



1880 Britannia Road East
Mississauga ON L4W 1J3, Canada
www.tip-group.com/en-ca

TIP FLEET SERVICES CANADA LTD.

REPORT

1. Introduction

This report (“Report”) is made by TIP Fleet Services Canada Ltd (the “Company” or “TIP Canada”) in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, (the “Act”), covering the financial reporting period of January 1, 2023 to December 31, 2023 (except as otherwise noted). References to “we,” or “our” in this Report refer to the Company.

This Report outlines the efforts and actions the Company has taken over the reporting period (unless otherwise noted) to prevent and reduce the risk of forced labour and child labour in its business and supply chains.

2. Structure, Activities and Supply Chains

TIP Fleet Services Canada Ltd. is incorporated under the Canada Business Corporations Act.

The Company specializes in trailer leasing, rental, maintenance and repair. The Company owns approximately 28,000 piece of equipment (predominantly semi trailers). Our main suppliers are North American trailer and parts manufacturers, mostly located in the USA. We have also vast network of maintenance and repair vendors who operates out of Canada and USA. With exception of management fees and charges from our parent company in Europe, TIP Canada does not import any products or services from outside of North America.

3. Policies, Governance and Due Diligence Processes

For the reporting period, the Company did not have specific policies and due diligence processes in place related to forced labour or child labour.

The Company is in the process of establishing policies and due diligence processes in relation to forced labour and child labour. The initial steps are expected to include adding necessary contractual provisions in our vendor contracts, implementing vendor questionnaire for major existing vendors and future vendors, introducing training and internal procedures to build awareness among employees and conducting periodic review of vendors’ compliance with related matters.

In 2023, TIP Group revised its Supplier Code of Conduct and drafted a Sustainable Procurement Framework. These documents underscore our commitment to sustainability and ethical business practices. The Supplier Code of Conduct clearly communicates TIP Group’s standards and expectations for sustainability performance among its suppliers, while the Sustainable Procurement Framework introduces a structured approach for integrating responsible procurement practices.

4. Risks and Steps

As described above, we are now in the process of establishing policies and due diligence processes in relation to forced labour and child labour. For the reporting period, we did not identify forced labour or child labour risks in our activities and supply chains and, as such, did not take any steps to manage risks or any measures to remediate forced labour or child labour in our activities and supply chains.



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The Company is fully committed to addressing these risks in the future and embedding a due diligence process, the revised Supplier Code of Conduct, and the Sustainable Procurement Framework into its standard way of working.

Ongoing engagement with suppliers will be prioritized to build strong relationships and ensure they are committed to meeting the Company's standards. This includes regular communication, support, and collaboration to help suppliers align with defined sustainability goals.

The Company will conduct regular reviews of its due diligence processes and supplier compliance to ensure continuous improvement. This will include periodic audits, self-assessments, and updates to policies and frameworks as needed.

5. Training

In the reporting period we did not provide training to employees on forced labour or child labour.

Adequate training programs will be rolled out for all employees involved in procurement and supply chain management to ensure they are fully aware of and understand the new policies and processes. Suppliers will also receive clear communication on the requirements and expectations.

6. Effectiveness

In the reporting period, we did not have policies or procedures in place to assess our effectiveness in ensuring that forced labour and child labour are not being used in our activities and supply chains. The Company is in the process of developing the necessary policies and procedure to minimize the risk of forced labour and child labour being used in our supply chains.

This Report was approved by the Board of Directors of the Company, for the reporting period ended December 31, 2023, in accordance with Section 11(4)(a) of the Act.

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 entities 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 first listed above.

I have authority to bind the Company and its reporting entity:

Robert Alain Fast Pawel Kucha

Director Name: Robert Alain Fast and Pawel Kucha

Date: 29 May 2024