



Peterbilt Manitoba Ltd.

Established 1981

1895 Brookside Boulevard	Winnipeg, Manitoba	R2R 2Y3	(204) 633-0071
1809—18th Street North	Brandon, Manitoba	R7C 1A6	(204) 725-1991
75 Don Valley Parkway	Springfield, Manitoba	R0E 1J0	(204)668-6399

A Report for the Minister of Public Safety and Emergency Preparedness

Regarding the business dealing of Peterbilt Manitoba Ltd as it pertains to the *Fighting against Forced Labour and Child Labour in Supply Chains Act*.

Prepared as of May 30, 2024

Structure, Activities and Supply Chains

Reporting Entity Legal Name: Peterbilt Manitoba Ltd

Financial Reporting Year: April 1, 2023 to March 31, 2024

Business Number: 104157243

Reporting Jurisdiction and Locations: Province of Manitoba, with locations in Winnipeg, Brandon and Springfield.

Entity Categorization According to the Act: Peterbilt Manitoba Ltd is a privately held, limited Corporation registered in the province of Manitoba and meets the requirements to report under the Forced Labour in Canadian Supply Chains Act.

Industry: Retail of Heavy-Duty Trucks, Parts, and Service.

Size of Organization: Peterbilt Manitoba Ltd regularly employs 100 to 150 employees. All employees are based in Manitoba.

Operational Structure: An active Owner runs the day-to-day operations of the organization through an Executive Team (Chief Financial Officer, General Manager, Sales Manager) and various department managers.

Supply Chain: Peterbilt Manitoba Ltd purchases product from vendors in Canada and the USA for resale through their dealerships. Product includes medium-duty and heavy-duty trucks, and parts that support these products. Purchases are primarily from Canada and the USA and, based on dollars spent, are from one main supplier (PACCAR Inc). Other suppliers used for import of product account for less than 5% of overall purchases.



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Policies and Due Diligence

Peterbilt Manitoba Ltd has developed and implemented a Policy for its unwavering support of Bill S-211 for the employees. To ensure our suppliers are complying with Bill S-211, they are to have a published code of conduct supporting Bill S211 or complete a supplier certification provided by Peterbilt Manitoba Ltd, accepting the commitment in the fight against forced labour and child labour.

Peterbilt Manitoba Ltd commits to exercising due diligence to identify and respond to the real and potential adverse impacts of activities throughout the supply chain. As such, the organization commits to:

- Being a responsible corporate citizen by holding to responsible business conduct in all policies and procedures
- Identifying and assessing adverse impacts in supply chains and business relationships
- Ceasing, preventing, or mitigating adverse impacts
- Tracking and implementing results
- Communicating how impacts are addressed
- Providing for or cooperating in remediation when appropriate

Forced Labour and Child Labour Risks

Peterbilt Manitoba Ltd has identified minimal risk in their supply chain. Most purchases are made through Canadian or USA suppliers with stringent purchasing standards (Examples: PACCAR, Cummins, CAT). These large vendors have well established, and published, standards in this area. This leaves a number of smaller vendors in Canada and in the USA who may not have properly vetted or audited manufacturing facilities. These suppliers will complete a supplier certification supporting Bill S-211.

Future action: Peterbilt Manitoba Ltd will continue to enforce the supplier certification for all new suppliers going forward.



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Remediation Measures

Peterbilt Manitoba Ltd regularly reviews their own hiring and employment practices to ensure compliance with Manitoba Labour Law. Examples of this may be found in the Employee Handbook, the Policy Manual, and employment contracts. A newly created policy, *The Modern Slavery Act Policy*, addresses this area specifically.

Peterbilt Manitoba Ltd did not, in the reported fiscal year, take any formal steps to remediate for child labour and forced labour in their supply chain as no evidence of child labour or forced labour has been found.

Remediation of Loss of Income

Peterbilt Manitoba LTD did not, in the reported fiscal year, take any formal steps to remediate for child labour and forced labour in their supply chain as no evidence of child labour or forced labour has been found.

Training

Staff who participate in purchasing products have been trained to purchase only through approved channels. All new vendors must be approved by management.

Future action: Staff who participate in purchasing products will receive formal communication and training regarding the signs of forced labour and child labour. Records will be kept ensuring all applicable staff have received this training.

Assessing Effectiveness

Peterbilt Manitoba Ltd will consider the following metrics as an effective improvement regarding the Act by the writing of the next required report:

1. Annually review supplier lists to ensure they meet Bill S-211 standards.
2. Compiling training records showing that all purchasing staff have been trained in this area.
3. Annual review of the company's Bill S-211 policy and make revisions if required.
4. Participating in the annual reporting required by the Act.



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Declaration

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.

A handwritten signature in blue ink, appearing to read "Andrew Allerton".

Andrew Allerton, CPA, CMA
Chief Financial Officer
May 30, 2024

I have the authority to bind Peterbilt Manitoba Ltd.