

Calcar Holdings Inc.

Modern Slavery Act compliance report, 2024

I. Introduction

This is the joint report of Calcar Holdings Inc. ("**Calcar**") under Canada's *Fighting Against Force Labour and Child Labour in Supply Chains Act* (the "**Act**") on behalf of all of itself and the Calmont Group entities listed below.

II. Structure, Activities, and Supply Chains of Calcar

a. **Corporate Information**

Legal name of reporting entity: Calcar Holdings Inc.

Financial reporting year: January 1st to December 31st

Business number: xxx

Corporation number: xxx

Entity category: Calcar is an Ontario business corporation that does business and has assets in Canada. Calcar has at least \$20 million in assets for at least one of its last two fiscal years, generated at least \$40 million in revenue for at least one of its last two fiscal years, and employs more than 250 employees for at least one of its last two financial years.

Sectors or industries: Equipment leasing, vehicle leasing, and maintenance thereof

Headquarters: Hamilton, Ontario, Canada

Entity structure: Calcar is a corporation incorporated under the *Ontario Business Corporations Act*. Calcar is the sole owner of subsidiaries including Calmont Leasing Ltd., Calmont Truck Centre Ltd., Calmont Truck Centre Calgary Ltd., Calmont Equipment Ltd., and Carter Lease and Rentals Inc. (the "**Calmont Group**") This is a joint report for Calcar and the Calmont Group.

Sole jurisdiction: Canada is the sole jurisdiction in which Calcar has reporting obligations.

b. Activities and Supply Chains

The through its subsidiaries, Calcar primarily imports goods from equipment and vehicle manufacturers located in North America. Such manufacturers have their own disclosure obligations under the Act and manage their complex and global supply chains. Calcar then purchases such goods, leases or sells the goods to customers, and maintains the goods to customers, all within Canada. One identified model of one manufacturer is produced in France and imported. Oil for maintenance is imported from Turkey.

c. Policies and due diligence processes

Calcar has amended its supplier contracts to include supplier compliance to the Act and will continue to implement such amendments as supplier contracts are renewed. The main suppliers of Calcar, whether a franchise relationship or otherwise, are:

1. Volvo Group Canada Inc. (a reporting entity under the Act);
2. Bobcat (a subsidiary of Doosan Babcock Ltd.);
3. Kalmar (a subsidiary of Kalmar Global);
4. Ford Canada (a subsidiary of Ford Motor Company Global); and
5. FCA Canada Inc. (a reporting entity under the Act).

All such suppliers are either reporting entities in and of themselves or are subsidiaries of reporting entities. Calcar has reviewed such disclosures and relies on them. Given the reporting obligations of Calcar's main suppliers, the content of such suppliers' disclosures in Canada and other jurisdictions requiring similar reporting, and the limited business activities of Calcar outside of these suppliers, Calcar assess it is at low risk for forced labour and child labour in its supply chain.

Although Calcar assesses it is at low risk for forced labour and child labour in its supply chain, Calcar intends to develop a specific policy to clarify how employees can identify potential instances of modern slavery and notify management of such concerns. Also, Calcar has taken the steps identified below at III.d of this Report in terms of implementing due diligence processes through its employees.

III. Reporting Obligations under the Act

a. Risk assessment and management

Calcar is at low risk for forced labour or child labour in its supply chain because:

1. each of Calcar's major suppliers carry their own reporting and prevention obligations arising under the Act; and

2. Calcar's identified supply chains do not extend to jurisdictions identified to carry a risk of forced labour or child labour.

One identified risk is that Calcar's due diligence relies on the reporting of such manufacturers who actually manage supply chains.

b. Modern slavery remediation measures

Calcar employees are required to report any misconduct that violates our policies or laws and otherwise report unethical behaviour that poses a risk to Calcar. Not having identified any forced labour or child labour in its supply chain during the reporting period, Calcar has not needed to take any remedial steps. In the unlikely event Calcar identifies any such instances of modern slavery, Calcar is committed to remediate and mitigate any such instance.

c. Loss of income remediation measures

Not having identified and therefore not having remediated any forced labour or child labour in its supply chain during the reporting period, Calcar has not needed to remediate the loss of income as identified in section 11(1)(3)(e) of the Act. In the unlikely event Calcar remediates any such instance of modern slavery, Calcar is committed to mitigating the loss of income to the most vulnerable families.

d. Training

Calcar trains all employees involved in procurement processes on the existence, intent, and obligations arising under the Act as well as identifying risks of modern slavery in supply chains. Employees are trained to notify or otherwise alert decision-makers if any such risks are identified.

e. Assessing Effectiveness

As part of its annual report and review under the Act, Calcar assesses and refines its policies and practices to identify and prevent modern slavery. New suppliers are screened for risks, and the reports of existing suppliers under the Act are assessed.

IV. Approval of Report

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 entity or entities listed above. I attest that the report has been approved by the board of directors of Calcar and that, based on my knowledge, and having exercised reasonable diligence, 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.”

Signature:

Name:

Title:

Date:

I have the authority to bind Calcar Holdings Inc.