

May 21, 2024

Pioneer Garage Limited

1079259 BC Ltd

Bill 2-211

Report

Modern Slavery Statement for the financial year end December 31, 2023.

This statement is made in pursuant to Bill S-211, an act to enact the fighting against forced labour and child labour in supply chains. this statement outlines the approach and initiatives by Pioneer Garage Ltd. to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year from January 1, 2023 to December 31, 2023

It is Pioneer Auto Groups intention to avoid dealing with any companies who are known to us, to be using child labour or forced labour of any kind.

Group Structure

Pioneer Garage Ltd was established in 1950 and acquired by the current ownership in 1998. Our head office is located in Mission, British Columbia.

Our Auto group consists of a Honda retail dealership, Mitsubishi dealership, and a Chrysler retail dealership, as well as some retail used car operations and a body shop. We are the parent company for all of these retail stores.

Supply Chain

Our revenue comes from three main areas. The first area is the service of cars by our mechanics, we do not use any child labour in any of our service departments or body shops.

The second area of our business is from parts sales that we install on parts. The majority of these parts we source out locally or we get directly from Honda Canada, Mitsubishi, or Stellantis Canada. We have reviewed a list of our largest local vendors and the majority of them are for services such as vehicle inspections, repairs and other service centers closer to our retail locations. The labor performed at these local shops is not done by any slave labor.

We buy all our new cars, and new parts directly from the manufacturer. Honda, Mitsubishi Global, and Stellantis have a comprehensive program to insure they are meeting all the requirements of Bill S-211. All of the manufacturers supply new vehicles all over the world and have to meet supply chain transparency guidelines in other countries as well. We have attached excerpts from their reports under our risk assessment review.

All of our staff in all of our stores are of legal working age and we buy our supplies locally.

We buy all of our used cars at local auctions which do not use child labor or we buy cars for resale from customers who already own a car and therefore would also have a driver's licence and be of legal age to own a car.

Risk Assessment

We believe our risk assessment is very low.

The Pioneer auto group does not use child labor in any of its retail operations. The nature of our business is that we deal with older individuals who drive cars and must have a driver's licence. A high number of our employees who service or sell cars must go through a red seal training program and / or training programs from the manufacturer. All of our sales staff have to be licenced by the British Columbia Vehicle Sales Authority which does not grant a licence to anyone who would be considered child labor.

In interviewing employees at Honda Canada, Mitsubishi, and Stellantis, we are confident that they are also doing their due diligence process in relation to not using child labor. These companies manufacture cars and sell cars into other countries who have had similar guidelines and laws to Bill C -211, and to the best of our knowledge, these manufacturers have been meeting these standards.

We have reviewed the list of goods produced by child labor or forced labor issued by the USA department of labor. We did not find any items on the list that we buy from manufactures and we do not buy from any of the countries on the list.

We do acknowledge that lithium-ion batteries contain copper and cobalt of which are both mined in the Congo and a small percentage of those mines may use child labor according to the list put out by the US department of labor. Based on our manufacturers reports we are confident that they are not using these countries for their products.

Please see below for the comprehensive summary for Honda, Stellantis and Mitsubishi Guidelines for human rights, Manufacturing and protecting against child labor.

Honda Manufacturing Plants

Many Honda models that you see on the roads of Tempe, AZ were created just a few states away from Tempe Honda. While the biggest Honda presence is felt in Ohio and the Carolinas, this massive brand has manufacturing plants in several states to keep up with the intense demand. You'll find the biggest manufacturing plants in the following U.S. cities:

- Marysville, Ohio
- East Liberty, Ohio
- Lincoln, Alabama
- Greensburg, Indiana
- Timmons ville, South Carolina
- Swepsonville, North Carolina
- Greensboro, North Carolina

Further, Honda parts and components are also sourced within the United States. The following cities are manufacturers for OEM Honda parts:

- Anna, Ohio
- Russells Point, Ohio
- Tallapoosa, Georgia
- Burlington, North Carolina

Honda also has a Canadian plant in Alliston, Ontario the builds civics and CRV.

Below is the statement from Honda Global regarding their human rights and child labor policy

Honda Human Rights Policy

Since our founding in 1948, Honda has continuously worked to provide value to help people and create a better society through our technologies, ideas and designs. The starting point of such efforts is our desire to “help people and society” and “expand the potential of people’s lives”. The underlying basis of these efforts is the concept of “Respect for the Individual,” which constitutes Honda’s Fundamental Beliefs.

