



Schenker of Canada Limited Modern Slavery Act Report

This Modern Slavery Act Report is provided by Schenker of Canada Limited (“DB Schenker Canada”), which is a Canadian entity and is for the year 2023.

Purpose of this Statement

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (The “Act” or the “CMSA”) came into force on January 1, 2024. It requires DB Schenker Canada to report on our efforts to prevent the use of forced and/or child labour in our supply chains or elsewhere in our organization.

About DB Schenker Canada

DB Schenker Canada is a freight forwarding and logistics company that operates in 5 Canadian provinces and has approximately 1,700 employees. Our head office is in Mississauga, Ontario. We facilitate the movement of goods in and out of Canada through all modes of transportation. We also operate warehouses on our behalf and in contract logistics. We are a wholly-owned subsidiary of Schenker Aktiengesellschaft (“DB Schenker”), a German-domiciled corporation. DB Schenker is one of the world’s largest freight forwarding companies and operates in numerous countries around the world.

DB Schenker is subject to the *Act on Corporate Due Diligence Obligations in Supply Chains* (also known as the Lieferkettensorgfaltspflichtengesetz or LkSG) which is a German law mandating reporting and due diligence in an effort to minimize human rights violations in supply chains, included forced labour and child labour.

Our Policies and Commitments

DB Schenker Canada values our role as a socially responsible corporate citizen and a proactive participant in ensuring an ethical supply chain and playing fair with our people and planet. This includes acting against forced and/or child labour.

DB Schenker Canada has a zero-tolerance policy to all forms of child labour and forced labour. As part of this policy, we act ethically and with integrity in all our relationships and expect the same from our employees, vendors and customers. We support an open and transparent culture that encourages employees and others to raise concerns about anything that is unlawful or amounts to improper conduct. We encourage confidential reporting without fear of reprisals through DB Schenker’s Business Keeper Monitoring System (BKMS).

As a subsidiary of DB Schenker AG, DB Schenker Canada is required to adhere to and enforce DB Schenker AG’s corporate policies and directives. DB Schenker Canada is audited for compliance with DB Schenker AG’s corporate policies and directives. These policies and

directives include measures to identify and mitigate the risks of forced labour and child labour in our supply chain.

Schenker AG's modern slavery and human trafficking statement can be found at:

<https://www.dbschenker.com/global/meta/modern-slavery-and-human-trafficking-statement>

DB Schenker Canada has a number of policies relevant to its zero-tolerance approach. These policies can be found on our website at:

<https://www.dbschenker.com/ca-en/compliance>

Risks of forced labour and slavery in our operations and supply chain

DB Schenker Canada's supply chain and operations include the provision of freight forwarding and warehouse services. We utilize global and local vendors mainly in the transportation, warehousing support and temporary personnel sectors to provide our services. We recognize that some of these supply sectors are potentially high risk and have potential for the exploitation of vulnerable members of our society. We take reasonable and practical steps to require all suppliers in our supply chain to adhere to our values and policies.

As part of our policy to prevent forced or child labour within our supply chains, we include a requirement that vendors comply with our Code of Conduct in our procurement contracts. The clause requires our suppliers to comply with all applicable laws including the CMSA and to maintain policies and procedures to ensure continuing compliance. All DB Schenker Canada suppliers must agree to abide by the DB Code of Conduct for Business Partners.

DB Schenker Canada will not work with suppliers that are non-compliant with our policies and contractual requirements, including those related to the prohibition of the use of forced or child labour.

Last year, DB Schenker initiated an internal risk assessment of human rights topics including child labor and forced labor. That assessment included DB Schenker Canada's own business activities and DB Schenker Canada's direct (Tier 1) suppliers.

At a global level, Schenker AG performs a macro risk analysis based on geographic and industry risk factors and identifies candidates for further micro analysis through a questionnaire. Follow up de-briefing workshops are then held with suppliers. At this time, no Canadian suppliers have been identified as candidates for micro analysis.

Embedding the Principles of the CMSA

In terms of on-going compliance, DB Schenker Canada:

- Participates in DB Schenker vendor and compliance audits;

- Enforces its policies against unethical behaviour, including the use of forced and/or child labour;
- Ensures awareness of the Act amongst our employees through compliance briefings and training; and
- Reviews, on an annual basis, the effectiveness of our internal controls which includes mandating compliance with our policies on forced and/or child labour.

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 Schenker of Canada Limited. 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 2023.



David Buss
CEO
May 29, 2024



Kelly Shipp
CFO
May 29, 2024

We have authority to bind the Corporation