

Leduc Chrysler Ltd. - Annual Report on Forced Labour and Child Labour in Supply Chains

This report has been prepared in accordance with the requirements of Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains. It outlines the policies and procedures that Leduc Chrysler Ltd. has implemented and will continue to implement to ensure that neither forced labour nor child labour occurs within its business operations or supply chain.

ORGANIZATIONAL STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Leduc Chrysler Ltd was founded in 1952 in Leduc, Alberta. During the reporting period, Leduc Chrysler employed approximately 54 people in our organization.

Our services include the sales of New and Used vehicles, financing and warranty options, as well as vehicle parts and services. The majority of Leduc Chrysler Ltd's goods, including New vehicles and parts, are sourced directly from Stellantis Canada.

POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

Leduc Chrysler Ltd. makes every effort to comply with all municipal, provincial, federal and industry standards and laws applicable to our business operations. As such, we are firmly committed to preventing underage employment at our location. To ensure compliance, we conduct thorough background checks for all prospective employees and require a copy of their photo ID. No underage individuals are hired at our company. Additionally, our management team is trained to recognize signs of forced labour and to report any suspicions immediately.

We prioritize supporting local businesses; we primarily source parts, supplies, and services from Canadian suppliers and companies. This practice helps prevent or at the very least mitigate the involvement of overseas enterprises that might engage in forced or child labour from entering our supply chain.

We adhere to strict and thorough vetting procedures for new vendors, diligently researching their backgrounds to ensure they are not involved in any unethical practices, including the use of forced or child labour.

PARTS OF THE 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

A significant risk area within our business regarding potential involvement in forced or child labour lies in our parts and vehicle supply chain. To mitigate this risk in the supply chain, we have secured

assurances from Stellantis Canada, our principal supplier of vehicles and parts, that they adhere to thorough policies to ensure that they do not engage in forced or child labour in their manufacturing processes. Please reference the [Stellantis Human Rights Policy Version V3](#) for further information.

MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR

Should it come to our attention that our company has been inadvertently involved in forced or child labour despite the policies and procedures we have in place, we will take immediate action by reporting the incident to the appropriate authorities and work with them to establish the appropriate remedial actions. Additionally, we will collaborate with both the authorities and the affected individuals to ensure that the appropriate measures are implemented to prevent the recurrence of similar incidents or violations.

As of the date of this report (May 24th, 2024), we have not identified or been implicated in any instances of such labour, and consequently, have not had to take any remedial actions.

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

Should we discover any forced or child labor in our supply chain that is directly linked to our business activities, and if the necessary elimination of this labor could potentially result in financial hardship for less privileged families, we are dedicated to taking responsible actions. We commit to collaborating with the affected individuals, and authorities including associated industry & community organizations to provide support for sustainable solutions that address the underlying factors to solve this problem.

TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

We actively encourage staff and management to remain informed about the latest literature, guidelines, and recommendations related to forced and child labor. We emphasize management training as a key component, as our managers are in the best position to detect unethical practices within our operations.

Our team relies on and utilizes resources from Public Safety Canada, which are continuously updated with the latest guidelines and recommendations. These resources can be accessed through the following link: [Public Safety Canada - Forced Labour in Canadian Supply Chains - Resources](#)

As part of our commitment to training, this document is now a part of our standard on-boarding package for new employees through our online human resources platform - DealerPilot.

HOW WE ASSESS OUR EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR ARE NOT BEING USED IN OUR BUSINESS AND SUPPLY CHAINS

Our management team regularly discusses potential risks for our business operations including the issue of forced and child labor. We proactively identify and evaluate areas where these unethical practices might potentially occur. If any such incident or risk is identified, we conduct thorough investigations to confirm whether forced or child labor has indeed occurred.

We are proud to report that, as of today (May 24, 2024), no instances of forced or child labor have been identified within our operations or supply chain. However, we acknowledge the potential vulnerabilities in our operations that could be exploited for such unethical practices. Through continuously monitoring our operations and supply chain, we can ensure that these unethical practices do not become part of our business.

APPROVAL OF REPORT

This statement has been reviewed and formally approved by the directors and management of Leduc Chrysler Ltd.

In accordance with the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for Leduc Chrysler Ltd. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in this report is true, accurate and complete in all material aspects for the purposes of the Act, for the reporting year listed above.

Dated this the 24th day of May, 2024 in the City of Leduc, Province of Alberta.

X Richard Rivard

Richard Rivard – Dealer Principal
As signing authority to bind Leduc Chrysler Ltd.