



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 2022.

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.

Kal Tire in Canada is comprised of more than 260 stores coast-to-coast servicing both retail and commercial customers, 11 truck tyre retread facilities, numerous distribution warehouses and a transport division. Kal Tire's Mining Tire Group operates in Australia, Botswana, Canada, Chile, Colombia, Cote d'Ivoire, DRC, Ecuador, Ghana, Guinea, Honduras, Mali, Mexico, Mozambique, Nicaragua, Panama, Papua New Guinea, South Africa, Suriname, UK and Zambia.

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. Violation of laws or suspicion of violation of Kal Tire's Code of Conduct which, among other things, prohibits forced labour, may result in the termination of our business relationship with a supplier.

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.

This statement has been approved by the board of Kal Tire UK.

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

