



The Supply Chains Act Report

Introduction

Forced labour can be found in every country and every sector. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Forced labour and child labour risks occur primarily through the global supply chains of businesses.

There is a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Entities and government institutions and doing businesses in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

The measures introduced (the “**Supply Chains Act**”), aim to increase industry awareness and transparency and drive businesses to improve practices.

Palladino Holdings Inc. (“**PH**”) is defined as an “Entity” under the Supply Chains Act and, therefore must submit an annual report to the Minister of Public Safety. The report must detail the steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used in our supply chains.

All reports will be made available to the public in two ways:

- In a prominent location on PH’s website
- In an electronic registry on the Public Safety Canada’s website

The following information uses the Minister’s online questionnaire as the template for the report.

Palladino Auto Group
1115 Kingsway Blvd
Sudbury, ON
P3B 2E7



Questionnaire Responses

Question	Response
This Report is for...	An entity
Legal Name of the reporting entity	Palladino Holdings Inc.
Financial Reporting Year (Start Date)	January 1, 2023
Financial Reporting Year (End Date)	December 31, 2023
Is this a revised version?	No
Business number(s)	806172193TZ0001
Is this a joint report?	No
Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?	No
Which of the following categorizations applies to the entity?	<p>The entity has a Canadian business presence:</p> <ul style="list-style-type: none"> • Has a place of business in Canada • Does business in Canada • Has assets in Canada <p>The entity meets the following size-related thresholds:</p> <ul style="list-style-type: none"> • Has at least \$20 million in assets for at least one of its two most recent financial years • Has generated at least \$40 million in revenue for at least one of its two most recent financial years • Employs an average of at least 250 employees for at least one of its two most recent financial years
Which sectors or industries does the entity operate in?	<ul style="list-style-type: none"> • Retail Trade • Wholesale Trade • Other Service, please specify: <ul style="list-style-type: none"> • Automotive Service
In which country is the entity headquartered or principally located?	Canada
In which province or territory is the entity headquartered or principally located?	Ontario

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Annual Report

Question	Response
What steps has the entity taken in the previous financial year 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 by the entity or of goods imported into Canada by the entity?	During this reporting period, information was not available to the entity regarding risks of forced labour or child labour being used at any step of the production of the goods in our business. As such, we have not taken any specific steps to prevent and reduce the risk for the previous financial year.
Which of the following accurate describes the entity's structure?	Corporation
Which of the following accurate describes the entity's activities?	Selling goods. These activities take place: <ul style="list-style-type: none"> • in Canada • outside Canada
Has the organization identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used?	No, we have not started the process of identifying risks
Please provide additional information on the entity's structure, activities and supply chains.	<p>Palladino Holdings Inc. is structured as a corporation with operations in Canada. Our organizational structure includes various departments dedicated to retail, wholesale, and trade in the automotive sector.</p> <p>We are committed to maintaining ethical business practices and ensuring the integrity of our supply chain, which includes adhering to legal standards and avoiding involvement with illegal labour. Our approach reflects our dedication to ethical business conduct.</p>
Does the organization currently have policies and due diligence processes in place related to forced labour and/or child labour?	The entity does not currently have policies and due diligence processes in place.
Has the organization identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?	No, we have not started the process of identifying risks.



<p>Has the organization taken any measures to remediate any forced labour or child labour in its activities and supply chains?</p>	<p>We have not identified any illegal labour in our activities and supply chains, nor have we undertaken any remediation methods at this time</p>
<p>Has the organization taken 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 labour or child labour in its activities and supply chains?</p>	<p>We have not undertaken any remediation methods at this time.</p>
<p>Does the organization currently provide training to employees on forced labour and/or child labour?</p>	<p>No</p>
<p>Does the organization currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?</p>	<p>No</p>



Attestation

This report has been approved by the Palladino Holdings Inc. board of directors on the 30th of May, 2024.

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.

PALLADINO HOLDINGS INC.

Per:

A handwritten signature in black ink, appearing to read "Vince Palladino", is written over a horizontal line.

Name: Vince Palladino

Title: President

*I have authority to bind Palladino Holdings Inc.
Inc.*

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