



541 Rothesay Avenue, Suite 200, Saint John, NB E2J 2C6

ANNUAL REPORT

PURPOSE

This annual report for the 2024 fiscal year has been created by Bayview Trucks & Equipment Ltd. (The Bayview Group) ("**Bayview**") for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the "**Act**").

OUR COMMITMENT

Bayview is committed to preventing and reducing the risk of forced labour or child labour being used at any step in the production and sale of goods in Canada or elsewhere; including goods that Bayview imports into Canada.

CATEGORIZATION, SECTOR, AND INDUSTRY

Bayview is an entity under the Act

In terms of the Act's threshold requirements, Bayview has at least \$20 million in assets for at least one of its two most recent financial years and has generated at least \$40 million in revenue for at least one of its two most recent financial years.

Our Operations

Bayview is a dealership that engages in selling trucks as well as agricultural and construction equipment of all makes. Bayview has five dealerships in New Brunswick, plus two outlets that sell only parts. Bayview also has two dealerships in the province of Nova Scotia. Bayview provides service to customers for heavy duty trucks, construction equipment, and agricultural equipment. Bayview also keeps an extensive parts inventory at all locations in order to provide service for all makes and models of trucks and equipment.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Our Supply Chain

Bayview purchases trucks from a manufacturing plant located in the United States. Additionally, the parts that make up Bayview's inventory primarily come from manufacturing plants throughout the United States, as well as Montreal and Toronto. Bayview also sources its farming and construction equipment (such as various parts for tractors) from facilities across the United States.

Steps Taken by Bayview in Fiscal Year 2024

To prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada, Bayview maintained related



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policies and due diligence processes that were in force throughout the 2024 financial reporting year.

These policies and processes helped to both directly reduce and mitigate the risk of forced or child labour within its own internal organization and in its supply chain.

POLICIES AND DUE DILIGENCE PROCESSES

Bayview maintained several policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- a) Bayview's Code of Conduct mandates that all employees act in full compliance with both the letter and the spirit of all laws. Employees are expected to be sufficiently familiar with any legislation that applies to their work, recognize any potential liabilities, and know when to seek advice. The Code of Conduct also expects employees to refrain from committing or condoning any unethical or illegal act and/or instructing another employee or contractor to do perform an illegal act. An overarching principle of the Code of Conduct is that every act should withstand the scrutiny that would be applied to it if it were committed in full public view.
- b) The Code of Ethics places an obligation on management to investigate any and all instances of wrongdoing, which includes illegal activity. Additionally, Bayview's Code of Ethics expects employees to report (in confidence) any suspected breaches of Bayview policies. Pursuant to the Code of Ethics, employees are also expected to address any violations from supervisors or co-workers. The Code of Ethics also places obligations on managers to report or address any suspected violations from co-workers or direct reports.
- c) Bayview's application process for new employees helps to mitigate the risk that workers under New Brunswick's legal age are hired within the organization. Bayview maintains employee's driver's license information for payroll purposes – a New Brunswick drivers license identifies the date of birth of the employee. Additionally, Bayview's standard application for employment requires prospective candidates to identify if they are legally eligible to work in Canada, to provide their level of education, and to provide references of past employment (if applicable).



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FORCED LABOUR AND CHILD LABOUR RISKS

Bayview identified a potential risk in 2024, with a large quantity of “cheap offshore hats” purchased for “give aways” at a Truck & Tractor promotional event. Upon investigation the vendor willingly provided detailed background information from their offshore source. The information validated Bayview’s confidence that our vendor is concerned with and working toward the elimination of child labour and forced labour.

Bayview has created an awareness and an understanding in their employees, on the company’s commitment to reduce and prevent Child labour and forced labour. Senior Management and all employees who are responsible for “Purchasing” have committed to understand the source of their goods.

Bayview’s current policies and procedures – including its hiring process, Code of Ethics and Code of Conduct – help ensure compliance with applicable legislation and mitigates the risk of child labour and forced labour being present the organization’s business activities. Bayview is aware that there may be higher risks of child labour and forced labour associated with certain regions, goods, and industries.

REMEDATION MEASURES

Bayview has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

REMEDATION OF LOSS OF INCOME

Bayview has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any remediation measures for loss of income.

TRAINING PROVIDED TO EMPLOYEES

In 2024, Bayview provided training to its employees, involved in purchasing, specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.

ASSESSING EFFECTIVENES

Bayview currently does not have specific policies and procedures in place to assesses its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, as outlined above, the policies and procedures that are currently in place do reduce the risk that child labour and/or forced labour is present in Bayview’s activities and supply chain.



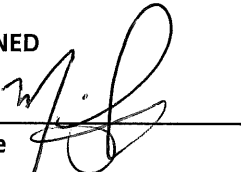
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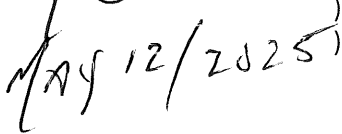
APPROVAL AND ATTESTATION

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 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

IN WITNESS WHEREOF the authorized signing officer(s) of Bayview Trucks & Equipment Ltd. have executed this report as of the effective date of the signatures set out below.

SIGNED



Date 

BAYVIEW TRUCKS & EQUIPMENT LTD.

Per: _____

Name: Mike Nagle

Title: President & CEO

I have authority to bind Bayview Trucks & Equipment Ltd.