



Fighting Modern Slavery
2023 Report
May 28, 2024

About this Report

I am pleased to present YOURTRUCKSHOP INC's 2023 Report on Fighting Modern Slavery, which demonstrates our commitment to positively impacting our supply chains and other business partnerships. This Report documents the steps taken within YOURTRUCKSHOP INC throughout 2023 to prevent and reduce the risk of Modern Slavery at any stage of the production of goods in Canada or elsewhere, or of goods imported into Canada by YOURTRUCKSHOP INC.

This Report has been prepared in accordance with Part 2 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9 (the "Act"). It is a joint report prepared on behalf of and approved by the Board of Directors of YOURTRUCKSHOP INC Ltd. pursuant to section 11(4)(b)(ii) of the Act. This Report includes the entities as set out in the Reporting Entities section (collectively, "YOURTRUCKSHOP INC").

In accordance with the requirements of the Act, particularly section 11, I attest that I have reviewed the information contained in the report for the Reporting Entities. Based on my knowledge and having exercised reasonable diligence, I affirm that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for 2023.

I have the authority to bind YOURTRUCKSHOP INC Ltd.

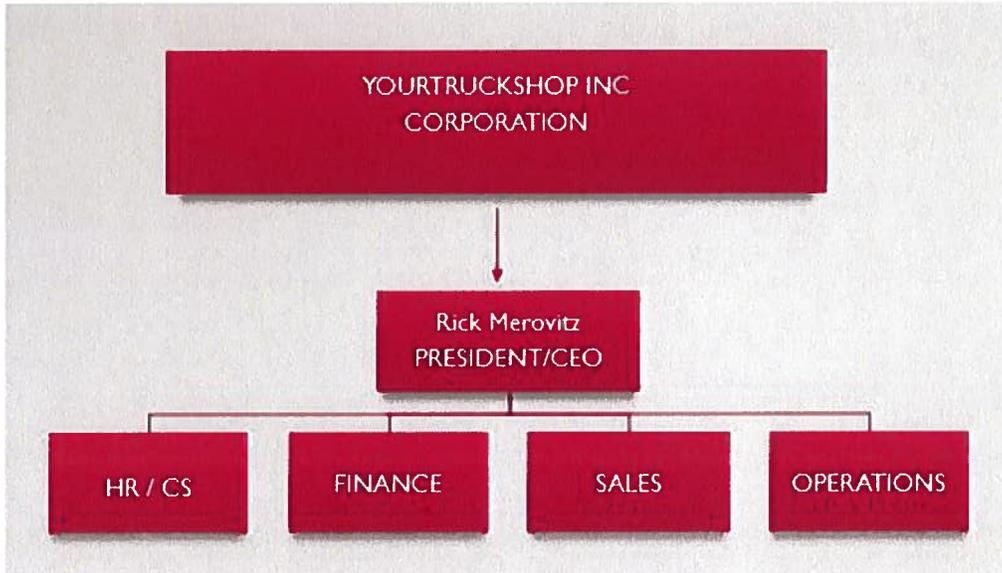
May 28, 2024

A handwritten signature in blue ink, appearing to read "Rick Merovitz".

Rick Merovitz

PRESIDENT / CEO, YOURTRUCKSHOP INC

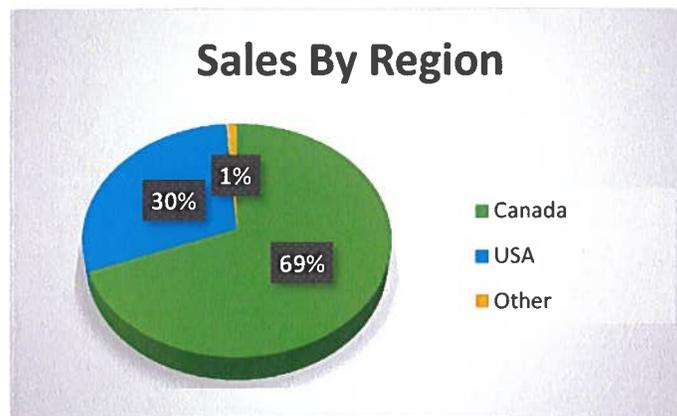
Structure, activities and supply chains.



