

DC COMPANIES ANTI-FORCED LABOUR POLICY

1. Policy Statement:

Demers Ambulances Manufacturer Inc. and Crestline Coach Ltd. (“DC Companies”) are committed to the absence of forced labour within their operations and supply chain. We condemn all forms of forced labour, including but not limited to, human trafficking, modern slavery, and involuntary servitude. This policy reflects our dedication to upholding human rights, ethical business conduct, and responsible corporate citizenship.

2. Scope:

This policy applies to all employees, contractors, subcontractors, suppliers, and any other parties associated with DC COMPANIES who may be involved in the provision of goods, services, or labour.

3. Compliance with Laws and Standards:

DC COMPANIES comply with all applicable laws and regulations in their respective jurisdictions related to forced labour.

4. Prevention and Due Diligence:

- DC COMPANIES will conduct risk assessments to identify and address potential forced labour risks within its operations and supply chain.
- We will implement due diligence processes to assess and manage the risk of forced labour, including the evaluation of our suppliers and business partners.

5. Supplier Engagement:

- DC COMPANIES expects its suppliers and contractors to share its commitment to having no forced labour in its operations and supply chain.
- We will work collaboratively with our suppliers, encouraging them to assess their forced labour risks.

6. Employee Training and Awareness:

- DC COMPANIES will provide tailored training to all employees to raise awareness of forced labour risks, while continuing to promote a culture of ethical conduct.
- We will encourage employees to report any concerns related to forced labour through appropriate channels.

7. Reporting Mechanism:

- DC COMPANIES encourages the reporting of any concerns related to forced labour through a designated reporting channel.
- Employees must report potential violations of law, the company Code, or any DC COMPANIES policy to a supervisor or human resources. Confidential reporting is available and, anonymity can be requested. Reports and inquiries about potential violations or seeking guidance are treated with utmost confidentiality, and there's protection against retaliation for filing reports or seeking guidance in good faith.

8. Audits and Monitoring:

- DC COMPANIES will conduct assessments to monitor compliance with this policy and identify areas for improvement.
- We may retain third-party auditors when necessary to investigate certain situations impartially.

9. Continuous Improvement:

- DC COMPANIES is committed to continuous improvement in its efforts to combat forced labour.

10. Communication:

- DC COMPANIES will communicate its Anti-Forced Labour Policy to all employees, suppliers, and relevant stakeholders.
- We will promote transparency and engage with stakeholders on our efforts to combat forced labour.

11. Review and Approval:

- This policy will be reviewed annually, or more frequently if required, to ensure its continued relevance, compliance, and effectiveness.

This Anti-Forced Labour Policy provides a foundation for our organization to communicate its commitment to combating forced labour, establishes clear expectations for employees and suppliers, and outlines the measures in place to ensure compliance with ethical standards and legal requirements.

Alain Brunelle

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