

# Strickland's

STRICKLAND'S

ANTI-SLAVERY AND HUMAN TRAFFICKING JOINT STATEMENT

## **MULTIPLE ENTITIES**

1. Strickland's Auto Mart Limited (o/a Affordable Auto Rentals and Buy/Sell/Trade
2. 1795339 Ontario Limited o/a Stratford Toyota
3. Brantford Chevrolet Buick GMC Cadillac Inc. o/a Strickland's Chevrolet Buick GMC Cadillac
4. Strickland Rentals Ltd.

At Strickland's, we are committed to upholding the highest standards of ethics and integrity in all aspects of our business operations. We recognize the scourge of modern slavery and human trafficking as grave violations of human rights and dignity, and we are resolutely opposed to any form of forced labour, exploitation, or coercion within our supply chains or anywhere else.

*As a certified dealer, we operate under contracts for sales and service with the Canadian subsidiaries of the following Original Equipment Manufacturers (General Motors of Canada Company and Toyota Canada Inc.). For all vehicles, parts, equipment, and service covered by those agreements, we refer you to their submission.*

## **Strickland's General Terms and Conditions forbid any suppliers, and their sub suppliers, from using forced labour**

Strickland's are dedicated to ensuring that our business and supply chains are free from any form of slavery or human trafficking. To achieve this, we conduct thorough due diligence in vetting our supplier and business partners to ensure they share our commitment to ethical practices, adhere to applicable laws and regulations related to labour and human rights, including prohibitions against slavery and human trafficking, and provide open communication channels for reporting any concerns related to slavery or human trafficking.

The relevant part of Paragraph 31 of General Motors General Terms and Conditions (and the predecessor clause), applicable to standard contracts with General Motors direct suppliers, provides:

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## 31. COMPLIANCE WITH LAWS

*Seller, and any goods or services supplied by Seller, will comply with all applicable laws, rules, regulations, orders, conventions, ordinances or standards of the country(ies) of destination or that relate to the manufacture, labeling, transportation, importation, exportation, licensing, approval or certification of the goods or services, including, without limitation, those relating to environmental matters, the handling and transportation of dangerous goods or hazardous materials, data protection and privacy, wages, hours and conditions of employment, subcontractor selection, discrimination, occupational health/safety and motor vehicle safety. Seller further represents that neither it nor any of its subcontractors, vendors, agents or other associated third parties will utilize child, slave, prisoner or any other form of forced or involuntary labour, or engage in abusive employment or corrupt business practices, in the supply of goods or provisions of services under this Contract.*

As it is essential to incorporate the philosophy into Toyota's activities for modern slavery and human trafficking, the relevant policies and principles that represent Toyota's philosophy are mentioned below:

- Toyota's Human Rights Policy
- Toyota's Supplier Sustainability Guideline
- Respect for Humans Right
- Toyota Declaration 2020 on the Responsible Reception for Foreign Workers

### **Strickland's suppliers are required to certify compliance with applicable laws**

Strickland's mandates that all its suppliers provide formal certification affirming their adherence to relevant legal statutes. This certification serves as a crucial component to our commitment to ethical sourcing and corporate responsibility. By requiring suppliers to certify compliance with applicable laws, including those addressing human trafficking

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and forced labour, Strickland's ensures alignment with regulatory standards aimed at safeguarding human rights and preventing exploitation within the supply chain.

The requirement underscores our dedication to fostering transparent and accountable business practices, upholding the principles of social justice, and mitigating the risk of inadvertently supporting unethical labour practices. Strickland's recognizes the importance of collaborative efforts in combating human trafficking and forced labour, and by imposing stringent compliance measures on our suppliers, we contribute to the broader global initiative to eradicate these egregious violations of human dignity.

Through ongoing monitoring and verification processes, we remain vigilant in upholding these standards and swiftly address any instances of non-compliance. Together with our suppliers, we strive to create a supply chain ecosystem that prioritizes respect for human rights, dignity, and integrity.

## **Strickland's assess supply chain risk related to human trafficking and forced labour**

Strickland's recognizes the imperative of assessing supply chain risk concerning human trafficking and forced labour. Our commitment to ethical sourcing extends beyond mere compliance; it embodies our core values of integrity and responsibility. Through meticulous evaluation processes, we scrutinize every link in our supply chain, identifying vulnerabilities and implementing robust measures to prevent exploitation. We collaborate closely with suppliers, fostering transparent communication and prompting fair labour practices. By leveraging technology and data analytics, we enhance our ability to detect potential red flags and swiftly address any issues that may arise. Furthermore, we engage with advocacy groups and industry partners to stay informed of evolving risks and best practices. Our dedication to eradicating human rights violations from our supply chain underscores our unwavering commitment to social responsibility and ethical business conduct. Together, we strive to create a sustainable and humane ecosystem where every individual is treated with dignity and respect.



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## **Strickland's endorse industry principles and support training to address supply chain risk related to human trafficking and forced labour**

Strickland steadfastly endorses industry principles that prioritize sourcing and combat human trafficking and forced labour within the supply chain. We firmly believe that businesses have a responsibility to uphold the highest standards of integrity, ensuring

that every product is ethically produced, from inception to delivery. To achieve this, we wholeheartedly support comprehensive training programs aimed at identifying, preventing, and mitigating supply chain risks associated with human trafficking and forced labour. By investing in such training initiatives, we not only safeguard our own operations but also contribute to a broader societal effort to eradicate these heinous practices from global commerce. At Strickland's, we recognize that our commitment to ethical sourcing is not just a moral imperative but also a business imperative, essential for fostering trust with our customers, partners, and stakeholders. Together, we can create a supply chain ecosystem that prioritizes human rights and dignity above all else.

## **Strickland's maintains relevant internal policies and procedures**

Strickland's unwavering commitment to combatting slavery and human trafficking is enshrined in our robust internal policies and procedures. We recognize the urgency and gravity of these issues and are dedicated to upholding the highest ethical standards across all facets of our operations. Our anti-slavery and human trafficking policies are not just documents; they are a testament to our values and our responsibility to society.

Within our organization, these policies are meticulously crafted and regularly updated to reflect the evolving landscape of human rights and global regulations. Every employee is not only made aware of these policies but is also trained to understand their significance and how they apply to their roles.

We maintain a zero-tolerance approach towards any form of exploitation or coercion within our supply chain or any aspect of our business. Our procurement processes are thoroughly scrutinized to ensure that our suppliers adhere to similar standards, promoting fair and ethical practices throughout our network.

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Furthermore, we actively engage with stakeholders, including NGOs, government agencies, and industry partners, to exchange best practices and collaborate on initiatives that contribute to the eradication of modern slavery and human trafficking.

At Strickland's, our commitment to these causes goes beyond mere compliance; it is a moral imperative driving us to continuously strive for a world where every individual is treated with dignity and respect, free from the shackles of exploitation.

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 or entities 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.

Joan Dufrat

Full Name

Controller

Title

May 16, 2024

Date

  
Signature "I have the authority to bind Strickland's"