- **All Employees are based in CANADA**

Activities

Globally, YOURTRUCKSHOP INC employs approximately 67 individuals and holds assets worth \$25 million. YOURTRUCKSHOP INC Ltd. is a diversified Canadian corporation with investments in the wholesale of truck accessories sold both in Canada and internationally.



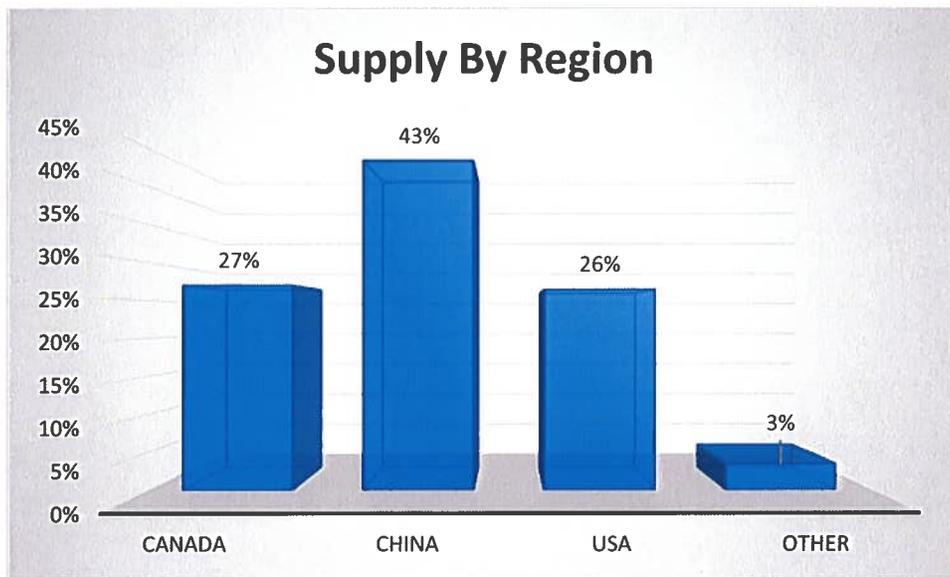


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Supply Chain

YOURTRUCKSHOP INC's supply chain is a network of trusted vendors delivering essential services to our customers.

In 2023, OURTRUCKSHOP INC's supplier base totaled approximately 800 suppliers.



Our Values, Policies & Due Diligence

Our Values

YOURTRUCKSHOP INC is dedicated to providing essential products and services. This responsibility includes ensuring those products and services are safe, reliable, sustainable, and affordable.

Our sustainability pillars are fundamental to long-term value creation and are integrated into our strategy and risk management processes. Addressing Modern Slavery and supply chain risks is a crucial part of managing these risks and identifying improvement opportunities.



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Policies

In 2024, YOURTRUCKSHOP INC will implement policies and practices to address Modern Slavery risks within its operations. These include:

- **YOURTRUCKSHOP INC Code of Ethics** This will specifically address different forms of Modern Slavery, including forced labour, child labour, and human trafficking, and explicitly prohibit such practices within any YOURTRUCKSHOP INC business activities. Vendors engaging in any form of Modern Slavery are also prohibited.

- **Speaking Up Practice** This practice provides all YOURTRUCKSHOP INC employees with a confidential venue to report breaches of the Code of Ethics or unethical behavior. Modern Slavery will be added to the list of items that must be reported for investigation and remediation.

Due Diligence

YOURTRUCKSHOP INC believes in working with vendors that demonstrate high standards of ethical business conduct. We expect them to comply with the principles outlined in YOURTRUCKSHOP INC's Vendor Conduct Requirements (VCR). We will not knowingly work with vendors who operate unethically, unsafely, violate the law, compete dishonestly, or implement unfair business practices. Violations of the VCR constitute grounds for termination of the contract and relationship with the vendor in violation.

When engaging with our vendors, we retain them on commercially reasonable terms and conditions, understanding that vendors with procurement-approved contracts are contractually bound by our VCR. Prior to working with vendors operating in high-risk regions or who supply high-risk goods, we may choose to conduct additional due diligence.

In 2024, YOURTRUCKSHOP INC expects to implement a self-serve vendor onboarding process—the first step in our overall procurement process. This process collects, evaluates, and tracks basic vendor corporate and commercial details, allowing for the vetting of policies and procedures and disclosure of Modern Slavery policies. We plan to roll out this onboarding process to significant vendors in 2024. In 2025 and beyond, we expect to further develop policies, processes, training, escalation processes, and remediation plans.



