



Bill S-211 Report Content
Olympic Motors Corporation

2024-05-29



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Introduction

At Olympic Motors Corporation, we are committed to ensuring ethical practices across our supply chain. Located across Canada and representing numerous brands, we strive to provide an outstanding customer experience to all those who visit our dealerships.

Our organization aims to operate in a transparent manner and ensure compliance with relevant laws and regulations in the locations we operate in. We are focused on working with our Original Equipment Manufacturers (“OEM”), partners, and suppliers to mitigate risks associated to forced labour, child labour and to operate at the highest standards.

This document is a joint report prepared by Olympic Motors Corporation, Olympic Motors (AB) I Corporation, Olympic Motors (AB) IX Corporation, and Olympic Motors (AB) VIII Corporation (collectively, “Olympic” or “we”) in adherence to Section 11 of Bill S-211 (“the Act”). It outlines the measures that Olympic has taken in the last fiscal year to prevent and reduce the risks of forced labour and child labour being used in our activities and supply chains.

Section A: Structure, Activities and Supply Chains

Olympic is headquartered in Alberta and is a privately held, multi-location automotive and recreation dealer group, which represents numerous brands across Canada. Our full-service dealerships offer a wide range of new and used vehicles for purchase, complete financing options, and dedicated service teams to support with all aspects of vehicle maintenance.

Olympic Motors (AB) I Corporation, Olympic Motors (AB) IX Corporation, and Olympic Motors (AB) VIII Corporation are three wholly owned subsidiaries of the Olympic Motors Corporation, and represent the following dealerships Subaru Calgary, Northwest Acura, and Strathmore Dodge. The respective business numbers are: 844664722, 823783857, 774409007, and 750111676. For the purposes of the Act, Olympic meets the entity and reporting entity definition of doing business in Canada and meeting the reporting entity requirements relating to the revenue and asset threshold requirements. Our supply chain primarily consists of purchased vehicles and parts in Canada and software purchases in the United States.

At Olympic, our objective is to provide our customers with a positive, convenient, and seamless purchase and after-sales experience. The integrity of our supply chains is paramount to our ability to offer an exceptional, unparalleled experience to our customers.

Section B: Policies and Due Diligence Processes

Over the course of the last fiscal year, Olympic has not identified parts or activities within its supply chains that carry a risk of forced labour or child labour. As most of our suppliers are Canadian with a few minor suppliers located in the United States, we have not formally established a specific review process, or corresponding policies focused on addressing child labour and forced labour.

However, we recognize the necessity to uphold ethical business practices. We will continue to remain vigilant and ready to develop and update our policies and procedures should a notable change occur to our supplier and partner relationships.



Section C: Forced Labour and Child Labour Risks

During the prior fiscal year, Olympic did not perform a formalized risk assessment concerning forced labour or child labour within our supply chains. However, in May of 2024, we undertook a high-level risk assessment aimed at pinpointing areas of concern within our supply chain, where these labour risks may exist.

Our assessment does not presuppose the use of forced labour or child labour within our supply chains, it was undertaken to understand our current risk landscape and to support us in identifying and assessing where risks may arise in the future.

Our methodology involved evaluating our supplier spend against the Walk Free Global Slavery Index, which provides information towards the prevalence of modern slavery by country in addition to the U.S. Department of Labour's List of Goods Produced by Child Labour or Forced Labour, which supports in the identification of risks linked to specific goods and their corresponding geographical regions.

Relating to the distribution of finished vehicles in Canada, each of Olympics' dealerships work with a Canadian distribution partner and are therefore not the importer of record. Olympic relies on the due diligence conducted by the OEMs. As noted earlier, for the purposes of this report, the three dealerships that were identified included Subaru Calgary, Northwest Acura, and Strathmore Dodge.

While we have not independently assessed Subaru's, Acura's, and Dodge's supply chain management practices as it relates to forced and child labour, we rely on their existing policies and procedures:

- Subaru Group: [Human Rights Policy](#) specifically, "We do not tolerate child labor, forced labor, slave labor, and human trafficking."
- Honda Motor Company (Parent company of Acura): [Human Rights Policy](#) "We respect each individual's fundamental human rights and do not allow forced labor or child labor of any form, including human trafficking."
- Stellantis (Dodge's manufacturing corporation): [Human Rights Policy](#) "Stellantis does not tolerate any form of labor practice involving forced, compulsory or child labor. The Company expects its stakeholders to commit to adopting policies against the use of all forms of child labor, forced labor, modern slavery, and human trafficking."

Risk Assessment Findings

Through the analysis we conducted, we noted that 99% of our supplier spend was in Canada and less than 1% was in the United States. Per the Walk Free Global Slavery Index, Canada and the United States have prevalence scores of 1.8 and 3.3⁽¹⁾, respectively. We also completed the cross-reference to the U.S. Department of Labor's List of Goods Produced by Child Labour or

¹ Estimated number of people in modern slavery per 1,000 population

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Forced Labour and the analysis revealed that none of our imported products are likely subject to the risk of being associated with forced labour and child labour.

Our findings therefore indicated that the overall risk of forced or child labour within our supply chain is low.

Section D: Remediation Measures

Over the course of the past fiscal year, there has been no identified forced labour or child labour used in our activities and supply chains. Therefore, we have not had to remediate any forced labour or child labour.

Section E: Remediation of Loss of Income

Over the course of the past fiscal year, there has been no identified forced labour or child labour used in our activities and supply chains. Therefore, we have not had to remediate a loss of income associated with these issues.

Section F: Training

We currently do not provide training to our employees on forced labour and child labour as our assessments have not identified these risks within our supply chain and activities.

Section G: Assessing Effectiveness

From our evaluation, we have identified that the risk of forced labour and child labour is low and therefore have not developed a formal process and assessment of our effectiveness in preventing these risks over the prior fiscal year.

Conclusion

At Olympic, we continue to emphasize the importance of a transparent and ethical supply chain and to collaborate with our suppliers and partners who uphold and commit to similar objectives. We look forward to the opportunity to collaborate with our suppliers and partners to continue to support global initiatives to eradicate forced labour and child labour.



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Attestation

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.

Josh Jors

Full name

Vice President

Title

May 29, 2024

Date

Signature

I have the authority to bind Olympic Motors Corporation, Olympic Motors (AB) I Corporation, Olympic Motors (AB) IX Corporation, and Olympic Motors (AB) VIII Corporation.

