

## **Forced Labour Report: U-Haul Co. (Canada) Ltd.**

### 1. Introduction

This is a report submitted by U-Haul Co. (Canada) Ltd. (the "Company", "we" or "our") in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), covering the period April 1, 2023 to March 31, 2024 (our fiscal year).

### 2. Company Structure and Activities

We are an Ontario corporation and a Canadian subsidiary of U-Haul Holding Company, a US public company incorporated in Nevada. U-Haul Holding Company ("U-Haul Holding Company"), together with its subsidiaries (collectively, "U-Haul"), is North America's largest "do-it-yourself" moving and storage operator. We operate in all ten Canadian provinces.

We rent U-Haul's distinctive orange and white U-Haul trucks and trailers and orange door self-storage units in Canada through a network of over 110 retail moving stores and over 1,700 independent U-Haul® dealers. We also sell U-Haul®-branded boxes, tape and other moving and self-storage products and services to "do-it-yourself" moving and storage customers at our retail moving stores, through independent U-Haul dealers, and through the U-Haul website and mobile app.

### 3. Company Supply Chains

U-Haul rental truck chassis are manufactured by third party truck manufacturers based in the United States. These chassis are joined with the U-Haul designed and manufactured van boxes primarily at U-Haul-operated manufacturing and assembly facilities located throughout the United States. U-Haul trailers are also manufactured at these same U-Haul-operated manufacturing and assembly facilities.

### 4. How we Address Forced and Child Labour in Our Supply Chains

We conduct our business in compliance with applicable laws and regulations affecting the Company and its business. We abide by U-Haul's Code of Ethics, which applies to all U-Haul subsidiaries (including our sister companies which are our suppliers). We also maintain policies that require our managers and staff to adhere to child labour laws in Canada and the United States. Relevant aspects of our Code of Ethics and child labour policies are described below.

#### (a) U-Haul Code of Ethics

U-Haul's Code of Ethics outlines ethical and legal standards expected of all Company employees ("team members"), officers, and directors. In accordance with the Code of Ethics, our team members are expected to comply with applicable federal, provincial, and

local laws and regulations and to treat customers, suppliers, and fellow team members in an honest and fair manner.

The Code of Ethics encourages reporting of any suspected illegal, dishonest, or unethical acts, or violations of the Code of Ethics. Such reports can be made to a supervisor or through U-Haul's Hotline. The full text of the Code of Ethics is available at: <https://investors.uhaul.com/governance.aspx>.

(b) Child Labour Policies

We maintain internal policies that require adherence with child labour laws in Canada. Our Human Resources team oversees compliance with applicable laws and our internal policies. These policies include an internal reporting and communication mechanism that employees may use to report child labour.

(c) Training

We do not provide specific training regarding child labour or forced labour.

(d) Reporting and Monitoring

We maintain internal accountability and reporting processes outlined in U-Haul's Code of Ethics and our child labour policies. See above.

5. Addressing and Remediating Forced Labour or Child Labour in our Supply Chains

As of March 31, 2024, we have not identified any forced labour or child labour in our activities and/or supply chains. We have therefore not had to remedy such situations.

6. Attestation

This report was approved pursuant to paragraph 4(a) of *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada).

*E. Martin Fisher-Haydis*

(signed) E. Martin Fisher-Haydis,  
Secretary  
June 18, 2024

I have the authority to bind U-Haul Co. (Canada) Ltd.