



**Jim Pattison Lease**

**Modern Slavery Report 2024**

This Modern Slavery Report (the “Report”) addresses the period from January 1, 2024 to December 31, 2024 and has been prepared in compliance with Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “Act”).

This initial Report is made on behalf of Jim Pattison Industries Ltd., dba Jim Pattison Lease (“JPL”), including its wholly owned subsidiaries 96610 Ontario Inc., Jamieson Motor Products Ltd., and Visa Rentals and Leasing Inc., and is a joint report.

## **I. INTRODUCTION**

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading business in the automotive fleet industry, JPL recognizes the important role that we have in ensuring that the supply chains that support our operations and products adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain. This Report sets out the steps we have taken during the 2024 fiscal year to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by JPL or of goods imported into Canada by JPL.

## **II. CORPORATE OVERVIEW AND SUPPLY CHAINS**

A recognized leader in the fleet leasing industry, JPL provides flexible and innovative customized fleet management solutions and vehicle leasing to commercial and public sector enterprises in Canada. Through our head office at 4937 Regent Street, Burnaby, BC V5C 4H4, and 11 locations across the country, we lease and manage over 63,000 vehicles in Canada.

Some of the key services we offer include:

- Commercial vehicle leasing;
- Vehicle fuel and maintenance management programs;
- Turn-key vehicle fleet management solutions including telematics, vehicle safety programs, and fleet reporting; and
- Vehicle remarketing services.

Jim Pattison Lease has approximately 6,500 suppliers in our network. Our principal supply chain includes Canadian banks, vehicle manufacturers, Canadian vehicle manufacturer dealers, national fuel partners, and vehicle maintenance providers that operate in Canada.

## **III. POLICIES AND DUE DILIGENCE PROCESSES**

JPL has existing policies and processes to ensure a safe workplace for employees including the following: (i) Bullying and Harassment Policy (enacted 2014); (ii) Whistleblower Policy (enacted 2004); and (iii) Employee Handbook (enacted 2015).

Jim Pattison Lease has amended its new supplier contracts to include supplier compliance to the Act and has and will provide awareness, training, and refresher programs for its management, key employees, and employees involved in procurement processes.

In addition, while we believe the social, financial and environmental risks are low, JPL intends to develop specific processes to identify and prevent Forced Labour and Child Labour in our activities and supplier networks including; a Policy for suppliers and employees involved in hiring and procurement processes. JPL also has a whistleblower program designed to anonymously report any illegal or other activity that may harm the company.

#### **IV. RISK ASSESSMENT AND MANAGEMENT**

We are at low risk for forced labour or child labour as we are in the financial services sector and our primary customer and supply chain networks operate in Canada. Our principal supply chain includes Canadian banks, vehicle manufacturers, Canadian vehicle manufacturer dealers, national fuel partners, and vehicle maintenance providers that operate in Canada. While we are at low risk, our vehicle maintenance supplier network and IT third party service providers are categories we have identified as higher risk and as such; we have introduced additional due diligence processes to mitigate such risk including distribution of our policy for Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) to our suppliers.

#### **V. MODERN SLAVERY REMEDIATION MEASURES**

Our employees are required to report any misconduct that violate our policies, laws, or unethical behavior that put JPL at risk. Our business values encourage employees to speak to their managers and senior managers so that any issues can be resolved quickly and objectively.

Note that we have not identified any instances of forced labour or child labour in our operations and/or supply chain.

#### **VI. LOSS OF INCOME – REMEDIATION MEASURES**

There are currently no measures in place to remediate any forced labour or child labour in our supply chain. As of the writing of this Report we have no knowledge of forced labour or child labour being used in our supply chain, but we are committed to the addition of processes to help identify these instances and support the development of an appropriate remediation approach.

#### **VII. TRAINING**

JPL implements periodic training to all employees involved in hiring and procurement processes in order to identify and prevent forced labour or child labour in our supply chains. In addition, management team members and team members involved in procurement processes are provided training on escalation action needed if forced or child labour are identified in our supply chains. This escalation process involves promptly notifying the President of the company if they are made aware of any forced or child labour in our supply chains.

#### **VIII. ASSESSING EFFECTIVENESS**

JPL assesses and refines policies and practices to identify and prevent forced labour and child labour in our supply chains. For example, JPL screens its suppliers to identify any activities that violate supplier agreements and applicable laws. Suppliers that do not comply with supplier agreements and/or applicable laws face disciplinary actions up to and including termination of contract.

## **IX. APPROVAL AND ATTESTATION**

This Report is available on our company website at [www.jimpattisonlease.com](http://www.jimpattisonlease.com).

In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in this Report for JPL. Based on our knowledge, and having exercised reasonable diligence, we 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.

This Report is approved by the following governing body members:

Printed Name: Ryan D'Souza

Title: President

Company: Jim Pattison Lease

Signature: Ryan D'Souza

Date: February 13, 2025

Disclaimer: JPL is voluntarily publishing this report for informational purposes only. There is no legal requirement for us to file this report, and our decision to do so should not be interpreted as an admission of any obligation or liability.