

# **FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS REPORT 2023**

## **About this report**

This joint report is made pursuant to subsection 11(2) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C., 2023, c.9 (the Act) and has been prepared on behalf of Reg Quinn Limited (RQL) and the applicable entities which it controls. Headquartered in Toronto, Ontario, Reg Quinn Limited is a privately held company that operates four automotive retail locations in Toronto and Kitchener Ontario representing the brands 'BMW' and 'MINI'. The terms "we," "our," "us," "Company," "group," and "RQL" as used in this document refer collectively to Reg Quinn Limited and its subsidiaries it operates. As required by the Act, this report summarizes the steps we have taken in the financial year ended August 31, 2023 to prevent and reduce the risk of forced labour and child labour in our supply chains.

## **Steps taken to prevent and reduce risks of forced labour and child labour**

Reg Quinn Limited does not manufacture any good in Canada or import goods into Canada due to the business nature of being an automotive retailer of BMW and MINI products. The new vehicles and parts that we sell at our locations are directly through BMW Canada, whom imports their goods through BMW Group and their worldwide supply chain network. It is this relationship that we must rely on BMW Group to follow and enforce their internal policy statement on respect for human rights and corresponding environmental standards.

In addition to BMW Group's standards, RQL closely adheres to and exceeds employment standards as set forth by the government of Ontario for its 340 employees.

## **Our corporate structure and business activities**

Reg Quinn Limited is the sole parent company of the entities covered in this report. RQL operates Parkview BMW (1971041 Ontario Ltd), BMW Toronto (1788333 Ontario Inc.), BMW Grand River (2142242 Ontario Inc.) and MINI Toronto (2232556 Ontario Inc.) Our mission and philosophy at our dealership locations is to deliver service beyond our customer's expectations. While we do not produce any goods for sale, we do sell new and preowned BMW and MINI automobiles, parts, and repair servicing.

## **Our supply chain**

Our main supplier of all new vehicles and vast majority of parts is through BMW Canada, who is a subsidiary of the original equipment manufacturer BMW Group. As a group of certified dealers, we operate under contracts for sales and service with BMW Canada and for all vehicles, parts, equipment, and service covered by those agreements, we refer you to their submission.

## **Policies and due diligence processes in relation to forced labour and child labour**

At the core we are a group committed to exceptional service to our customers and our employees. RQL has implemented internal policies and procedures that support human rights and socially responsible business practices that ensure our employees have a safe and enriching working environment which exceeds the employment standards act (ESA) of Ontario.

As part of our commitment to human rights, we stand firmly against the use of forced labour and child labour in our operations and across our supply chain.

## **Parts of the business and supply chain that carry risk of forced labour and child labour and steps to manage that risk**

Although our group relies heavily on BMW Canada, and by extension BMW Group to identify the risks of forced labour and child labour in its supply chains, there are some international suppliers that we conduct business with for a small subset of our parts inventory. We have started the process of identifying these risks but admit there are still gaps in our assessments. At this time, we have not identified any risk of forced labour or child labour with those suppliers. In 2024 we are committed to conducting a more thorough review of our third-party suppliers to reduce the gaps in our current assessments.

## **Assessing the effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.**

As certified retail dealers of BMW and MINI products, RQL operates under contracts for sales and service with BMW Canada and the parent company BMW Group and we refer you to their submission on assessing the effectiveness of ensuring forced labour and child labour are not being used in its activities and supply chains.

**Attestation**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that the Board of Directors of Reg Quinn Limited has reviewed the information contained in the report. 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 dark ink, appearing to read 'K. Maiero', is written over a solid horizontal line.

Katie Maiero

Dealer Principal, on behalf of the Board of Directors of Reg Quinn Limited

Date: May 23, 2024