Honda believes that human beings are born as free and unique individuals with the capacity to think, reason and create — and the ability to dream. Our wish is to nurture and promote these characteristics in Honda by respecting individual differences, trusting each other as equal partners, exercising abilities to the fullest and sharing joy. From this standpoint, we adopt Respect for the Individual, consisting of the three elements of initiative, equality and trust, as one of our Fundamental Beliefs. We believe this spirit should permeate all our relationships with everyone.

Based on the concept of Respect for the Individual, Honda has formulated the Honda Human Rights Policy (“the Policy”) to fulfill our responsibility to respect the human rights of stakeholders who may be affected by our business activities.

By putting the Policy into practice, we will cooperate with our stakeholders to undertake business activities in a sustainable manner in order to continue to be “a company that society wants to exist.”

- 1. Commitment to the "respect for human rights"

Honda recognizes that our business activities may impact the human rights of internal and external stakeholders.

We are committed to respecting human rights that are set out in the International Bill of Human Rights and the ILO core conventions as set out in the Declaration on Fundamental Principles and Rights at Work. In addition, we endorse the United Nations Guiding Principles on Business and Human Rights and endeavor to practice these principles in business activities.

We also comply with applicable laws and regulations of each of the countries and regions in which our business activities are conducted. If requirements of the local laws and regulations are in conflict with internationally recognized human rights, we will seek ways to honor the internationally recognized human rights to the greatest extent possible.

- 2. Scope of responsibility

The Policy applies to all executives and associates of the Honda Group (Honda Motor Co., Ltd. and its subsidiaries). In addition, we expect all of our business partners to understand the Policy.

- 3. Governance

Honda positions respect for human rights as one of our key management issues, and we will also establish an adequate internal structure to reflect the Policy in necessary business policies and procedures while clearly specifying the Director responsible for the formulation and execution of the Policy.

- 4. Human rights due diligence

Honda will establish and continuously implement a system of human rights due diligence, which will identify adverse impacts on human rights and prevent or mitigate such impacts.

- 5. Remedy

We commit to take appropriate measures to remediate any adverse impact on human rights which Honda clearly caused or contributed to. In addition, we will

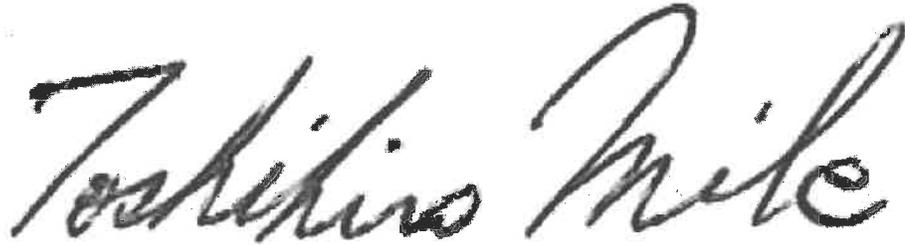
work to establish a practical grievance mechanism to enable appropriate remedies.

- 6. Engagement with stakeholders
In enhancing and improving its efforts to respect human rights, Honda will leverage external knowledge and engage with relevant stakeholders.
- 7. Education
Honda will undertake appropriate education and awareness-raising activities to facilitate an understanding of the Policy and put it into practice.
- 8. Information disclosure
Honda will make disclosure of its efforts to respect human rights through our corporate website and other means on a regular basis.
- *The Policy has been approved by the Executive Council and Board of Directors of Honda Motor Co., Ltd.

Established: June 1, 2022

Revised: June 1, 2023

Honda Motor Co., Ltd.



Director, President and Representative Executive Officer, Chief Executive Officer

The below statement is from Stellantis global in regards to their human rights Policy

We endorse, among other declarations, the United Nations (“UN”) declaration on human rights and the International Labor Organization declaration on fundamental principles and rights at work. We expect our workforce to be respectful in all their professional interactions with co-workers, customers, visitors and other business partners. Appropriate discipline will be taken whenever a violation occurs.

