Van Kam Freightways Ltd. Forced Labour Report

This report constitutes the third report prepared by Van Kam Freightways Ltd. ("Van Kam") pursuant to Canada's new Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") for the financial year ended November 30, 2025 (the "Reporting Period").

This report sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of goods transported in Canada. The Report will be published annually to chronicle our ongoing journey to reduce the risk that forced labour or child labour is being used in Van Kam's operations and supply chains.

Van Kam has taken the following steps during the reporting period to prevent and reduce the risk of child labour in its business and supply chains.

The steps performed by Van Kam include:

- Undertook a review of the current mandates, policies and procedures as they relate to identifying, addressing, and prohibiting the use of forced labour and child labour within our business and supply chains.
- Updated policies, as required, to remediate identified deficiencies regarding forced labour and child labour policies.
- Conducted high-level assessments across Van Kam's value chain to proactively identify, address and mitigate potential human rights issues.

Structure and Activities:

Founded in 1947, Van Kam is a leading less than truckload ("LTL") carrier operating in Western Canada. Based in Surrey, British Columbia with 8 company-owned facilities, Van Kam fulfills shipments to communities within 1-3 days across British Columbia and Alberta.

Supply Chains:

Van Kam strives to work with suppliers, agents, consultants, and other third parties and business partners, as well as their respective employees, directors, and officers, (collectively "Suppliers") who share our commitment to social, ethical, and environmental responsibility.

Our main Suppliers provide a wide range of goods and services, which include:

- Trucks, trailers, spare parts and maintenance;
- Information and technology products and services;
- Operational services (i.e., accommodation, transportation, training); and,
- Fuel.

Policies and Protections

Van Kam's commitment to prevent forced labour and child labour in its business and supply chains is underpinned by appropriate policies. We believe that ethical conduct goes beyond compliance and resides in a comprehensive governance culture. Van Kam maintains and regularly reviews our Code of Business Conduct ("Code of Conduct") to ensure clarity on appropriate ethical conduct.

Van Kam's Code of Conduct establishes the values and expectations that underpin the ethical approach to business of Van Kam. The Code of Conduct applies to all employees and officers. While the Code of Conduct does not directly speak to issues of child and forced labour, it affirms Van Kam's commitment to ensuring everyone working on behalf of Van Kam adheres to the highest ethical standards. The Code of Conduct details the standard of behaviour expected from all employees. It also outlines the key responsibilities of leaders within the organization to foster a culture that reflects the Code of Conduct's goals and standards.

Each executive officer and management employee must certify their compliance with the Code of Conduct. The Code of Conduct is regularly reviewed to ensure it continues to adhere to our core values of integrity and respect and that it remains consistent with industry standards and trends.

Assessing and Managing Risk

Operations Analysis:

Given that our workforce is largely comprised of specialized unionized employees and office workers, we consider there is a low risk of forced labour or child labour in our direct operations. In addition, the entirety of Van Kam's workforce is employed in Canada. In 2025, we conducted a high-level analysis consisting of management level interviews and a desktop review covering employees, Suppliers and customers. Through the process, we identified a number of areas where we are focusing our efforts:

- Health and safety;
- Discrimination and harassment;
- Forced labour and child labour.

Supply Chain Analysis:

As Van Kam procures many goods and services from a broad range of industries, both domestically and internationally, we acknowledge the risk that forced labour and/or child labour may be used in our extended supply chain. To appropriately mitigate this risk, Van Kam has reviewed publicly available information made available by Van Kam's significant Suppliers to ensure Van Kam is only engaging in supply chain or operational activities with reputable organizations.

Remediation Measures:

As Van Kam has not identified any forced labour or child labour in its business or supply chain, it has not had to take any measures to remediate any forced labour or child labour or to remediate any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chains.

Training:

Van Kam deploys its Code of Conduct as part of every new employee's onboarding program. While the Code of Conduct does not directly address issues of modern slavery, it affirms our commitment to ensuring everyone working on behalf of Van Kam adheres to the highest ethical standards.

Assessing Effectiveness:

Van Kam is committed to addressing the risks of forced labour and child labour in our business and supply chains. As described in this Report, Van Kam has introduced a number of measures to prevent and reduce these risks. However, to date, no actions have been taken to assess the effectiveness of these measures.

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 or entities 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. I certify that I have the authority to bind Van Kam Freightways Ltd.

Casey Henry
Chief Executive Officer

May 27th, 2026

Date