



NEW WEST TRUCK CENTRES

FORCED LABOUR IN CANADIAN SUPPLY CHAINS ACT COMPLIANCE REPORT

2024

At New West Truck Centres, we maintain a persistent dedication to preventing and combating the risks of Forced Labor and Child Labor within our business and throughout our supply chain. Our approach to human rights is an integral component of our company's commitment to ensuring that every aspect of our operations is founded on principles of fairness, ethical conduct, and integrity.



Our Business

New West Truck Centres is a successful full-service, heavy truck dealership specializing in the sale of new and used commercial trucks, parts sales, and repair services for popular brands like Freightliner and Western Star.

We focus on providing comprehensive solutions to meet the needs of various industries, including transportation, logistics, construction, and more.

Headquartered in Calgary, Alberta, New West Truck Centres is owned by Mr. Greg Stahl and operates in seven locations across Western Canada with approximately 380 employees.

This Report is produced by New West Truck Centres and its subsidiaries (“New West” or the “Corporation” or “our” or “we”) for the fiscal year ending October 31st, 2023 (the “Reporting Period”) and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step in the procurement 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”).



Structure, Activities and Supply Chains

New West specializes in sales, parts, and servicing of heavy trucks primarily sourced from Daimler Trucks of North America. Our marketing operations are centralized in Calgary, while sales, parts and services are dispersed across various service centres in Western Canada, specifically Calgary, Balzac, Red Deer, Medicine Hat, Taber, Lethbridge, and Cranbrook.



Our primary suppliers include Daimler Truck, Cummins and Finning. As we are not the manufacturers or importers of the products we sell, we rely on our suppliers to uphold compliance throughout their respective supply chains.

DAIMLER TRUCK
North America



FINNING|CAT



Steps to Prevent and Reduce Risks of Forced Labour and Child Labour

At New West Truck Centres, we uphold the highest standards of integrity and ethical conduct. We denounce modern slavery in all forms and are unwavering in our commitment to ensuring that our operations and supply chains remain free from such abuses.

We consider the respect of human rights to be a fundamental corporate responsibility and value governing our activities. We are dedicated to ensuring that our operations and supply chains are free from modern slavery and human trafficking. We will continue to work diligently to identify and mitigate risks, raise awareness, and strengthen our policies and practices to prevent these abuses.

In the previous fiscal year, we reviewed the Human Rights and Social Responsibility policies and processes of our major suppliers.

Daimler Truck North America: One the world's largest commercial vehicle manufacturers. They employ more than 100,000 people in 40 locations in North America, Europe, Asia and Latin America. Daimler is committed to the United Nations Guiding Principles on Business and Human Rights and places particular importance on the rights of the International Bill of Human Rights as well as the core labour standards of the International Labour Organization (ILO). They rely on a systematic approach to fulfill their human rights due diligence obligations through their Human Rights Compliance Management System (Human Rights CMS). The Human Rights CMS applies to all of Daimler's group of companies as well as their value chain.

Cummins: The company has a comprehensive Code of Business Conduct which includes provisions prohibiting forced or child labor. They require all employees to comply with, and have training on, the Cummins Code of Business Conduct. Included in their Code of Business Conduct is the following language:

"...We support human rights around the world, and will comply with all applicable laws regarding the treatment of our employees and other stakeholders. We will not tolerate child or forced labor anywhere and we will not do business with any company that does. . . . Our commitment to fair treatment also extends to our joint ventures, suppliers and other partners..."



Through Cummins Supplier Code of Conduct, they make sure that their suppliers and partners understand their values and treat their stakeholders in a way that is consistent with those values. Their Supplier Code of Conduct provides, in pertinent part, that suppliers must not use slavery or involuntary labour of any kind, including prison labour, debt bondage, or forced labour by governments and suppliers must not be involved in human trafficking. In addition, it states that suppliers must not use corporal punishment, physical or psychological abuse, threats or violence, or other forms of physical or mental coercion. There must also not be unreasonable restrictions on the ability of employees to enter or exit the workplace.

Finning (Caterpillar) Finning is committed to preventing acts of modern slavery and human trafficking. As part of their efforts to monitor and reduce the risk of slavery and human trafficking occurring within their supply chain, they have undertaken a risk review of their supply chain, assessing categories of supplier in terms of risk of slavery and human trafficking and importance to our business.

They have then engaged with suppliers in different ways depending on the level of risk. All suppliers registering with their online supplier portal are asked to provide confirmation of compliance with the Modern Slavery Act (“Act”) as part of the registration process and their standard terms and conditions used for procurement activities require suppliers to comply with the principles of the Act. They also ask suppliers to comply with their Supplier Code of Conduct





Policies, Governance and Due Diligence Processes

New West Truck Centres is committed to respecting human rights and embedding human rights considerations into its policies, governance framework and decision making. We are taking a thoughtful approach to understanding our human rights risks and take these into account in business decisions.

Human Rights Statement

New West Truck Centres and our subsidiaries consider the respect of human rights to be a fundamental corporate responsibility and a value governing all our activities. We place the highest importance on respecting human rights while conducting our business activities everywhere we operate. We expect the same of all of our business partners.

Code of Conduct (the “Code”)

New West’s code of conduct outlines our commitment to fostering a safe environment that promotes efficiency, diversity, inclusion, and professional success for all employees. The code applies to all members of the New West community, including all management employees at all levels and in all locations that New West operates.

The Code addresses areas of Health and Safety Conduct, Violence and Harassment, Sexual Harassment, Mental Health, Employee Behaviour and Practices, Business Success, and Criminal Conduct. The principles set out in the Code reflect New West’s belief that honesty and integrity foster a positive work environment that strengthens the confidence of the marketplace, our employees, vendors, and customers. It details the standards of behaviour expected from everyone to whom it applies in their daily activities and in dealings with others.



Reporting and Remediation

Employees are encouraged to report any violations of our Code of Conduct or applicable laws without fear of retaliation. We undertake thorough investigations into all complaints in a timely and confidential manner.

Assessing and Managing Our Risk

While we have not identified specific areas of risk, we recognize the importance of managing modern slavery risks within a broader human rights framework.

Training

All New West employees receive training on a variety of topics, including occupational health and safety, duty to accommodate, corporate polices, conflict resolutions and incident investigations.

In 2024, New West intends to introduce training related to child and forced labour.

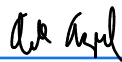


Assessing effectiveness

New West intends to assess the effectiveness of our efforts in preventing and reducing forced labour and child labour risks in conjunction with our major suppliers.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entities listed above. 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.



[Adam \(May 16, 2024 09:53 MDT\)](#)

Adam Asplund
President

NEW WEST TRUCK CENTRES

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Forced Labour in Canadian Supply Chains Act

Final Audit Report

2024-05-16

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