Consolidated Dealers Co-Operative Inc.
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Forced Labour and Child Labour (Modern Labour) Policy

Company Name: Consolidated Dealers Inc.

Policy Statement: Consolidated Dealers Inc. is committed to upholding the highest standards of ethical conduct and human rights in all aspects of our operations and supply chain. We recognize the inherent dignity and rights of all individuals and condemn the use of forced labour and child labour in any form. As such, we have developed this policy to reaffirm our commitment to preventing and addressing these practices within our sphere of influence.

Policy Objectives:

1. To ensure that forced labour and child labour are not present in any aspect of our operations or supply chain.
2. To establish clear guidelines and procedures for identifying, assessing, and mitigating risks related to forced labour and child labour.
3. To uphold international labor standards and legal requirements pertaining to forced labour and child labour.
4. To promote transparency, accountability, and continuous improvement in our efforts to combat these practices.

Policy Principles:

1. **Zero Tolerance:** Consolidated Dealers Inc. maintains a zero-tolerance approach to forced labour and child labour in all operations and supply chain activities.
2. **Compliance with Laws and Standards:** We are committed to complying with all applicable laws and regulations related to forced labour and child labour, as well as international labor standards, including those outlined by the International Labour Organization (ILO).
3. **Supplier Responsibility:** We expect our suppliers, manufacturers, and subcontractors to adhere to the same standards regarding forced labour and child labour. We will work collaboratively with them to ensure compliance and provide support for capacity building where necessary.
4. **Due Diligence:** We will conduct thorough due diligence to assess and monitor risks of forced labour and child labour within our supply chain. This includes supplier screening, audits, and ongoing monitoring mechanisms.

5. **Remediation:** In the event that instances of forced labour or child labour are identified, we will take immediate action to address the situation, including engaging with suppliers to implement corrective measures and providing support for affected individuals and communities.
6. **Transparency and Reporting:** We are committed to transparency in our efforts to combat forced labour and child labour. We will publicly disclose relevant information about our policies, practices, and performance in this regard, including through annual reporting mechanisms.
7. **Continuous Improvement:** We will continuously evaluate and improve our policies, procedures, and practices related to forced labour and child labour to ensure effectiveness and alignment with best practices.

Responsibility and Accountability: All employees of Consolidated Dealers Inc. are responsible for upholding this policy and are encouraged to report any concerns or suspected violations to the appropriate channels within the company. Senior management is accountable for ensuring the effective implementation of this policy and for providing necessary resources and support to achieve its objectives.

Policy Review: This policy will be reviewed periodically to ensure its continued relevance and effectiveness in addressing forced labour and child labour risks. Any updates or revisions will be communicated to employees and stakeholders as appropriate.

Date of Adoption: Jan 1, 2024

Mike Beier

President and CEO

Consolidated Dealers Cooperative Inc.