

W.O. Stinson & Son Ltd. Supplier Social Responsibility Report

Statement

W.O. Stinson & Son Ltd. is committed to maintaining strong ethical business standards across its operations, and as such, does not tolerate any form of illegal or unethical employment practices including modern slavery and human trafficking.

W.O. Stinson & Son Ltd. expects the same from its suppliers. Illegal employment practices are contradictory to W.O. Stinson & Son Ltd. Vision and Values. W.O. Stinson & Son Ltd. fosters and abides by the following:

- assessing sustainability performance as part of pre-qualification, awarding of work and ongoing supplier performance
- gathering data to understand the effects of our supply chain to help us make more informed decisions
- evaluating sustainability risks and opportunities in our supply chain
- building relationships with like-minded suppliers to accelerate innovation and sustainability performance.

W.O. Stinson & Son Ltd. will continue to take steps to ensure that those involved in its supply chain with whom W.O. Stinson & Son Ltd. does business are not involved in any form of illegal, improper or unethical employment or recruitment practices, including but not limited to modern slavery or human trafficking.

David Stinson

David Stinson
President
W.O. Stinson & Son Ltd.

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4728 Bank Street
Ottawa, Ontario K1T 3W7
Tel: (613) 822-7400
Toll Free: 800-267-9714

Kemptville
2947 Highway 43
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Tel: 613-732-7400
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Napanee
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Napanee, Ontario K7R 3L2
Tel: 613-354-7400
Toll Free: 800-267-9714

Smiths Falls
382 Highway 15
Smiths Falls, Ontario K7A 5B8
Tel: 613-283-7400
Toll Free: 800 267-9714

Company Structure

W.O. Stinson & Son Ltd is a corporation established in 1971 with its head office located at 4728 Bank St. Ottawa, Ontario, Canada, K1T 3W7.

W.O. Stinson & Son Ltd. has branch offices located in:

- Pembroke ON
- Arnprior ON
- Smiths Falls ON
- Kemptville ON
- Napanee ON

Supply Chain

W.O. Stinson & Son offers a complete line of automotive, commercial, industrial and agricultural motor oil, lubricants, petroleum and propane products. In addition, W.O. Stinson & Son Ltd. offers a full range of home comfort equipment and services. W.O. Stinson & Son Ltd. sources products from reputable industry suppliers located in Canada and the United States of America.

Risk in Supply Chain

W.O. Stinson & Son Ltd. is committed to respecting human rights and ensuring that forced labour and child labour is not a part of any product within our supply chain. We will address any instances of illegal and unethical employment practices brought forward from our suppliers.

Action Taken

W.O. Stinson & Son Ltd. has created a policy *Modern Slavery* which outlines commitment to comply with Bill S-211. The policy has been added to the W.O. Stinson & Son Ltd. Employee Handbook and distributed to all its employees.

W.O. Stinson & Son Ltd. will distribute a questionnaire to all suppliers *Supplier Social Responsibility Acknowledgment*. All suppliers will be required to certify that all materials incorporated into products supplied to W.O. Stinson & Son Ltd. comply with federal and international laws regarding modern slavery and human trafficking of the country(ies) in which W.O. Stinson & Son Ltd. is doing business.

Ottawa (Head Office) 4728 Bank Street Ottawa, Ontario K1T 3W7 Tel: (613) 822-7400 Toll Free: 800-267-9714	Kemptville 2947 Highway 43 Kemptville, Ontario K0G 1J0 Tel: 613-258-1826 Toll Free: 800-267-9714	Arnprior 7 Vanjumar Drive Arnprior, Ontario K7S 3G8 Tel: 613-623-4207 Toll Free: 800-790-9265	Pembroke 294 MacKay Street Pembroke, Ontario K8A 1C5 Tel: 613-732-7400 Toll Free: 800-766-7451	Napanee 116 Goodyear Road Napanee, Ontario K7R 3L2 Tel: 613-354-7400 Toll Free: 800-267-9714	Smiths Falls 382 Highway 15 Smiths Falls, Ontario K7A 5B8 Tel: 613-283-7400 Toll Free: 800 267-9714
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Risk Assessment

Steps taken to manage third parties include the above-mentioned questionnaire that will be distributed and reviewed upon receipt to ensure all suppliers comply with W.O. Stinson & Son Ltd.'s commitment to social responsibility.

Remediation

No current remediation measures are in place as there have been no identified issues of forced/child labour at W.O. Stinson & Son Ltd. or with any of its suppliers.

Training

All employees will be provided with W.O. Stinson & Son Ltd. policy *Modern Slavery* during new employee orientation. All employees will be advised if any updates are made to the policy. The policy is in the W.O. Stinson & Son Ltd. Employee Handbook.

Employees who are directly involved with procuring product from suppliers will receive additional training on an as needed basis to help identify and address any issues that arise during the procurement process.

Closing Statement

This statement is made pursuant to Bill S-211, an act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending 30/04/2024. It has been issued on behalf of W.O. Stinson & Son Ltd. and approved by David Stinson – President.

Signed,

David Stinson

May 1, 2024

David Stinson

Date

President

I Have the Authority to bind W.O. Stinson & Son Ltd.

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