



Report Pursuant to Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9 (“the Act”)

This is a report pursuant to *Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9* (“the Act”) by SICARD HOLIDAY CAMPERS LIMITED (“Sicard”), for the period from January 1, 2023 to December 31, 2023.

Structure and Activities

Sicard is a corporation incorporated under the laws of Ontario. We are one of Canada's largest retail and wholesale traders of Recreational Vehicles (RV), operating under the business name ‘Sicard RV’. Sicard RV is located in Smithville, ON with over 650 RVs in inventory, spanning across 36 acres of land representing an asset base/revenue generation of over 20M/ \$40M. We are a family business and have 102 employees in Canada and none outside of Canada.

Supply Chains

Our supply chain comprises of companies specializing in building RVs and RV part suppliers in both Canada and the United States of America. As retail and wholesale traders, we are not engaged in production, manufacturing, growing, extracting or processing.

Policies and due diligence processes in relation to forced, and child labour

At Sicard, we apply due diligence practices aligned with the risks involved in our activities, our supply chains and our business relationships in a manner conducive to responsible conduct. We adhere to the *Ontario Human Rights Code, R.S.O. 1990, c. H.19* and the *Ontario Employment Standards Act, 2000, S.O. 2000, c. 41*, and we are committed to working with parties who adhere to such legislation.

Parts of our business and supply chains that carry a risk of forced or child labour, and the steps taken to assess and manage that risk

We have considered and identified risks to the best of our knowledge and will continue to strive to identify emerging risks. We consider none of the aspects of our activities and supply chains have identifiable forced labour or child labour. For the financial year ended December 31, 2023, we did not take steps outside of the above mentioned legislations for the assessment and risk management of the parts of our business and supply chains that carry a risk of forced or child labour.

Measures to remediate any forced labour or child labour in its activities and supply chains

We have not identified any forced labour or child labour in our activities and supply chains. We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

Training to employees on forced labour and/or child labour

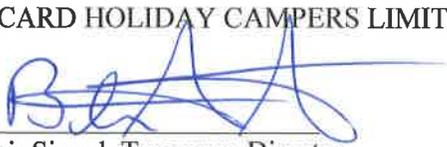
We do not currently provide training to employees on forced labour and/or child labour. We adhere to the *Ontario Human Rights Code, R.S.O. 1990, c. H.19* and the *Ontario Employment Standards Act, 2000, S.O. 2000, c. 41*, with respect to our employees and have apprised them on the recent legislation.

We do not currently have policies and procedures in place to assess effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.

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.

For SICARD HOLIDAY CAMPERS LIMITED

Per:


Blair Sicard, Treasurer, Director

I have authority to bind the Corporation