

2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

This joint report has been prepared by Morgan Canada Corporation (“Morgan Canada”) and Société Morgan Transit Inc. (“Société Morgan”) in response to the requirements under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for the financial year ending December 31, 2023.

We are committed to respecting, protecting and promoting the human rights of workers impacted by our operations and do not tolerate the use of forced labour and child labour in our operations or supply chain.

Organizational structure, activities and supply chain

Morgan Canada and Société Morgan are part of a privately held portfolio of businesses that apply innovative operational and financial disciplines to the manufacturing of truck and van bodies, pick-up truck covers and accessories, industrial vehicle storage and shelving, funeral coaches, limousines, specialty industrial parts and expandable foam packaging.

Société Morgan is based in Laval, Quebec and was formed in March 2024. Société Morgan manufactures and sells truck bodies, including cutaway, dry freight, refrigerated, and tailor-made solutions.

Morgan Canada is based in Bolton, Ontario. Morgan Canada is a leader in light and medium duty-truck body manufacturing and upfit for dry freight, refrigerated, platform, and custom-built commercial bodies. Our products are built to serve farmers, ranchers, contractors, landscapers, equipment, and material-haulers, as well as private and municipal service-providers in Canada and the United States. We also sell high-quality parts and provide service to customers.

In the reporting year, Morgan Canada procured materials, equipment, parts, and other supplies from distributors in Canada and internationally. The vast majority of our suppliers were located in Canada or the United States. We also imported materials, equipment, parts, and other supplies from Indonesia, Singapore, China, Mexico, Thailand, India, Taiwan, Malaysia, UK, Spain, Turkey, Australia, South Africa, Sweden and Germany.

Steps to prevent and reduce the risks of forced labour and child labour

In the reporting year, Morgan Canada’s approach to preventing and reducing the risks of forced labour or child labour in our operations focused on enforcement of our *Code of Ethics and Conduct*, ensuring compliance with applicable laws relating to the health, safety, and minimum age of workers in our operations. In our supply chains, we continued to procure materials from reputable manufacturers who are primarily based in the United States and Canada. Société Morgan did not exist as an entity in the reporting year.

Policies and due diligence processes

Morgan Canada has adopted and implemented policies and processes which, amongst other things, prevent and mitigate forced and child labour in our operations and supply chains.

To prevent forced labour and child labour in our operations:

- We have a *Code of Ethics and Conduct* that establishes our expectations of ethical business conduct, safety and human rights. The *Code* sets the expectations that employees are provided with meaningful employment that is ethical, fair, and in compliance with applicable laws.
- We have adopted and implement policies and programs to comply with Canadian laws, which enable us to prevent and reduce the risks of unsafe work, workplace violence, hazardous working conditions and other potential indicators of forced labour and child labour in our operations.
- As part of our hiring process, we verify each employee's ability to work with us legally, which includes an age check to ensure that we are complying with all age-related employment laws.
- We use reputable employment agencies to hire any temporary labor, in compliance with applicable Canadian employment laws.
- We have well-established health and safety programs to ensure compliance with applicable safety, human rights and employment standards laws at our operational sites, encourage reporting of any non-compliance through an anonymous employee hotline, and take any necessary corrective actions.

To prevent forced labour and child labour in our supply chains, we continued to procure materials from reputable manufacturers who are primarily based in the United States and Canada.

Société Morgan did not exist as an entity in the reporting year. Since March 2024 we have implemented the policies and processes described above to prevent and mitigate forced labour and child labour in our operations and supply chains.

Forced labour and child labour risks

Given that we operate in jurisdictions that have well-established employment laws, hours of work, and health and safety protections for workers, the risks of forced and child labour in Morgan Canada and Société Morgan's operations is low. We not identified risks of forced labour or child labour in our direct suppliers.

However, we do not have visibility over our extended supply chain, and based on publicly available information, are aware that there could be labour-related risks in the production of raw materials for components in the products we distribute. Moving forward, we are committed to better understanding the supply chains of all key suppliers and their corresponding policies and practices to mitigate forced labour and child labour risks going forward.

Remediation measures and remediation of loss of income

We encourage the reporting and investigation of human rights violations by our employees. We have an anonymous hotline available to employees to report any potential violations of company policies or other wrongdoing. We do not tolerate direct or indirect acts of retaliation made in response to a good faith report. Further, we are committed to conducting an appropriate investigation in response to any reports received from our employees.



To date, we are not aware of any incidents relating to forced labour or child labour in our operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

We provide onboarding training, as well as annual training, to all our employees. This covers our policies along with other matters relating to safe and ethical workplace practices. We also provide additional safety training to employees in safety sensitive positions. This training is mandatory and tracked to ensure proper compliance. To date, we have not provided training to employees that specifically addresses the risks of forced labour or child labour in supply chains.

Assessing effectiveness

We have not yet developed formal measures to assess the effectiveness of our approach to preventing and mitigating the risks of forced labour and child labour in our supply chains.

Approval and attestation

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 listed above.

Dated in the City of Houston, Texas this 31 day of May, 2024.

Morgan Canada Corporation

David R. Nuzzo – Vice President

I have the authority to bind Morgan Canada Corporation

Société Morgan Transit Inc.

David R. Nuzzo – Vice President

I have the authority to bind Société Morgan Transit Inc.