instances of forced labour or child labour in its supply chain. As such, no remediation activities have been undertaken.

6. Remediation of Loss of Income

Kelowna Ford has not identified any specific instances of forced labour or child labour in its supply chain. As such, no remediation activities have been undertaken.

7. Training

We have implemented a practice that prior to entering into significant agreements with a given supplier or service provider Kelowna Ford may conduct a review of a supplier's or service provider's governance practices and policies regarding modern slavery. We will train our management team to better assess a supplier's adherence and compliance with the Act and confirm that its business operations do not involve forced labour or child labour before entering into any formal agreement.

8. Assessing Effectiveness

Kelowna Ford is committed to continuous improvement with respect to its operations and supply chain due diligence to reduce and prevent risks of modern slavery. We plan to begin to improve our understanding and management of modern slavery risks. Kelowna Ford will continue to assess awareness and understanding of modern slavery and the risks across our operations and supply chain.

We will update our policies and practices to directly incorporate the provisions and principals of our Forced Labour Statement.

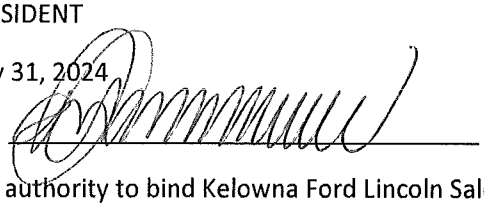
6. Approval and Attestation

This Report has received approval from Kelowna Ford's Board of Directors. 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: DANIEL ASSAM

Title: PRESIDENT

Date: May 31, 2024

Signature: 

I have the authority to bind Kelowna Ford Lincoln Sales Ltd