



Q-Line Trucking Ltd.

2023 Modern Slavery Report

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Introduction

This is the first report prepared by Q-Line Trucking Ltd (Q-Line) in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"). The report sets out the steps taken to prevent and reduce the risk of forced labour and child labour at any step of the process of importing goods into Canada by Q-Line. The Report covers activities for the financial year January 1, 2023 to December 31, 2023 (the "Reporting Period").

Our Business

Q-Line is a privately held corporation under the laws of the Province of Saskatchewan. Established in 1994 by the Quiring Family to address local agricultural transportation needs, Q-Line has evolved into a dynamic corporation with over 500 employees. With three decades of experience, operating from seven strategic locations – Saskatoon SK (head office), Winkler MB, Edmonton AB, Abbotsford BC, Yellowknife NT, Montreal QC, and Bettendorf IA – Q-Line facilitates freight transportation across North America.

Our Values

Customer Focus: we are committed to building value and lasting relationships with every customer, every time. Their needs guide the actions of our business.

Community: We strive to be active and involved in the life of our community. We realize the people we serve are more than customers – they are our neighbors and friends.

Honesty & Integrity: We believe that honesty is the best policy. We are upfront and open with our customers, suppliers, and team-members and we maintain high ethical standards in our business practices.

Teamwork & Open Communication: Because we are a team, we openly share our knowledge, experience, and new ideas to build success for the organization and each other.

Leadership: We promote the growth of our people. We empower them with knowledge and resources to achieve results and grow our business.

Health & Safe Work Environment: The health and safety of our people, our customers, and the public is our most important value. We place our responsibility for safety and security above all others.

Our Activities

Q-Line provides transportation and storage/warehousing services for the construction, mining, manufacturing, agriculture, oil & gas, fabrication, forestry, and distribution industries. Our services include Full Truckload (FTL), Less Than Load (LTL), Dry Bulk, Liquid Bulk, Over-Dimensional, Heavy Haul up to 250,000 pounds, Ice Road, Third Party Logistics, Project Management, and Storage. In 2023 Q-Line safely delivered more than 52,000 loads over 42,000,000 Km

Asset Fleet: our asset fleet includes more than 330 trucks and 750 trailers.

Third Party Logistics: our brokerage division provides third party logistics services using a network of partner carriers.

Project Management: we have a dedicated team of project managers for large scale and specialized projects.

Storage and Warehousing: we currently operate 100,000 square feet of indoor warehouse space and have capacity for up to 100 acres of outdoor storage.

Our Supply Chains

Q-Line is not a manufacturer or producer of goods and does not import goods for the purposes of distribution or resale. Goods purchased by Q-Line in 2023 include, trucks, trailers, parts, information technology equipment, software, and office furnishings and supplies. For the purposes of reporting under the act, goods imported into Canada, where Q-Line was named as the importer of record include trucks, trailers, and parts. All goods imported by Q-Line were sourced from suppliers in the United States.

Steps Taken to Reduce Risk

In late 2023 Q-Line formed a team which includes members at the executive level who will be responsible for all activities conducted by Q-Line under the act including:

- a) Assessing risks of forced labour and child labour in the organization's activities and supply chains
- b) Addressing practices in our activities and supply chains that increase the risk of forced labour and child labour.
- c) Developing and implementing due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and child labour in our activities and supply chains.
- d) Developing and implementing anti-forced labour and child labour contractual clauses to be included in supplier agreements.
- e) Developing and implementing training and awareness materials on forced labour and child labour.
- f) Developing and implementing procedures to track performance in addressing forced labour and child labour.
- g) Preparing and submitting this annual report.
- h) Creation and implementation of a Q-Line Trucking Forced Labour and Child Labour Policy.

Policies and Due Diligence

During the reporting period (2023) Q-Line did not have formal policies or procedures aimed at reducing or preventing the risk of forced labour and child labour in our supply chains. All current Q-Line policies are compliant with Canadian Employment and Human Right Regulations. Q-Line is

currently in the process of developing policies, procedures, and due diligence processes to address and mitigate the risk of forced labour and child labour in our operations and our supply chains.

Risk Assessment

Q-Line does not directly purchase goods from countries listed as a high risk of using forced labour or child labour according to the Walk Free Global Slavery Index or the U.S Department of Labor's List of Goods Produced by Child Labor or Forced Labor. All goods purchased by Q-Line to support our operations in the reporting period were sourced from suppliers in Canada and the United States. Both Canada and the United States are recognized as having a low risk of forced labour and child labour.

Remediation measures

Q-Line has not identified any forced labour or child labour in its business or our supply chains. Measures to eliminate the use of forced labour and child labour have not been necessary, and therefore, Q-Line has not had to take any measures to remediate the loss of income to those vulnerable individuals and families affected by forced labour and child labour.

Training

Q-Line has extensive in person and online training programs used for onboarding new employees. While our training program for the reporting period did not include specific policies and procedures aimed at reducing the risk of forced labour and child labour in our supply chains, our current policies address compliance with Canadian Employment and Human Rights Regulations. We are currently in the process of creating new policies and procedures to address the risk of forced labour and child labour in our supply chains. All employees will receive training on these policies as a part of their implementation into our organization.

Assessing Effectiveness

Q-Line is committed to developing and reviewing policies and procedures aimed at reducing the risk of forced labour and child labour in our supply chains. As we develop these policies, we will work to assess their effectiveness and continuously improve wherever possible.

Approval and 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.”

I am providing this attestation in my capacity as an officer of Q-Line Trucking Ltd. and not in my personal capacity. I have the Authority to bind Q-Line Trucking Ltd.


Signature:  _____

Name: Reg Quiring

Title: Chief Executive Officer

Date: 05/16/2024

I am providing this attestation in my capacity as an officer of Q-Line Trucking Ltd. and not in my personal capacity. I have the Authority to bind Q-Line Trucking Ltd.

Signature:  _____

Name: Celine Assuncao

Title: Vice President, Finance & Administration

Date: 05/16/2024 .

Resources

1. Walk Free – The Global Slavery Index 2023
Available online at: <https://www.walkfree.org/global-slavery-index/>
2. U.S. Department of Labor – List of Goods Produced by Child Labor and Forced Labor
Available online at: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>
3. Fighting Against Forced Labour and Child Labour in Supply Chains Act
Available online at: <https://laws.justice.gc.ca/eng/acts/F-10.6/index.html>