

Company Background:

Drive Products Inc. (DPI) is a Canadian-controlled private corporation headquartered in Mississauga, Ontario. DPI has locations throughout Canada and two locations in the USA: one in Wisconsin and another in Texas. DPI serves the heavy-duty and commercial truck market through its two main business channels: distribution and manufacturing/upfitting.

The company produces goods in both Canada and the USA, reflecting the regions where it primarily sells and distributes products.

Risk Assessment:

Vendor Review & Onboarding

Given the multiple aspects of its business, DPI conducts a mapping exercise to understand its supply chain and assess business risk. This risk evaluation includes factors like supply, pricing, availability, and a supplier's ability to deliver products on time. As part of this mapping exercise, DPI audits its suppliers, including site visits when appropriate.

DPI's supply chain, regardless of business channel, is predominantly composed of entities with established track records in regions with robust employment laws and workplace safety standards. This method is complemented by vendor research, which includes:

- Discussions with management
- Better Business Bureau reputational review
- Supplier capacity analysis

There are instances where DPI conducts a site visit as part of the final decision-making process to determine whether or not to onboard a vendor

Once a vendor has been onboarded, DPI continues to monitor its performance annually. As part of this process, DPI may conduct site visits for key suppliers or follow up with suppliers where major concerns were noted during previous site visits.

Entities with a Risk of Forced Labour

DPI has always strived to avoid dealing with companies that, directly or indirectly, carry a risk of forced labor or child labor.

In the past, there have been entities whose supply chains were based in regions without the same labor standards as Canada. DPI voiced its concerns during the onboarding process and utilized strategic partnerships with vetted partners in these regions to monitor operating practices and mitigate risk.

As we have developed our business throughout the last 41 years we have not found an instance of forced or child labour.

Going Forward:

DPI is planning to expand its policies and due diligence process for its supply chain. This effort will include:

- A review of the supply chain with a focus on preventing forced labor and child labor
- Development of enhanced training for key stakeholders, emphasizing the risks of forced labor and child labor

As part of this review, we will engage with our supply chain partners to understand their practices and policies, aiming to develop best practices. Where necessary, we will consider adding or modifying contractual clauses to incorporate responsible business conduct into our policies.

The requirement for all DPI employees to complete training regarding the prevention of forced labour and child labour is seemingly unnecessary as there are only a limited number of DPI employees who have input on changes to the supply chain regardless of whether it's the manufacturing division or the distribution/retail side of DPI. However, we will require those who engage with current and prospective vendors to complete annual training to increase awareness and prevention of forced and/or child labour. DPI uses a training platform called SafetySkills through which to provide health and safety, and other courses to our employees, and we will endeavour to add a module regarding the prevention of forced and/or child labour to the SafetySkills platform, which will be an annual mandatory training requirement. This will provide continued awareness of the issues around forced and/or child labour in the aim of curbing it.

Additionally, on the product procurement side of our business, we will be updating our vendor onboarding forms to include a child/forced labour questionnaire that vendors must complete in order to be considered. These forms are reviewed not only by our product management team but are reviewed and approved by our Chief Operating Officer.

In parallel to the measures outlined above, DPI is committed to developing and implementing a corporate social responsibility policy into our employee policy manual, which is currently being updated.

We will continue to rely on our industry partners and the relationships we have with Export Development Canada (EDC) and the Trade Commissioner Service (TCS), given our shared

alignment with Canada's commitment to contribute to the fight against forced labour and child labour.

In accordance with the requirements of Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the "Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Drive Products Inc. 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. I further attest that the report has been approved by the board of directors of Drive Products Inc.



Name: Robert Edmonds

Title: Chief Executive Officer and Director

Date: May 29 2024

I have the authority to bind Drive Products Inc.