

Modern Slavery Statement 2024

Di-Mond Sales Inc.

About this report

This document constitutes Di-Mond Sales Inc. Modern Slavery Report (the “Report”), covering our fiscal year ended October 31, 2023. This Report is pursuant to sections 11(1) and 11(3) of Fighting Against Forced Labour and Child Labour in Supply Chains Act (The Modern Slavery Act or Bill S-211).

Introduction

At Di-Mond Sales Inc., we are committed to upholding the highest standards of ethical conduct and ensuring that modern slavery and human trafficking have no place in our business or supply chains. We recognize that these issues are global challenges that require a collective effort to address, and we are dedicated to playing our part in combating modern slavery.

Di-Mond Sales Inc. is a trailer manufacturing company located in Canada. Our office is at 195 Constellation Drive, Stoney Creek, ON L8E0J5. As of December 31, 2023, Di-Mond had 80 employees.

Our Approach:

Policies and Procedures:

We have implemented policies and procedures to prevent, detect, and respond to any instances of modern slavery or human trafficking within our organization and supply chains. These policies are regularly reviewed and updated to ensure their effectiveness.

We are committed to maintaining a respectful work environment where our employees feel safe and welcome, providing opportunities for professional growth. We have a zero tolerance for harassment (which includes physical, sexual, psychological, or verbal abuse). We do not discriminate based on race, nationality or social origin, color, sex, religion, sexual orientation, disability. We maintain a safe and healthy workplace. We reject child force and compulsory labour.

Our Code of Conduct and Ethics, applies to all executive officers, employees and those acting on behalf of Di-Mond Sales Inc.

Modern Slavery Statement 2024

Di-Mond Sales Inc.

Risk Assessment:

We conduct regular risk assessments to identify and mitigate the risk of modern slavery in our supply chains. This includes evaluating our suppliers, dealers, and business partners to ensure they share our commitment to ethical practices. Our commitment is to conducting business in a legal and ethical manner.

Supply Chains:

As a part of our business, Di-Mond's supply chain is complex and consists of a substantial number of suppliers across North America. This presents inherent challenges in assessing and addressing supply chain issues, such as human rights risk. As a result, our primary efforts to address slavery and human trafficking is focussed on our main suppliers. We engage with our main suppliers to promote responsible sourcing and to ensure they meet our ethical standards. We expect our suppliers to comply with all applicable laws and regulations regarding modern slavery and human trafficking. We have introduced a supplier Code of Conduct and Ethics, for any company that supplies goods or services to Di-Mond Sales Inc. This outlines our expectations of suppliers of acceptable working conditions and human rights. We actively manage the relationship with our dealers and ask that they also adhere to our expectations.

Employee Training:

We provide training to our employees to raise awareness about modern slavery and human trafficking. This includes educating them on the signs of exploitation and empowering them to report any concerns they may have. We provide an Open-door policy for employees to communicate with all levels of leadership. Our Human Resource Dept. is available for employee feedback on fair treatment, safety, and business practises.

Monitoring and Auditing:

We regularly monitor and audit our supply chains to verify compliance with our ethical standards and to identify any potential risks or violations. We take appropriate action if any non-compliance is identified. Di-Mond Sales Inc continuously reviews our approach to modern slavery to ensure the management of risk to people is at the center of our actions and plans.

Modern Slavery Statement 2024

Di-Mond Sales Inc.

Forward-Looking Statements:

This statement contains forward looking statements relating to modern slavery and human trafficking and actions that we may take in the future. These statements are based on our current expectations and are not promises or guarantees of future performance of such actions. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and has been approved by senior management.

We are committed to continuously improving our efforts and transparency in tackling modern slavery and human trafficking. This statement will be reviewed annually and updated, as necessary.

Signed,

Chris DiLillo

I have the authority to bind Di-Mond Sales Inc.

Christopher DiLillo
President and Chief Executive Officer
April 22, 2024