

# 3600106 Manitoba Inc.

pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the “Act”)

3600106 Manitoba Inc.’s Annual Report for the fiscal year ending January 31, 2024

## Structure, Activities, and Supply Chains

### Structure

3600106 Manitoba Inc. (the “Company”) is a Canadian-controlled private corporation based in Winnipeg, Manitoba. The Company operates as Piston Ring Service.

### Activities

The Company warehouses and distributes automotive parts through a network of stores and associated stores throughout Manitoba, Northern Ontario, and Eastern Saskatchewan.

### Supply Chains

The Company is part of the Aftermarket Auto Parts Alliance (the “Alliance”). The Company has a vast array of suppliers primarily located in North America through both the Alliance and through its direct supplier relationships. The majority of the Company’s suppliers are large and reputable, and these suppliers are expected to manage the risk of forced labour or child labour in their own supply chains.

## Policies and Due Diligence Processes

The Company is a member of the Automotive Industries Association of Canada (“AIA”). Amongst the purposes of the AIA are to provide research, to develop support programs, and to liaise with Government. The Company is an active participant in AIA activities and will continue to rely on the AIA as a resource to help identify and manage the risk of forced labour or child labour in its supply chains.

The Company believes in the social responsibility of the business and the extent to which it meets legal, ethical, and economic responsibilities. The Company believes also in strong relationships with its employees, customers, and suppliers. Keeping these relationships strong is an imperative part of ensuring social responsibility.

The business landscape is ever evolving. The Company understands its role and recognizes its need to evolve with the business landscape and will continue to do so.

The Company is building an infrastructure to educate and build both formal and informal policies/processes relating to the prevention and reduction of risks of forced labour and child labour.

## **Forced Labour and Child Labour Risks**

There is no instances or risks of forced labour and child labour in the direct activities of the Company.

As stated above, the Company has many well-established North American suppliers both through the Alliance as well as through direct relationships.

The Company has not identified any instances of forced labour or child labour in its supply chains. Further, the Company has not been alerted to any risks of forced labour or child labour in its supply chains.

## **Remediation Measures**

Not applicable. The Company has not identified any instances or risks in its activities or supply chains.

## **Remediation of Loss of Income**

Not applicable. The Company has not identified any instances of loss of income to vulnerable families.

## **Training of Employees**

### General

All employees are required to review and formally acknowledge the Company's Employee Code of Conduct. The intents of the Code of Conduct include creating an environment of safety and respect, and providing employees with discreet ways to communicate any issues experienced in the workplace.

### Procurement

The Company organizes multiple events and encourages attendance at multiple external events, including events organized by the Alliance, that pair procurement employees with suppliers. The Company believes that maintaining strong relationships and staying current with its key suppliers is critical as its expected that they manage their own risks of forced labour and child labour through their supply chains.

## **Assessing Effectiveness**

The Company does not use formal metrics in order to assess its effectiveness in ensuring that forced labour and child labour is not being used in its supply chains; however, the Company considers business ethics as part of its ongoing business practices. This includes practices of its suppliers.

## Approval

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 period listed above.

I have the authority to bind the Company.

A handwritten signature in black ink, appearing to read 'JAT', with a long horizontal flourish extending to the right.

James Alexander Tennant  
President  
May 24, 2024