

## **Key West Ford Sales Ltd Supply Chains Act Report for the year ending December 31, 2023**

### **Supply Chain:**

Key West Ford is an Automobile Dealership located in New Westminister, BC, Canada selling and servicing new Ford vehicles and pre-owned automobiles from all major manufacturers. The largest source of our products, both vehicles and parts at over 75%, is the Ford Motor Company. Other suppliers that assist us in serving our customers are generally local businesses with local employees. It is our expectation that all of our suppliers would be acting in accordance with their local laws with respect to human rights and we are privileged to be partnered with the Ford Motor Company, a leader in human rights and sustainability.

### **Policies and Due Diligence:**

As a local supplier we have limited resources to investigate global supply chains but are instead dependant and reliant on our major supplier, the Ford Motor Company's longstanding commitment to human rights and their elaborate Supplier Code of Conduct. The Ford Motor Company has proactively conducted more than 100 human rights risk assessments in Ford's global manufacturing facilities since 2004 \*(Ford Motor Company Global Modern Slavery and Human Trafficking Transparency Statement (FMC Report) for the Financial Year Ending on December 31, 2023 page 4).

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 we are in any doubt will explore further by means such as Workers Compensation Board good standing searches. We will also, going forward, be seeking out and viewing the Attestations on Forced and Child Labour of our existing and proposed suppliers. We follow all local, Provincial and National labour laws and expect our suppliers to do the same.

If Key West Ford were to encounter a situation where local human rights laws were not be 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 we trust in the Ford Motor Company's robust ongoing risk assessment and mediation process where they require 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 (FMC Report P3).

**Supply Chain Remediation:**

Key West Ford has not yet encountered any forced labour or child labour we can assist in remediating.

**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. As previously mentioned, this is part of our supplier vetting process.

**Remediation:**

Key West Ford has not yet encountered any measures taken to eliminate the use of forced labour but 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 Key West Ford Sales Ltd on May 9, 2024.

**Signed:**



Andrea Backman

Dealer Principal,

Key West Ford Sales Ltd