The following statement is taken from the Stellantis Global Responsibility purchasing Guidelines

- Eliminate all forms of forced labor and child labor No form of labor practice involving forced, compulsory, child labor, or human trafficking is tolerated. Supplier must not engage in, and will require its suppliers to not engage in, directly or indirectly, child or forced labor practices. Supplier recognizes the principle of the freedom of choice of employment. Labor is deemed to be forced or compulsory: (i) when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical violence, sexual abuse, or non-voluntary prison labor, etc.) (ILO

Conventions 29 and 105) or by illegitimately restricting workers' freedom of movement, for example by denying their access to government issued identity documents; and (ii) in case of: employment of children in violation of the International Labour Organization's conventions (ILO Convention 138 and 182); participation in state sponsored compulsory labor transfer programs or programs for the conscription of laborers; isolation of workers in worker internment camps, and others. Supplier acknowledges the ILO 11 indicators of forced labor and represents that none of such indicators shall be present within its supply chain. Supplier acknowledges Stellantis' initiatives to eliminate forced labor from its supply chain and agrees to undertake measures to detect and eliminate forced labor from its own supply chain. Such measures include identifying the goods it supplies to Stellantis with and providing trade documentation, in the shape and manner requested by Stellantis, when requested, that traces the goods or its components throughout the Supplier's supply chain to the original source. Supplier shall cooperate with Stellantis programs to map the Supplier's supply chain and/or to obtain from that supply chain any specific information/ documentation for goods that Stellantis purchases from Supplier, including shipping documents, bills of lading, etc. Supplier understands that time will be of the essence in such requests and agrees to devote best efforts and resources to achieve the timelines that Stellantis may establish for such activities. • Eliminate discrimination with respect to employment

The following are the manufacturing plants for Stellantis vehicles sold in Canada

North American Manufacturing Operations

UNITED STATES, CANADA and MEXICO

ASSEMBLY OPERATIONS*		
Manufacturing Facility	Location	Products
Brampton Assembly	Brampton, Ont. (Canada)	Facility currently undergoing retooling until 2025
Detroit Assembly Complex - Jefferson	Detroit	Jeep® Grand Cherokee, Jeep Grand Cherokee 4xe and Dodge Durango
Detroit Assembly Complex - Mack	Detroit	Jeep® Grand Cherokee L, Jeep Grand Cherokee, Jeep Grand Cherokee 4xe
Saltillo Truck Assembly	Saltillo (Mexico)	Ram 1500 Classic (Regular Cab and Crew Cab); Ram 2500, 3500, 4500 and 5500 Heavy Duty; DX Chassis Cab (Mexico Market)
Saltillo Van Assembly	Saltillo (Mexico)	Ram ProMaster
Sterling Heights Assembly	Sterling Heights, Mich.	Ram 1500 (Quad Cab and Crew Cab)

Toledo Assembly Complex (2 plants)	Toledo, Ohio	Jeep® Gladiator (South plant); Jeep Wrangler and Jeep Wrangler 4xe (North plant)
Toluca Assembly	Toluca (Mexico)	Jeep® Compass
Warren Truck Assembly	Warren, Mich.	Ram 1500 Classic (Quad Cab and Crew Cab); Jeep® Wagoneer/Wagoneer L and Grand Wagoneer/Grand Wagoneer L
Windsor Assembly	Windsor, Ont. (Canada)	Chrysler Pacifica (Chrysler Pacifica Hybrid), Chrysler Voyager and Chrysler Grand Caravan (Canadian market only)

*Conner Avenue Assembly Plant (Detroit) ceased production in August 2017. Currently being used as the Conner Event Center.

*Belvidere (Illinois) Assembly Plant idled in February 2023.

POWERTRAIN OPERATIONS**

Manufacturing Facility	Location	Products
Dundee Engine Plant	Dundee, Mich.	1.6-liter, I-4 turbocharged engine (plant is currently being retooled; production to begin in 2024)
Kokomo Engine Plant (formerly Indiana Transmission Plant II)	Kokomo, Ind.	2.0-liter GMET4
Saltillo Engine	Saltillo (Mexico)	3.0-liter (I-6) Hurricane twin turbo; 6.4-liter (V-8) BGE HEMI
Saltillo South Engine	Saltillo (Mexico)	3.6-liter (V-6) Pentastar Upgrade; 3.6-liter (V-6) Pentastar PHEV
Trenton Engine Complex	Trenton, Mich.	3.6-liter (V-6) Pentastar Classic; 3.6-liter (V-6) Pentastar Upgrade

**Trenton North (Michigan) decommissioned in December 2022. Building to be repurposed.

TRANSMISSION/CASTING/MACHINING/AXLE OPERATIONS

Manufacturing Facility	Location	Products
Indiana Transmission	Kokomo, Ind.	Six- and nine-speed transmissions
Kokomo Casting	Kokomo, Ind.	Transmission/transaxle cases and aluminum transmission components

