

# **M.S.J. Ventures Ltd.**

## **Anti-Modern Slavery Report – 2023**

### **1. Introduction**

This Report is produced by M.S.J. Ventures Ltd. (“**MSJ**” or the “**Corporation**” or “**our**” or “**we**”) for the financial year ending December 31, 2023 and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by the Corporation. This Report constitutes the first report prepared by the Corporation pursuant to Canada’s new *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

MSJ is committed to implementing and endorsing responsible business practices to prevent and reduce the risk of modern slavery within our business and supply chains. We continue to adopt new practices and continuously monitor and implement new practices that will uphold this commitment effectively.

### **2. Structure, activities and supply chains**

M.S.J. Ventures Ltd. is a privately owned corporation whose principal business activity is the holding of investments. MSJ is the parent corporation of West Coast Motors Limited (“**WCML**”) which owns and operates a Ford Lincoln automobile dealership in Maple Ridge, British Columbia, Canada. Its operations are focused on the sale of motor vehicles, vehicle servicing and repairs, and parts retailing.

MSJ, together with its wholly-owned subsidiary, WCML, is a proud family-owned business that upholds the highest of values. Across our business our supply chains include a variety of goods and services including vehicles, parts, equipment, essential consumables such as oil, fuel and lubricants, as well as transport vehicles, car washing, detailing services and cleaning.

As a certified dealer, WCML operates under contracts for sales and service with the Canadian subsidiaries of the Ford Motor Company. For all vehicles, parts, equipment, and service covered by those agreements, we refer you to their submission.

### **3. Policies and due diligence processes**

MSJ’s policy prohibits forced or compulsory labour, in any form, and requires our suppliers to comply with ethical recruitment principles. Our approach to these policies identifies the real and potential adverse impacts throughout our supply chains. MSJ is dedicated to integrating human rights considerations into its policies and decisions. We watch for potential related risks and implement strategies to address human rights impacts should anything arise. Additionally, we continually assess the risk associated with our operations based on any feedback from our management team.

### **4. Forced labour and child labour risks**

During this reporting period, we focused on building our policies, we concentrated on understanding how modern slavery could arise because of our operation and supply chains. This includes the potential of our entity, to cause, contribute to, or be directly associated with such practices. We prioritize the importance of respecting human rights in all our business activities and expect the same commitment from our manufacturers and business partners.

WCML acquires vehicles and parts from the Ford Motor Company. We recognize that automotive supply chains have a risk of forced labour and child labour. The Ford Motor Company has taken steps to assess and manage this risk through its various global initiatives. For details of the actions taken, please refer to the [“Ford Motor Company Global Modern Slavery and Human Trafficking Transparency Statement for the Financial Year Ending December 31, 2023”](#).

#### **5. Remediation measures**

We expect our employees, suppliers, and manufacturers to flag any ethical or legal violations, aligning with our principles and policies. Should any non-compliance be identified, we are committed to work on developing and implementing an appropriate plan to improve and remedy the situation.

To date MSJ has not identified any instances of forced or child labour in our supply chains, and so we have not undertaken any measures to remediate any forced or child labour, nor have we undertaken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced or child labour in our supply chains.

#### **6. Training**

All employees will familiarize themselves with our policies on ethics, values and principles contained in our Employee Handbook. All new hires will receive an employee package detailing our Code of Ethics, which will outline the awareness and risk of child and forced labour. We are dedicated to ensuring that all employees are informed about our updated Anti-Modern Slavery Report and will offer additional information and training as needed.

#### **7. Assessing effectiveness**

MSJ is committed to ensuring that actions we take to prevent and reduce the risk of forced and child labour in our supply chains are effective. Although we haven’t assessed effectiveness yet, we plan to evaluate the impact at a later stage.

#### **8. Approval and Attestation**

This report was approved by the board of directors of M.S.J. Ventures Ltd.

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 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.

I have the authority to bind M.S.J. Ventures Ltd.

Signature:  \_\_\_\_\_

Full Name: *Michelle Jones-Ruppel*

Title: *President*

Date: *May 29, 2024*