



## 2023 Report – La Cie Canada Tire Inc.

### 1 Introductory section

- 1.1 This report (“**Report**”) is made pursuant to the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for La Cie Canada Tire Inc. (the “**Company**”, “**we**”, “**our**” or “**us**”).
- 1.2 This Report relates to the financial year ended 31 December 2023 (“**Reporting Period**”).

### 2 Steps taken to prevent and reduce the risks of forced labour and child labour

- 2 In general terms, the steps we have taken during the Reporting Period to prevent and reduce the risks of forced labour and child labour in our operations and supply chains including maintaining our internal employment procedures and practices to help ensure that our employees have been recruited voluntarily and are of legal age to work in their jurisdiction in which they are located and maintaining policies and procedures on workplace health and safety matters.

### 3 Structure, activities, and supply chains

#### Structure

- 3.1 The Company is a corporation existing under the Quebec *Business Corporation Act*. Canada Tire is wholly owned and controlled by a sole Canadian shareholder. An established management team carry out the day-to-day operations of the Company, and oversight is also provided on a department-by-department basis.
- 3.2 All of our employees are located within Canada and perform a variety of roles to support the Company’s operations including related to administrative, financial, accounting, distribution, retail and customer service matters. As at the end of the Reporting Period, we had approximately 65 employees.



### **Activities**

- 3.3 The Company is in the business of sourcing, purchasing, and re-selling tires, wheels, and related parts across several distribution channels in Canada.

### **Supply chain.**

- 3.4 Our direct supply chain involves finished consumer goods and does not include any raw materials. Our main categories of imported goods include tires (including passenger, SUV and truck tires), steel wheels and other related parts. Some of our tires are imported from regions in Asia, including China. The Company also sources information technology services from a third-party company situated outside of Canada with offices in the United Kingdom and Ireland.

## **4 Policies and due diligence processes**

### **Policies**

- 4.1 The Company's policies are established and periodically reviewed by the Company's directors and its executive management team. We have policies in place related to our domestic employment practices, including our Employee Handbook, as well as policies related to matters such as workplace health and safety, and anti-violence and anti-harassment in the workplace.

### **Due diligence processes**

- 4.2 We have internal procedures in place to help ensure our compliance with all applicable laws and regulations, including domestic employment and labour laws.

## **5 Forced labour and child labour risks in our business operations and supply chains**

### **Forced labour and child labour risks in our business operations**

- 5.1 Given that most of our operations are carried out in Canada, and because our workforce is all located in Canada, we believe that the risks of forced labour and child labour in our domestic business operations and employment practices are low.

### **Forced labour and child labour risks in our supply chains.**

- 5.2 At present, the Company has only conducted the early stages of assessing forced labour and child labour risks in its supply chains, however, we recognize that no sectors or industries



involving the production or importation of goods are assumed to be entirely free of forced labour and child labour risks. We also acknowledge that certain jurisdictions, such as some regions in Asia where our direct suppliers are located, may carry a higher risk of forced labour and child labour. However, we have strived to engage with our key direct suppliers to communicate that reducing risks of forced labour and child labour is important to us.

## **6 Steps taken to assess and manage forced labour and child labour risks**

### **Actions with respect to our business operations**

- 6.1 As mentioned in Section 4, we have in place certain policies and procedures to help us ensure our employees are recruited voluntarily and that we comply with applicable domestic labour laws related to our workforce.

### **Actions with respect to our supply chains**

- 6.2 In our standard course ordering procedure, we typically require a presentation from the direct supplier as it relates to the production process before we finalize the placement of any orders. We are currently considering how we may strengthen the consideration of human rights in our vendor due diligence processes in the future, including developing a “Vendor Code of Conduct”.

## **7 Remediation measures**

- 7.1 There is nothing to report with respect to measures taken during the Reporting Period to remediate (i) instances of any forced labour or child labour, or (ii) the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour in our activities and supply chains.

## **8 Training**

- 8.1 We did not provide any training on forced labour or child labour to our employees during the Reporting Period. We do provide training to employees regarding workplace health and safety matters.

## **9 Assessing the effectiveness of our actions**

- 9.1 There is nothing to report with respect to actions taken to assess the effectiveness of the Company in preventing and reducing risks of forced labour and child labour in its activities and supply chains in the Reporting Period.



## 10 Approval

- 10.1 This Report was approved by the board of directors of the Company as the report of the Company for the financial year ended 31 December 2023 pursuant to paragraph 11(4)(a) of the Act.
- 10.2 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 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.
- 10.3 I make the above attestation in my capacity as a director of the Company for and on behalf of the board of the Company.

**Name: Gabriel Granatstein**

A handwritten signature in black ink, appearing to read "Gabriel Granatstein", written over a horizontal line.

**Title: Director**

**22 May 2024**