



WAYNE PITMAN



LINCOLN

SINCE
1976

895 Woodlawn Road West Guelph ON N1K 1B7
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www.WaynePitmanFord.com

REPORT ON EFFORTS TO ADDRESS FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

PREPARED BY WAYNE PITMAN FORD LINCOLN INC.
REPORTING PERIOD: JANUARY 1, 2023 TO DECEMBER 31, 2023

INTRODUCTION

Wayne Pitman Ford Lincoln Inc. is a company engaged in the purchase of new vehicles from Ford Motor Company of Canada and the subsequent sale of these units to Canadian residents in Ontario, Canada. This report outlines our efforts to address forced labour and child labour in our supply chains as mandated by the Forced Labour and Child Labour in Supply Chains Act.

COMMITMENT STATEMENT

Wayne Pitman Ford Lincoln Inc. is committed to upholding human rights and ethical sourcing practices. We recognize the importance of eradicating forced labour and child labour from our supply chains and are dedicated to ensuring compliance with relevant laws and standards.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

STRUCTURE

Wayne Pitman Ford Lincoln Inc. is a single location automotive dealership operating under the trade name Wayne Pitman Ford Lincoln Inc.. Its focus of operations is in Ontario, Canada. Its corporate head office is located in Guelph, Ontario. As of December 31, 2023, both sales & service locations operate under the brand of Ford & Lincoln. Wayne Pitman Ford Lincoln Inc. operates with approximately 60 full time employees, located exclusively in Canada. Servicing the province of Ontario, with Automotive Sales, Parts, & Service repairs.

ACTIVITIES AND SUPPLY CHAINS

Wayne Pitman Ford Lincoln Inc. does not directly control any activities or supply chains related to the procurement or production of vehicles. All aspects of our supply chain, including sourcing and manufacturing, are handled by Ford Motor Company of Canada.

RISK ASSESSMENT

Given the limited scope of operations focused on vehicle sales, we have assessed our supply chain for potential risks related to forced labour and child labour. Our analysis indicates minimal risk due to the nature of our business and direct engagement with Ford Motor Company of Canada.



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DUE DILIGENCE MEASURES

Wayne Pitman Ford Lincoln Inc. currently does not have specific policies or due diligence processes related to forced labour and child labour. This is because our business model involves purchasing vehicles directly from Ford Motor Company of Canada, a reputable Canadian entity, and selling them exclusively to Canadian individuals or entities.

MONITORING AND COMPLIANCE

We monitor compliance through regular communication with Ford Motor Company of Canada regarding their labour practices and supply chain integrity. While we do not conduct independent audits due to our specific business model, we rely on Ford of Canada assurances of compliance with applicable laws and standards.

PARTS OF BUSINESS AND SUPPLY CHAINS AT RISK

Wayne Pitman Ford Lincoln Inc. operates within a dealer purchase relationship with Ford Motor Company of Canada and does not control the supply chain or carry any risk of forced labour or child labour at the dealer level. Therefore, we have not taken specific steps to assess or manage such risks within our operations.

REMEDIATION ACTIONS

Wayne Pitman Ford Lincoln Inc. has not taken any specific measures to remediate the loss of income to vulnerable families resulting from efforts to eliminate forced labour or child labour. Our purchase relationship with Ford Motor Company of Canada limits our ability to directly influence such issues outside of our control as an operating entity

TRAINING PROVIDED TO EMPLOYEES

No training has been provided to employees specifically on forced labour and child labour due to our current structure and activities within the dealer purchase relationship with Ford Motor Company of Canada. However, we acknowledge the importance of such training and commit to providing it in the future should there be changes in our entity's activities or current supply chain structure.

ASSESSING EFFECTIVENESS

Wayne Pitman Ford Lincoln Inc. does not have a direct way to assess the effectiveness of ensuring that forced labour or child labour are not being used in the supply chain due to our business relationship with Ford Motor Company of Canada. However, we operate in accordance with the Canadian code of conduct and laws that govern business and individuals in Canada, both federally and provincially, to uphold ethical practices and compliance with labour standards.

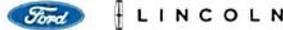
REPORTING AND TRANSPARENCY

We commit to annual reporting as required by the Forced Labour and Child Labour in Supply Chains Act. This report will be made available to relevant stakeholders, including customers, employees, and government agencies, to demonstrate our commitment to ethical sourcing.



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FUTURE COMMITMENTS

Moving forward, Wayne Pitman Ford Lincoln Inc. will continue to prioritize ethical business practices and collaborate with suppliers like Ford Motor Company of Canada to further strengthen supply chain transparency and labour standards compliance.

APPROVAL

This Report has received approval from Wayne Pitman Ford Lincoln Inc. directors. 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.

Signature:

Date: May 28th 2024

Wayne Bricknell
Wayne Pitman Ford Lincoln Inc.
Owner / President

