

## **Western Marine Holdings Ltd. Modern Slavery Statement**

This report has been prepared in compliance with the Canadian Government's requirements as specified in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* which came into effect January 1, 2024.

### **Our Philosophy**

Western Marine prides itself in being an honest, ethical company that places a high priority on the fair and respectful treatment of its employees, customers and suppliers. We recognize all of these participants in our business model as critical partners in our success and we strive to ensure that their relationships with us are successful ones for all members of their organizations too. The use of slave labour or unfair labour practices in the production of any products entering our supply chain is unacceptable and would not be tolerated by our company.

### **Our Organization**

Western Marine is a wholesale distributor of marine parts and accessories serving the Canadian commercial and pleasure craft marine markets. We operate two warehouses, one based in Vancouver, British Columbia and the other based in Barrie, Ontario. We have 65 employees between our two locations and supply products from over 350 manufacturers to customers nationwide.

### **Our Supply Chain**

Our supply chain consists primarily of manufacturers producing products in the United States and Canada. We also have supplier manufacturers based in Europe, specifically Great Britain, Denmark, Norway, Germany, Spain and Italy. We also have supplier manufacturers based in New Zealand. Almost all of the products we sell are supplied from one of these countries. Our confidence in the ethical practices and treatment of employees of businesses operating in these nations is immense.

## **Modern Slavery Risks**

Due to the fact that our suppliers are based in the countries mentioned above and they are subject to the laws and practices of those Western and European developed countries we believe that the risks of slavery being used in the production of their products is minimal.

## **What We Are Doing**

We scrutinize the ethics and business practices of our suppliers very carefully. As we see our vendors as being critically important participants in our business model we are very careful to choose only those with whom we are proud to partner. We analyze their business philosophy and practices prior to taking on their products and then continue to monitor those activities throughout our relationship. We accomplish this through regular meetings between our people and those at the highest managerial levels possible at our vendors. These discussions are regular and ongoing throughout our business relationships.

This statement has been approved by the Board of Directors of Western Marine Holdings Ltd.



Paul Saunders  
President