

Traveland Leisure Vehicles

2023 Global Modern Slavery and Human Trafficking Transparency Statement

For the Financial Year Ending on December 31, 2023

Since our establishment, Traveland Leisure Vehicles has thrived on innovation and customer focus. This year, as we continue to grow, we reaffirm our commitment to ethical practices and human rights. In our 2023 Global Modern Slavery and Human Trafficking Transparency Statement, we share our progress in building a responsible supply chain that upholds our sustainability and human rights commitments. This report demonstrates our dedication to transparency and accountability in creating a better, more equitable world.

This statement is made pursuant to reporting requirements of applicable modern slavery, forced labor, child labor, and transparency acts, including the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. Traveland Leisure Vehicles supports transparency in business efforts to deter forced labor, child labor, slavery, and human trafficking in our operations and supply chain. For a summary of our impact, please refer to our Integrated Sustainability Report.

Company Overview

Traveland Leisure Vehicles operates in British Columbia, Alberta, and Saskatchewan, focusing on the sale and service of recreational vehicles (RVs) and associated parts. Our supply chain includes a diverse range of suppliers and manufacturers committed to ethical practices.

Key Facts:

- **Legal Structure:** Corporation
- **Employees:** 425 in Canada
- **Operations:** Sale and service of RVs and parts in BC, Alberta, and Saskatchewan
- **Suppliers:** Includes major RV manufacturers and parts suppliers such as Jayco, Grande Design, Airstream, Alliance, Brinkley, Thor Motor Coach, Forest River, Keystone, KZ, Leisure Travel, Newmar, Northern Lite, Northwood Manufacturing, Nucamp, Open Range, Opus Camper, Pleasureway, Taxa, Tiffin, Westland, Atlas Trailer Products, NTP, Dometic, Amazon, Home Depot, Lippert Components
- **Compliance:** Most goods are CUSMA compliant, originating in or predominantly from North America

Public Commitments to Human Rights

Traveland Leisure Vehicles is committed to building a better world where every person can pursue their dreams free from exploitation. We have pledged to uphold human rights, including the elimination of forced labor and child labor in our operations and supply chains. Our Supplier Code of Conduct explicitly prohibits the use of forced or child labor, and we require our suppliers to adopt similar policies.

Policies and Due Diligence Processes

1. Policies on Forced and Child Labour: Our commitment to protecting human rights is embodied in our internal policies, which address key issues related to modern slavery, including child labor, forced labor, and human trafficking. We require our suppliers to comply with these policies and extend them throughout their supply chains.

2. Due Diligence Processes:

- **Policy Integration:** Embedding ethical standards into company policies and management systems.
- **Risk Identification and Assessment:** Regular assessments to identify potential risks of forced and child labor in the supply chain.
- **Preventative Measures:** Implementing stringent supplier agreements and regular audits to ensure compliance with ethical standards.
- **Monitoring and Reporting:** Continuous monitoring of supplier practices and maintaining open communication channels for reporting and addressing issues.
- **Remediation:** Collaborating with suppliers to address any identified issues and taking corrective actions as necessary.

Risk Areas and Management

Identified Risk Areas: Our supply chain includes risks primarily associated with parts and materials suppliers. We conduct thorough assessments to trace the origins of products and ensure they are free from forced and child labor.

Risk Management Steps:

- **Supply Chain Mapping:** Detailed mapping of the supply chain to trace product origins.
- **Supplier Audits:** Regular audits and assessments of suppliers to ensure adherence to labor standards.
- **Employee and Supplier Training:** Providing comprehensive training on identifying and preventing forced and child labor.

Remediation Measures

Measures Taken:

- **Remediation Actions:** Addressing instances of non-compliance with immediate corrective measures and working with suppliers to improve practices.
- **Income Remediation:** Ensuring that measures to eliminate forced or child labor do not adversely impact the income of vulnerable families. Support programs and alternative livelihood options are provided where necessary.

Training Provided

Employee Training:

- **Scope:** Mandatory training for all employees on ethical labor practices, focusing on the prevention of forced and child labor.
- **Content:** Training developed in collaboration with external experts, delivered through online modules and workshops.
- **Assessment:** Regular assessments to ensure understanding and compliance.

Assessing Effectiveness

Assessment Methods:

- **Regular Reviews:** Conducting annual reviews of policies and practices to ensure effectiveness.
- **Feedback Mechanisms:** Implementing systems to gather input from employees and suppliers on the effectiveness of measures.
- **Performance Metrics:** Tracking key performance indicators related to labor practices and supplier compliance.

Approval and Attestation

This report has been approved by the governing body of Traveland Leisure Vehicles. The undersigned attest that the information contained in this report is true, accurate, and complete in all material respects for the purposes of the Act.

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 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: Brad Howes

Title: Director

Date: May 22, 2024

Signature:

A handwritten signature in black ink, appearing to be 'B. Howes', written over a horizontal line.

"I have the authority to bind Traveland Leisure Vehicles."

Publication and Transparency

The report will be published in a prominent place on the company's website and made available to the public to ensure transparency and accessibility.

By adhering to these practices, Traveland Leisure Vehicles demonstrates its commitment to ethical business conduct and compliance with the Act. For further details, please refer to the additional guidance provided by the Government of Canada.