



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

At Kal Tire, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2020.

Our business and supply chains

Kal Tire is a wholly owned Canadian company based in Vernon, British Columbia comprising of retail, commercial and mining tyre divisions. The core business of these divisions is tyre sales, service, technical support, as well as the retreading and repair of tyres.

The Kal Tire global company comprises 170 company-owned branches, 49 independent associate dealers, 20 mining/industrial/commercial locations, 10 retread facilities, 6 OTR plants and 4 distribution warehouses. The business covers a market that includes British Columbia, Alberta, Yukon, Northwest Territories, Saskatchewan, Manitoba, Northern Ontario, Southern Ontario and Quebec. The mining divisions cover Australia, Botswana, Burkina Faso, Canada, Chile, Colombia, Cote D'Ivoire, DRC, Ecuador, Ghana, Guinea, Honduras, Mali, Mexico, Mozambique, Nicaragua, Panama, Papua New Guinea, South Africa, UK, Zambia and Zimbabwe.

We establish a relationship of trust and integrity with all our suppliers which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but upon the event of any allegation we would act immediately against the supplier and report it to the authorities.

Our main suppliers are:

- Raw material/tyre manufacturers
- Vehicle and vehicle part manufacturers
- Suppliers of garage tooling and equipment

Policies

Kal Tire operates the following policies for identifying and preventing slavery and human trafficking in our operations:

Whistleblowing policy – we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of the whistle blowers.

Code of conduct policy – our code encourages employees to do the right thing by clearly stating the actions and behaviours expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.



Awareness

Kal Tire has raised awareness of modern slavery issues by posting publicly our modern slavery and human trafficking policies on our website. This is also available to all team members on our intranet system. The policies outline:

Our commitment in the fight against modern slavery

Red flags for potential cases of slavery or human trafficking

This statement covers 1 January – 31 December 2020 and has been approved by the board of Kal Tire.

A handwritten signature in black ink, appearing to read "D Flint", with a long horizontal stroke extending to the right.

Darren Flint

Regional VP UK, West Africa & VP Tyre Lifetime Services

