

**West End**

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2025 Modern Slavery Report

Presidents Statement

Edmonton Kenworth Ltd. remains steadfast in our commitment to conducting business with integrity and in strict adherence to all applicable laws. We maintain a zero-tolerance policy towards modern slavery, forced labor, and child labor in our operations and supply chain.

Over the past year, we have deepened our efforts to mitigate these risks, including conducting supplier investigations, launching new policies and tools, and enhancing staff training. Our commitment continues to evolve as we reinforce our ethical standards across our business and with our partners.

We proudly serve Alberta communities as an authorized Kenworth truck dealership, and we remain dedicated to providing top-quality products while upholding the rights and dignity of all individuals connected to our operations.

Our Organization

Edmonton Kenworth Ltd., a Canadian controlled private corporation (CCPC), established in 1982, operates 8 locations across Alberta. As a premier Kenworth dealership with a Paclease division, we employ 350 staff and strive to create a diverse, inclusive, and ethical workplace culture.

We uphold the highest professional and ethical standards, expecting the same from our suppliers and partners. Sustainability and community impact remain central to our mission.

Policies and Processes

In 2025, Edmonton Kenworth strengthened our policies to further mitigate risks of forced labor and child labor:

- A **Human Rights and Modern Slavery Policy** was created and added to our company handbook, accessible to all staff.
- A **Supplier Code of Conduct** was launched and published on our website, outlining our expectations for ethical business practices.
- A **Forced Labor and Child Labor Questionnaire** was developed and is now issued to suppliers to assess their compliance.
- An **Investigation Template** was established to guide our response to any supplier-related concerns.



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These new tools complement our existing policies on anti-discrimination, complaints, confidentiality, and contractor management, and they are monitored regularly by leadership in coordination with HR, safety, IT, and purchasing teams.

Steps Taken (2024–2025)

We have taken several significant steps over the past year:

- **Supplier Investigation:** We conducted an investigation into one of our suppliers after concerns were raised. The investigation found no evidence of modern slavery or related issues.
- **Ongoing Audit:** We are currently auditing our major suppliers, with completion expected later in 2025.
- **Annual Training:** We retrained all relevant staff members in modern slavery awareness and compliance and committed to making this an annual practice. We have also increased the number of trainings by 44%.
- **Policy Implementation:** We launched our new Human Rights and Modern Slavery Policy and distributed it company-wide.
- **Supplier Engagement:** Our new Supplier Code of Conduct and questionnaires are being issued to ensure alignment with our values.

Training:

Building on prior efforts, we expanded training in 2025 to include annual sessions for all pertinent staff. This ensures continuous awareness of risks related to forced labor, child labor, and legal obligations under Canada's Modern Slavery Act. Staff in key departments complete assessments to verify understanding and compliance.

Due Diligence:

We continue to source over two-thirds of our parts directly through the PACCAR warehouse and Direct Ship Program. PACCAR remains compliant with laws such as the California Transparency in Supply Chains Act.

In 2025, we enhanced our due diligence by:

- Requiring suppliers to complete our new Forced Labor and Child Labor Questionnaire.
- Using our Investigation Template for structured responses to concerns.
- Auditing our major suppliers, with outcomes to be reported in our next filing.

Our Supplier Code of Conduct reinforces these expectations and has been embedded into our procurement and policy frameworks.



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Looking Ahead:

We remain committed to continuous improvement in 2025 and beyond. Upon completion of our supplier audits, we will assess findings and implement any required actions. We will continue staff training, supplier engagement, and policy refinement to maintain and strengthen our commitment to ethical sourcing and human rights.

Approval and Attestation:

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Edmonton Kenworth Ltd.

Per: 

Full Name: Gary King

Title: Principal President of Edmonton Kenworth Ltd.

Date: 12 May 2025