



**Jim Pattison Lease**

**Modern Slavery Act Report (2025)**

This Modern Slavery Act Report (the “**Report**”) addresses the period from January 1, 2025 to December 31, 2025 and has been prepared in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Act**”).

This Report is made on behalf of Jim Pattison Industries Ltd., dba Jim Pattison Lease (“**JPL**”), including its wholly-owned subsidiaries 966100 Ontario Inc., Jamieson Motor Products Ltd., and Visa Rentals and Leasing Inc., and is a joint report.

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## **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 it plays in ensuring that the supply chains supporting our operations and products adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour. This Report sets out the steps we have taken during the 2025 fiscal year to prevent and reduce the risk that forced labour or child labour is used in JPL's supply chains.

## **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 64,000 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.

JPL 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 in place 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).

JPL has amended its new supplier contracts to include provisions requiring supplier compliance with the Act. JPL has provided, and will, on an as-needed basis, continue to provide awareness, training, and refresher programs for its management, key employees, and employees involved in procurement processes.

In addition, JPL has developed specific processes to identify and prevent forced labour and child labour in its activities and supplier networks, including a policy applicable to suppliers and employees involved in hiring and procurement processes. JPL also maintains a whistleblower program that allows individuals to anonymously report any illegal or unethical activity that may affect the company.

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

We are at low risk for forced labour and child labour in our supply chains as we operate in the financial services sector and our primary customers and supply chain networks are based 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 overall, we have identified our vehicle maintenance supplier network and IT third-party service providers as higher-risk categories. Accordingly, 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 key suppliers.

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

Our employees are required to report any misconduct that violates our policies or applicable laws, or any unethical behavior that puts 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 chains.

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

There are currently no measures in place to remediate any forced labour or child labour in our supply chains. As of the writing of this Report we have no knowledge of forced labour or child labour being used in our supply chains, 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 provides periodic training, on an as-needed basis, 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 receive training on the escalation steps required if forced labour or child labour is identified in our supply chains. This escalation process involves promptly notifying the President of the company if they become aware of any forced labour 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**

This Report is approved by the following governing body member and is available on our company website at **[www.jimpattisonlease.com](http://www.jimpattisonlease.com)**:

Printed Name: Ryan D'Souza

Title: President

Company: Jim Pattison Lease

Signature:     *Ryan D'Souza*    

Date: April 25, 2026