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Risks of Modern Slavery in YOURTRUCKSHOP INC's Operations and Supply Chain

YOURTRUCKSHOP INC conducts much of its business in the US and Canada, where there is a low risk of Modern Slavery. We will rely on Modern Slavery experts and leading NGOs to identify risks associated with our supply chain. While Modern Slavery can impact any population, we recognize that certain groups are particularly vulnerable, including:

Domestic and foreign migrant workers.

Contract, agency, and temporary workers.

Refugees, asylum seekers, ethnic/religious minorities, and displaced persons.

Young or student workers.

In 2024, we expect to conduct an initial risk review to identify Modern Slavery risk levels in our business and operations:

Lower within our business operations, based on the location of labor resources and customers entirely within Canada and the US, and adherence to the legal, regulatory, and market practice frameworks in place.

Moderate for some service categories, such as unskilled labor, IT and other offshore support services, and professional services like legal and audit services

Higher in the materials and equipment area of our supply chains, considering global commodity sourcing and logistics (including maritime transport) from overseas countries. According to List of Goods Produced by Child Labor or Forced Labor, the majority of these high-risk goods include raw goods: produce, cotton, and rubber.

Modern Slavery Vendor Risk Assessment

In 2023, YOURTRUCKSHOP INC did not complete an initial vendor segmentation and risk review. This process will be undertaken in 2024. This process will be performed in 2024.



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Remediation

Measures to Remediate Modern Slavery

The risk of Modern Slavery is lower in Canada than in many other countries. With respect to our vendors, remediation of any Modern Slavery concerns will occur after evaluations of existing high-risk vendors, expected to begin in 2024.

Measures to Remediate the Loss of Income to Vulnerable Families

As noted, the risk of Modern Slavery is lower in Canada than in many other countries. Given that YOURTRUCKSHOP INC does not presently anticipate taking any remedial action for its Canadian operations, no loss of income to vulnerable families as a result of such actions is anticipated.

Loss of income may result from remediation or actions taken after evaluations of vendors; however, we do not currently envision any loss of income or remedial action. Future reports may include details on steps taken to address income loss.

Training

Training will be delivered in 2024, and annually thereafter.

Each YOURTRUCKSHOP INC employee completing the training will be required to attest that they have read, understood, and will govern themselves in accordance with the requirements outlined in the Code of Ethics.

Employees that join the YOURTRUCKSHOP INC team outside of the annual training period are also required to complete the Code of Ethics training as part of mandatory onboarding activities.



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Training Plan for Bill S-201 Compliance

1. Overview and Objectives

- *Goal: Ensure all employees and relevant stakeholders understand the requirements of Bill S-201 and their roles in compliance.*
- *Objectives: Provide knowledge on identifying, preventing, and mitigating risks of forced labor and child labor in the supply chain.*

2. Target Audience

- *Primary Audience: All employees, with a focus on supply chain managers, procurement officers, and vendor relationship managers.*
- *Secondary Audience: Key vendors and partners.*

3. Training Modules

- Introduction to Bill S-201*
- Understanding Modern Slavery*
- Identifying Risks in the Supply Chain*
- Due Diligence Processes*
- Reporting and Remediation*
- Legal and Ethical Responsibilities*
- Tools and Resources*
- Training Methods*
 - ✓ *E-Learning Modules: Interactive online courses covering all training modules.*
 - ✓ *Workshops and Seminars: In-person or virtual sessions for deeper dives into specific topics.*
 - ✓ *Case Studies and Role-Playing: Practical exercises to apply knowledge in real-world scenarios.*
 - ✓ *Guest Speakers: Experts in human rights and supply chain management to provide insights and best practices.*
 - ✓ *Q&A Sessions: Open forums for employees to ask questions and clarify doubts.*
- Assessment and Certification*
- Ongoing Support and Refreshers*
- Evaluation and Improvement*



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By implementing this comprehensive training plan, YOURTRUCKSHOP INC will be well-positioned to comply with Bill S-201 and effectively mitigate the risks of forced labor and child labor within its supply chain.

Measuring Our Effectiveness

In 2024, we expect to measure:

1. The number of vendors YOURTRUCKSHOP INC has chosen not to do business with due to Modern Slavery concerns.
2. The number of vendors identified as high-risk.