

2024 Annual Report on Forced Labour and Child Labour in Supply Chains

Roy Foss Motors Ltd., Roy Foss Chevrolet Limited

This report has been prepared in accordance with the Fighting against Forced Labour and Child Labour in Supply Chains Act. It outlines the policies and procedures that Roy Foss Motors Ltd, Roy Foss Chevrolet Limited (hereafter referred to as "the Entity") has implemented and will continue to implement to prevent and reduce the risk of forced labour and child labour in our supply chain.

1. Steps the Entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any stage of the production of goods in Canada or elsewhere by the Entity or of goods imported into Canada by the Entity:

Roy Foss Motors Ltd, Roy Foss Chevrolet Limited has contracted an external assessment of risks related to forced labour and/or child labour within our organization's activities and supply chains. Additionally, we have developed and implemented a comprehensive policy to address forced labour and child labour. This policy includes addressing practices in our activities and supply chains that could increase the risk of forced labour and/or child labour. We have also developed and implemented due diligence policies and processes to identify, address, and prohibit the use of forced labour and/or child labour in our operations. Our suppliers are required to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains. To ensure compliance, we regularly monitor our suppliers.

2. Organizational Structure, Activities and Supply Chains:

ROY FOSS MOTORS Ltd and ROY FOSS CHEVROLET LIMITED are entities operating within the wholesale and retail trade sectors in Canada. Our services include the sale of new and used vehicles, vehicle financing options, vehicle servicing and repairs, and the sale of vehicle parts. We have a dealer agreement with General Motors Canada. All our employees are based in Canada, and all activities are conducted within Canada, . Our supply chain is primarily sourced through General Motors Canada, which involves a complex network of suppliers globally.

3. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour:

We are committed to preventing forced labour and child labour through stringent employment screening procedures. Prospective employees must complete a job application, a detailed questionnaire, resume screening, and an employee profile in our HR system. The screening process includes verifying the candidates' eligibility to work in Canada, confirming possession of a valid social insurance number and driver's license, and conducting age verification when necessary.

4. Parts of the Entity's Business and Supply Chains that Carry a Risk of Forced Labour or Child Labour and the Steps Taken to Assess and Manage That Risk:

The greatest risk of forced or child labour within our business likely lies within our parts and vehicle supply chain, which is primarily supplied by General Motors Canada. As a certified dealer, we operate under contracts for sales and service with the Canadian subsidiaries of the following Canadian Original Equipment Manufacturers: General Motors and selected Tier One automotive parts firms such as NAPA Auto Parts. The vast majority (95%+) is with General Motors Canada. For all vehicles, parts, equipment, and service covered by those agreements, we refer you to their submission. Additionally, we have enclosed a letter of compliance from General Motors Canada, attesting to adherence to policies preventing forced labour and child labour in their supply chains. We have reviewed the anti-slavery and human trafficking statements from our manufacturers and will continue to engage in dialogue with our suppliers to ensure they are responding appropriately to prevent forced or child labour in their manufacturing processes.

5. Measures Taken to Remediate Any Forced Labour or Child Labour:

No specific instances of forced labour or child labour have been identified within our operations or supply chain. Should we identify any instances, we are committed to responding appropriately to address the issue promptly.

6. Measures Taken to Remediate the Loss of Income to the Most Vulnerable Families That Results from Any Measure Taken to Eliminate the Use of Forced Labour or Child Labour in Its Activities and Supply Chains:

No measures have been necessary in this area as no vulnerable families have been identified as experiencing a loss of income due to actions taken by the Entity to eliminate forced labour or child labour from our supply chain.

7. Training Provided to Employees on Forced Labour and Child Labour:

We have trained our managers to use a standard screening questionnaire during candidate interviews. This includes verifying eligibility to work in Canada, possession of a valid social insurance number and driver's license, and conducting age verification when necessary.

8. How We Assess Our Effectiveness in Ensuring That Forced Labour and Child Labour Are Not Being Used in Our Business and Supply Chains:

To the best of our knowledge, no instances of forced or child labour have been identified within our operations or supply chain. We commit to continuous monitoring and assessment of our operations and supply chain to prevent the incorporation of unethical practices.


Approval of Our Report

This report has been approved by the Board of Directors of Roy Foss Motors Ltd, Roy Foss Chevrolet Limited on May 27, 2024, 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 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.

Full Name: Randy M Katzman CPA CA

Title: CFO, Roy Foss Automotive Group

Date: May 23, 2024

Signature: 

“I have the authority to bind Roy Foss Motors Ltd, Roy Foss Chevrolet Limited”

Canada Bill S-211 - Fighting Against Forced Labour and Child Labour in Supply Chains Act-

May 2024

Policy Statement

The Roy Foss Automotive Group, a distinguished steward of two of Canada's premier General Motors dealerships has epitomized excellence in the automotive industry for over six decades and across three generations. We are proud to pledge unwavering support for Canada Bill S-211 - the Fighting Against Forced Labour and Child Labour in Supply Chains Act. Recognizing the profound importance of this legislation, we are dedicated to ensuring that every aspect of our supply chain remains free from forced labor, prison labor, and child labor.

As a certified dealer, we operate under contracts for sales and service with the Canadian subsidiaries of the following Original Equipment Manufacturers (company names). For all vehicles, parts, equipment, and service covered by those agreements, we refer you to their submission.

Transparency and accountability shall serve as our guiding principles. Roy Foss Automotive Group shall uphold the spirit of Canada Bill S-211 by meticulously documenting and publicly disclosing our efforts to combat forced labor, prison labor, and child labor within our supply chains. Our commitment to transparency includes diligently furnishing detailed reports, ensuring full compliance with the legislative requirements.