

**McKeown Motors**  
**Report on Efforts to Prevent & Reduce**  
**the Risk of Forced & Child Labour in Supply Chains**

**Introduction :** This report is made on behalf of Mckeown Motors (“Company”) and describes the actions taken by the Company during the financial year ending December 31st 2023 to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Act”). This Report constitutes the first report prepared by the Company under the Act.

**Structure, Activities and Supply Chains:** The Company is a corporation based in Kingston, Ontario. The Company specializes in the retail sale of new and used motor vehicles, finance and insurance products, and parts as well as comprehensive vehicle servicing and repairs. The dealership is located at 805 Gardiners Road, Kingston, ON, K7M 7E6.

As a dealer of new and used vehicles and their parts, our supply chain is primarily based on the supply chain of automotive manufacturers. Specifically, as an authorized Jeep Dodge Ram dealer, most of the Company’s procurement spend is with FCA. In discussion with our representative from FCA, they are currently working to produce their internal policies and procedures pertaining to the act. Our diligence will include monthly follow-ups with FCA until their provisions are publicized to ensure their practices are in place.

The company also purchases goods and services from other third-party suppliers. McKeown Motors requires its suppliers to also conform to the Modern Slavery and Human Trafficking Act and to adopt similar policies and procedures of their own, to include:

1. Prevention of discrimination
2. Respecting human rights
3. Prohibiting child labour
4. Prohibiting forced labour
5. Ensuring fair and legal remuneration
6. Ensuring fair and legal working hours
7. Ensuring a safe and healthy working environment

We will continually review processes and procedures with our suppliers to ensure potential risks in our supply chains are identified, assessed, mitigated, and monitored.

**Assessment of Forced Labour and Child Labour Risks:** As majority of the Company's supply chain is based on the supply chain of FCA, the company relies on the assessment undertaken by FCA with regards to the extent of this risk.

Mckeown Motors has also undertaken an internal Risk Assessment of the business to identify any concerns directly related to the Modern Slavery Act. Based on the results of this assessment and as part of our initiative to identify, be transparent and mitigate risks, we have undertaken the following actions:

1. Communicated with our supply chain to provide or review their website to ensure their Modern Slavery Act policy is in place and to ensure they are undertaking reasonable steps to ensure they are complying with the Act.
2. Developed a training document/questionnaire for all staff to ensure they are aware of how to identify particular categories which could potentially carry a Modern Slavery risk.
3. Designed and developed a Modern Slavery Act poster that gives a brief overview of the signs to look out for, including how employees can report concerns regarding this important issue.

When dealing with Companies that have not independently engaged in their own risk assessment with regards to forced labour or child labour in its supply chain McKeown Motors compliance plan is being designed to allow the company to identify those activities and supply chain elements that carry a risk of forced or child labour, and to specify the appropriate steps to assess and manage those risks. Currently Mckeown motors to date has not identified any instances of forced or child labour in our supply chains, and so no action has been 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. As we continue to develop and implement our compliance plan, we will have greater visibility into these issues and any remediation measures they may necessitate.

**Remediation Measures:** The Company has not identified any instances of forced labour or child labour in its supply chain, and so no remediation measures have been taken.

**Remediation of Loss of Income:**

The Company has not identified any instances where the measures it has implemented to eliminate forced labour or child labour from its supply chain has led to the loss of income, and so no remediation measures have been taken to address this issue.

**Training:** The Company provides mandatory training on human rights pertaining to forced labour and child labour. This training is company wide and provided through our human resources web portal, run by HR4.

**Assessing Effectiveness:** The Company has not taken any action to assess its effectiveness in addressing risks of forced labour and child labour in its activities and supply chains.

**Approval and Attestation:** This report has been approved by the director of McKeown Motors in accordance with section 11(4)(a) of the Act. 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 or entities 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: Eric Matthew Oickle

Title: Vice President

Date: May 31, 2024

Signature: *Eric Oickle*

I have the authority to bind McKeown Motors.