

Subject: Forced Labour and Child Labour Policy (HR 16)	
Revision Date: May 29, 2026	Version: 4

Forced Labour and Child Labour Policy

Intent

Canusa Automotive Warehousing Inc. (the “Company”) is dedicated to ethical business practices and to ensuring that its operations are free from forced labour and child labour. The content of this policy is applicable to the 2025 Annual Report on the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

Scope

This policy applies to all individuals who work at Canusa Automotive Warehousing Inc., including full-time, part-time, and temporary employees. The policy applies to all supervisory personnel, managers, officers, and directors. It also applies to any contract service providers, contractors, customers, visitors, or other people accessing the Company’s property.

Company Structure, Activities, and Supply Chains

The Company is a full-line aftermarket automotive parts warehouse distribution business. The Company operates a retail chain across Ontario, Canada, conducting business as Auto Parts Centres (APC) stores. The Company’s headquarters and the main warehouse, which serves as a distribution centre for APC stores and customers, are located in London, Ontario.

The Company is primarily engaged in the wholesale distribution and retail of aftermarket automotive parts and products. APC stores provide services to the public as well as to vehicle repair shops and fleet companies.

The Company sources its products from a variety of suppliers, both domestically and internationally. The Company’s direct supply chain is primarily composed of suppliers in Canada and the United States of America (USA). These suppliers source automotive parts and products that are manufactured globally. The Company’s Purchasing Department is located at the headquarters in London, Ontario.

Policies and Due Diligence Processes

During the 2025 calendar year, the Company continued to review active suppliers from whom it purchased significant volumes of goods. The Company obtained written proof of compliance with the Act or relevant local equivalents (e.g. *California Supply Chain Act*) from suppliers representing 85.5 percent of the Company’s total purchases in 2025.

Proof of compliance was not obtained from certain suppliers that were newly established, operated as small manufacturing businesses, or accounted for an insignificant portion of overall purchasing in 2025. In 2026, the Company intends to request and obtain proof of confirmation from the remaining suppliers.

Internally, the Company has several policies that help prevent forced labour and child labour. These policies include, but are not limited to:

- *Ethics and Conflicts of Interest (HR 1)*
- *Video Surveillance Policy (HR 6)*
- *Electronics and Electronic Monitoring Policy (HR 10)*
- *Workplace Health and Safety Program (HS 1B)*
- *Workplace Violence and Harassment Policy (HS 2A)*

In addition to the policies, the Company has implemented practices within the recruitment and hiring processes that reduce the risk of forced labour and child labour. The Company ensures genuine interest from the applicants by requiring the submission of resumes and conducting phone and in-person interviews. Additionally, when applicable, verification of work eligibility is obtained to ensure all applicants are legally authorized and willing to work for the Company.

Risk Assessment and Management

Global supply chains inherently have a risk of human rights violations, including forced labour and child labour. Due to the reasonable limits of the Company's resources, the Company is unable to conduct site visits to all suppliers. The Company will continue to audit suppliers for written compliance with the Act or other applicable legislation.

Remediation Measures

At this time, the Company has not identified any instances of the use of forced labour or child labour in its supply chain. No loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our supply chains has been identified. In the event that the Company finds evidence of the use of forced labour or child labour, or such a loss of income, the Company will work closely with suppliers to address and rectify the issues.

Training and Awareness

The Company is committed to raising awareness and providing training to empower all applicable employees to identify and address the use of forced labour and child labour. The Company is in the process of reviewing training options and will implement training in 2026.

Assessing Effectiveness

The Company will continue to monitor supplier compliance with applicable regulations. All new suppliers will be asked to provide proof of compliance. The training programs provided to employees to identify and prevent forced labour and child labour will be monitored for effectiveness. The Company will regularly update policies, programs, and procedures to ensure compliance with all regulations.

Discipline

Employees who fail to adhere to the terms of this policy may be subject to disciplinary action, up to and including termination. The discipline will be determined at the sole discretion of the Company, taking into account the nature of the violation.

Conclusion

The Company is committed to providing a workplace where all individuals are treated with mutual respect, professionalism, and dignity.

Approval and Attestation

This report is approved and attested, as required under subsection 11(4) and subsection 11(5) of the Act.

I attest that I have the authority to bind Canusa Automotive Warehousing Inc.



Jo Kim
Human Resources Manager
Canusa Automotive Warehousing Inc.

2026-05-29

Date (YYYY-MM-DD)