Kokomo Transmission	Kokomo, Ind.	Eight-speed transmissions; machined components for nine-speed transmission
Tipton Transmission	Tipton, Ind.	Nine-speed transmission; nine-speed SI-EVT transmission for Chrysler Pacifica Hybrid
Etobicoke Casting	Etobicoke, Ont. (Canada)	Aluminum die castings; engine and transmission components
Toledo Machining	Toledo, Ohio	Steering columns, torque converters
Mt. Elliott Tool & Die	Detroit	Stamping dies, checking fixtures, stamping fixtures

STAMPING OPERATIONS		
Manufacturing Facility	Location	Products
Salttillo Stamping	Salttillo (Mexico)	Automotive body stampings and assemblies
Sterling Stamping	Sterling Heights, Mich.	Automotive body stampings and assemblies
Toluca Stamping	Toluca (Mexico)	Automotive body stampings and assemblies
Warren Stamping	Warren, Mich.	Automotive body stampings and assemblies

Total of 35 manufacturing facilities: 22 in the United States (including three idled facilities); six in Canada; and seven in Mexico. In addition to those listed in the chart above, there are five additional facilities that produce components (two in the United States and three in Canada).

The below statements are taken from the Mitsubishi Corporation annual report with these sections being specific to their policies on their commitments in relation to modern slavery.

This statement has been approved by MC's Board of Directors and has been signed by Yutaka Kashiwaga, Director, Executive Vice President for MC.

This statement is publicly available on MC's website and the modern slavery statement Registry of the UK home office

5. MC's Commitments in Relation to Modern Slavery

MC is committed to respecting human rights and strives to ensure that its business activities do not cause or contribute to adverse human rights impacts, including modern slavery. This commitment is expressed through a variety of channels including the following:

- MC's Social Charter states that MC "will fully respect human rights" and will also "fully respect fundamental labor rights and endeavor to ensure the provision of proper working environments with consideration for safety, health and other aspects."
- MC's Basic Stance on Human Rights affirms MC's commitment to various international standards including the Universal Declaration of Human Rights, the ILO International Labour Standards and the Voluntary Principles on Security and Human Rights.
- MC is a signatory to the UN Global Compact, declaring support for the 10 universal principles in the fields of human rights, labor, environment and anti-corruption. Principle 4 of the Compact states that signatories should strive for "the elimination of all forms of forced and compulsory labor."
- MC has announced eight revised "Materiality" in Midterm Corporate Strategy 2024 as a set of crucial societal issues that we will prioritize through our business activities. Through "Promoting Stable, Sustainable Societies and Lifestyles" and "Respecting Human Rights in Our Business Operations", MC will continue to implement a sustainable approach to procurement and supply operations while taking into account environmental and social factors not only in MC's own business but also throughout the supply chain.

Category	Item	Objective
Environmental and Social (ESG) Factors (Materiality)	 Contributing to Decarbonized Systems	Contribute to the realization of decarbonized systems by striving to reduce greenhouse gas (GHG) emissions, while providing products and services that support decarbonization during the transition period.
	 Conserving and Efficiently Utilizing Natural Capital	Recognizing the Earth itself to be our most important asset, strive to maintain businesses with sound natural capital, and work to create positive economic value while reducing our environmental footprint.
	 Promoting Stable, Sustainable Societies and Lifestyles	Promote sustainable societies and lifestyles in the future through businesses in a diverse range of countries and markets, while taking due responsibility to provide a stable supply of resources (raw materials, products, services, etc.) to the well-being of countries and customers.
	 Making Contributes to Addressing Societal Issues	Create businesses that help to address societal needs while working to solve social industry problems that are important to business innovation.
	 Addressing Regional Issues and Growing Together with Local Communities	Strive to contribute to the development of economies and societies by addressing issues facing countries and regions, while working together with stakeholders with shared objectives, against and across borders.
Human Rights (Materiality)	 Respecting Human Rights in Our Business Operations	Protect the human rights of all stakeholders involved in providing our business operations worldwide, and pursue solutions for more than related issues while considering the local conditions in each country.
	 Promoting Diverse Workplaces That Realize the Potential of a Diverse Workforce	Recognizing that our human resources are the great assets of our businesses, create a diverse and resilient workforce that drives efforts to generate stable and growth through our organization, and also work to expand an organization where human resources share common values and grow together while nurturing their capabilities and realizing their individual goals.
	 Building a Highly Transparent and Flexible Organization	Work with respect to changes in the business environment, strive for highly effective governance on a global, cross-sector basis and high-level transparency in procurement that is transparent and flexible.

