



Mancor Canada Inc.

2023 Statement Regarding Modern Slavery and Child Labour

May 2024

Mancor Canada is a Canadian privately held corporation with seven manufacturing facilities across North America engaged in the manufacturing of metal components and subassemblies for the large truck industry as well as off-road vehicles. The company operates two divisions in Canada under Mancor Canada Inc. BN 89891 4270 and five divisions in the United States of America. The company has a reporting year ending July 31.

The company employs approximately 800 employees in its North American operations with approximately 360 of those in Canada.

This report focuses on the Canadian operations and the activities related to B-211 reporting requirements for calendar year 2023. The US operations are not specifically covered in this report as they are covered by reporting requirements in those jurisdictions in which they operate.

Mancor believes that strategic supplier partnering is an intensely collaborative interaction between buying firms and a few of their suppliers. These relationships in the supply chain are characterized by integrity, long-term commitments, confidential information sharing, cooperative continuous improvement efforts and the sharing of risks and rewards. Mancor Canada has the commitment, the consistency and the expertise required of a strategic supplier for machined castings and fabricated subassemblies.

We have spent over 50 years building strong, successful relationships with our customers, vendors and employees. Our objective is to strengthen and nurture these long-term relationships with a few valuable customers.

Mancor's vision is about respect and open communication and takes issue with forced or enslaved labour within its organization and its supply chain. The company will not tolerate any known incidents of such forced or enslaved labour and will take the necessary action to remediate any such incident as we hold the entire board and any employment members, customers or sub-contractors members to these standards of; good ethical behaviour, health and safety, environmental and social responsibilities.

Mancor Canada understands that through corporate social responsibility policies it has the responsibility to mitigate risks associated with Labour standards, environmental standards within its supply chain. The company is IATF16949 certified, utilizing the appropriate policies to manage its company and the related supply chain. The company also has implemented the appropriate responsibility structure to ensure that various areas of its policies are in compliance, but ultimately the CEO and Executive team are imminently responsible.

Business Ethics

Our Code of Business Conduct requires all employees and contractors to accept responsibility for maintaining and enhancing the Company's reputation for integrity and fairness in its business dealings. Corporate responsibility policies include anti-bribery, employee code of conduct and an escalation policy for reporting events and behavior non-compliant to the policies. The policies are part of the employee handbook, which is issued at the time of hire and reviewed with the employee as well as indicating the open door policy for communication.

Suppliers are vetted through several means ensuring compliance with Mancor business ethics and applicable local and international laws.

Mancor's customers who are mainly international multi-national firms perform surveillance audits periodically ensuring Mancor maintains and follows international and local trade compliance laws.

Mancor Canada is also putting in place audit practices to assess supplier code of conduct policies and adherence to fair labour practices.

Environment

Beyond the IATF16949, Mancor maintains ISO 14001 certification as it believes diligent environmental practices in our operations is important to our employees, customers and shareholders. The main aim of the certification and policies is the compliance to local legislation in areas applicable to the business. Our customers who operate internationally and mandate ESG initiatives also solicit additional requirements.

Employees

Mancor Canada's vision statement includes "A wonderful place to Work" which encapsulates an a culture of "Empowerment, Learning and Engagement" as well as people development.

The company aims to attract, retain and develop employees so that they may reach their highest potential in a respectful, fair and open workplace. The company employs an open door communication policy to foster problem resolution.

Employees when entering the company go through an on-boarding process where they are introduced to policies on Health & Safety, Code of Conduct, Corruption, Communication and various management contacts. The company also employs leadership training, intern positions and daily, weekly and town hall communication forms.

Mancor follows applicable labour laws across its organization and does not employ any forced labour in any of its operations.

Mancor for 2023 solicited confirmations throughout our supply chains to ensure code of conduct policies were in place and employment of forced labour was not present.

Community

Mancor Canada recognizes the role the business plays in the local communities and the role the local community plays in supporting the business. The company is actively involved in being a good corporate citizen by supporting education, local charities and community events.

Commitment

The company is committed to its responsibilities for ensuring policies and practices are monitored, reported and improved as it relates to its corporate social responsibility and in particular child labour.

Governance and Consultation process:

In preparation of this report, engagement was undertaken within the company to include governing bodies, impacted, responsible and related parties to ensure affected parties who are engaged in key areas of the organization and related supply chains were consulted.

Conclusion:

Mancor Canada is committed to maintaining an environment preventing slavery, and human trafficking from taking place in our business as well as in our supply chains. The company and its executive team will continue to monitor and review its policies, procedures and practices on an on-going basis to ensure compliance and whether any necessary enhancements need to be made to help prevent modern slavery and human trafficking.

Approval:

This Statement was approved by the board members of Mancor Canada Inc. and its subsidiaries as of May 30th 2024

Attestation Pursuant to Section 11 of the Canadian Act:

In accordance with the requirements of the Canadian Act and in particular section 11 thereof. I attest that I have reviewed the information contained in this report for the entity or entities subject to the Canadian Act. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year listed above.

Signed



Art Church

CEO and Director

Mancor Canada Inc.

May 31 2024