



BILL S211 SLAVERY AND FORCED LABOUR RESPONSE

REPORTING PERIOD: Fiscal Year ending March 31, 2024

REPORT ENTITIES: Portage Transport Inc, Manitoba Ltd, 5315957 Manitoba LTD and 5480974 Manitoba LTD

This joint report (“report”) was prepared to document Portage Transport Inc’s, 5315957 Manitoba LTD and 5480974 Manitoba LTD, Portage Transport’s hold co.’s (collectively “Portage Transport”) steps taken pursuant to Canada’s new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). The steps include identifying, preventing, and reducing the risk of forced labour or child labour at any step in the production of goods or of goods imported into Canada by Portage Transport for the financial year ending March 31, 2024.

An annual report will be published highlighting Portage Transport’s commitment to fight against Forced labour and child labour and to reduce the risk of both being used in Portage Transport’s operations and supply chains.

STRUCTURE:

Portage Transport was established in 1998 and is headquartered in Portage la Prairie, Manitoba. Portage Transport is an asset-based freight solution that hauls freight solutions in Canada and the United States. With 100 trucks and 180 trailers, Portage Transport’s predominant business is freight transportation throughout Canada and the U.S.

We utilize both company-owned and owner-operator equipment setups. Our reliable fleet is made up of over 100 trucks pulling over 150 trailers. Portage Transport also maintains multiple certifications for all your customer needs, including Iron apple International, Smart way Transport Partnership (U.S. Environmental Protection Agency), and the Customs-Trade Partnership Against Terrorism.

TRAINING PROVIDED TO EMPLOYEES ON FORCED AND CHILD LABOUR:

Portage Transport includes numerous human rights training opportunities for new employees including a copy of Portage Transport’s Human Rights policy which lays out the groundwork for identifying and reporting on forced or child labour in any workforce.

Portage Transport also assigns all new employees with an online video and follow-up test for Truckers against Trafficking. This course provides employees with guidance on how to recognize and respond if they see or suspect trafficking at any point during their employment with Portage Transport.

POLICIES

Portage Transport is committed to preventing forced labour and child labour in its business operations and supply chains. By maintaining a Human rights policy, implementing training around truckers against trafficking and providing employees and the public with safe and anonymous reporting methods, we believe we are not only complying with regulation but creating an environment for change.



BILL S211 SLAVERY AND FORCED LABOUR RESPONSE

HUMAN RIGHTS POLICY

Portage Transport's Human Rights Policy outlines and provides employees with the scope, key definitions, roles and responsibilities and the importance of Human Rights in the workforce. Portage Transport is committed to protecting human rights in its operations and business relationships. The policy highlights and defines actions employees should take should they witness any violations of a fellow employee, customers employees or third party while representing Portage Transport. It ensures employees understand that Portage Transport has a zero-tolerance stance toward forced labour or child labour in the transportation industry or throughout any of its supply chains.

WHISTLEBLOWER POLICY

In addition to a Human rights policy, Portage Transport has established a whistleblower policy that provides its team members, customers, and public with an encouraged safe method of reporting. Our HR and Safety and Compliance teams are both readily available as well as email and telecommunication methods.

The policy guarantees whistleblowers protection and prohibits retaliation for reporting violations, filing a complaint, testifying, and participating in any investigation conducted.

DUE DILIGENCE PROCESSES

Portage Transport has implemented due diligence procedures to prevent forced labour and child labour across many areas of its operations and has proactively incorporated responsible business practices into its policies and management procedures. Portage Transport is currently reviewing the impacts within its operations, supply chain, and business affiliations to ensure the implementation of appropriate due diligence procedures.

Customers, interline carriers and select business partners are required to sign statements of compliance confirming they are following and in regulatory compliance to specific standards, such as the prohibition of forced labour and child labour in its supply chains.

RISK ASSESSMENT IN PORTAGE TRANSPORTS SUPPLY CHAINS

After completing a risk assessment of its workforce, Portage Transport acknowledges that the transportation industry contains inherent risks, however, the highest emerging risks are surrounding procurement of goods outside of Canada. Despite no instances of child labour or forced labour being reported, Portage Transport will continue to monitor, train, and assess all business avenues to ensure it continues to protect against it.

REMEDIATION MEASURES FOR LOSS OF INCOME

No accounts of forced labour or child labour have been reported, nor have any instances been identified withing Portage Transports operations or its supply chains, to the knowledge of the company, leaving no remediation to have occurred. A remediation method has been established and is in place in the case a claim or incident is reported.

BILL S211 SLAVERY AND FORCED LABOUR RESPONSE

ASSESSMENT OF EFFECTIVENESS

Portage Transport is committed to regularly reviewing policies, procedures, training methods and agreements to ensure maintains a full cycle process that continues to prevent forced labour or child labour within its operations and supply chains. These regular reviews and assessments allow for continued improvement and open and transparent business practices. Portage Transport has introduced several measures to prevent forced labour and child labour in the supply chain. To date, no actions have been taken to assess the effectiveness of these measures.

DEFINITIONS:

All definitions for this Report are utilized from the Government of Canada's definitions.

Child Labour: means labour or services provided or offered to be provided by persons under the age of 18 years and that.

- (a) are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada;
- (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them;
- (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or
- (d) constitute the worst forms of child labour as defined in article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999. (travail des enfants)

Entity: means a corporation or a trust, partnership, or other unincorporated organization that

- (a) is listed on a stock exchange in Canada.
- (b) has a place of business in Canada, does business in Canada or has assets in Canada and that, based on its consolidated financial statements, meets at least two of the following conditions for at least one of its two most recent financial years:
 - (i) it has at least \$20 million in assets,
 - (ii) it has generated at least \$40 million in revenue, and
 - (iii) it employs an average of at least 250 employees; or
- (c) is prescribed by regulations. (entité)



BILL S211 SLAVERY AND FORCED LABOUR RESPONSE

Forced Labour: means labour or service provided or offered to be provided by a person under circumstances that

- (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or
- (b) constitute forced or compulsory labour as defined in article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930.

CONCLUSION

This report has been approved by the President and CEO of Portage Transport. In accordance with the requirements of the Act, Portage Transport and the undersigned attest that the information in this report is for the entities specified at the begin of this report. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this joint report is true, accurate and complete in all material respects, for the purposes of the Act, for the Reporting Period specified above.

I attest that the information in the above written report is true, accurate and complete in all material respects to the purposes of the Act, for the reporting period listed above. I have the authority to sign on behalf of Portage Transport Inc, 5315957 Manitoba LTD and 5480974 Manitoba LTD in my capacity as President and CEO.

Signed by:



Bernie Driedger
President and CEO
Portage Transport Inc
5315957 Manitoba LTD
5480974 Manitoba LTD
May 31, 2024