- MC's commitment to respect and uphold human rights also extends to its supply chains. In order to convey this stance to suppliers, MC created the MC Policy for Sustainable Supply Chain Management (hereinafter "the Policy"), which all suppliers are expected to understand, embrace and abide by. Article (1) of the Policy states that "suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labor." The Policy also addresses issues such as child labor, freedom of association and suitable remuneration.
- MC has established the Palm Oil Procurement Guidelines and the Timber and Paper Products Procurement Guidelines and which set out MC's stance on human rights in relation to the procurement of those products.

6. MC's Activities in FY2021 in Relation to the Prevention of Modern Slavery

A) Training and Awareness Raising

MC provides training on its corporate philosophy, including respect for human rights and relevant guidelines, on a consolidated basis.

- Training for all officers and employees: MC's policies and guidelines, including those related to respecting human rights through its businesses and supply chains, are communicated to all new recruits and reinforced at various internal training sessions on a regular basis. These policies and guidelines are also conveyed to employees of overseas businesses and affiliated companies at various internal training seminars on a regular basis.

In addition, content related to human rights violations and the Act are incorporated into an e-learning program which all executives and employees are required to take every year, in order to cultivate a better understanding of modern slavery.

MC's data related to training for FY2021 is as follows.

Scope	Total time spent	Participation Rate (*3)
Non-Consolidated Officers and Employees	4 hours	99.2%

*3 Average rate of participants for each training course

The following are the addresses and locations of the head offices and manufacturing plants for Mitsubishi

Mitsubishi Canada Limited

Vancouver Office

2800-200 Granville Street, Vancouver, British Columbia, Canada V6C 1G6

Toronto Office

Suite 2210, P.O. Box 133, 100 Wellington St. West, TD West Tower, Toronto, Ontario, Canada M5K 1H1

Mitsubishi offices in Japan

Mitsubishi head office

- 1-21, Shibaura 3-chome, Minato-ku, Tokyo 108-8410

Mitsubishi Development & Design Domestic Facilities

- 1, Aza-Nakashinkiri, Hashime-cho, Okazaki, Aichi-pref.
- 1-21, Shibaura 3-chome, Minato-ku, Tokyo
- 1, Aza-Nakashinkiri, Hashime-cho, Okazaki, Aichi-pref.
- 1-1, Aza-Kawagoe, Niki-cho, Okazaki, Aichi-pref.
- 1, Tatsumi-cho, Uzumasa, Ukyo-ku, Kyoto, Kyoto-pref.
- 22-1, Aza-Osarushi, Otofuke-cho, Kawato-gun, Hokkaido

Mitsubishi Vehicle Production Domestic Facilities

- 1, Aza-Nakashinkiri, Hashime-cho, Okazaki, Aichi-pref.
- 1, Kaigan-dori 1-chome, Mizushima, Kurashiki, Okayama-pref.
- 1, Uzumasatsumi-cho, Ukyo-ku, Kyoto, Kyoto-pref
- 2-1, Kosuna-cho, Konan, Shiga-pref.

Mitsubishi Exhibition Domestic Facility

- 1-1, Shibaura 3-chome, Minato-ku, Tokyo
- 1, Aza-Nakashinkiri, Hashime-cho, Okazaki, Aichi-pref
- 1, Aza-Nakashinkiri, Hashime-cho, Okazaki, Aichi-pref

Remediation

It is the policy of Pioneer Garage limited that we do not use any forced child labor in any of our retail stores and would not buy from a supplier if we had any knowledge of that supplier using forced child labor to manufacture their products.

Training and awareness

Pioneer Garage Ltd has a policy of encouraging all of our employees to report any human rights violations. We will also be conducting a detailed review of any new supplier before we do business with them. This will include a review to ensure the supplier is not using child labor or forced child labor. All of our managers who are responsible for purchasing are aware of this policy and all our staff are asked to report any information on any supplier we use that may be using child labour in their business.

Effectiveness Assessment

We have done a thorough review of the Honda, Mitsubishi and Stellantis guidelines in regards to using Forced Labor and Child Labor and we are confident that they have done a good job.

We have made our staff aware and to report any human rights violations including any awareness of whether a supplier uses child labor.

We have also reviewed our larger local suppliers and are confident that they are not using any forced or child labor.

This report has been approved by the Pioneer Garage Limited Board of Directors

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

Ray Van Empel

President

May 21, 2024

A handwritten signature in black ink, appearing to be 'R. Van Empel', written over a horizontal line.

I have the authority to bind Pioneer Garage Ltd