



**Q-Line Trucking Ltd.**

## **2024 Modern Slavery Report**

**Fighting Against Forced Labour and Child Labour in Supply Chains Act**

## Introduction

This report prepared by Q-Line Trucking Ltd (“Q-Line”) in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) sets out the steps taken to prevent and reduce the risk of forced labour and child labour at any step of the process of importing goods into Canada by Q-Line. The Report covers activities for the financial year January 1, 2024 to December 31, 2024 (the “Reporting Period”).

## Our Business

Q-Line is a privately held corporation under the laws of the Province of Saskatchewan. Established in 1994 by the Quiring Family to address local agricultural transportation needs, Q-Line has evolved into a dynamic corporation with over 500 employees. With three decades of experience, operating from Six strategic locations – Saskatoon SK (head office), Winkler MB, Edmonton AB, Abbotsford BC, Yellowknife NT, and Davenport IA – Q-Line facilitates freight transportation across North America.

### Our Values

The following values provide the framework for how we conduct business and interact with fellow employees and customers.

<b>Safety</b>  Protecting our people, customers, and the environment	<b>Customer</b>  Building lasting relationships through exceptional service	<b>Integrity</b>  Acting ethically and transparently in all interactions
<b>Collaboration</b>  Working together to achieve shared success	<b>Community</b>  Investing in and supporting the communities we serve	<b>Leadership</b>  Empowering individuals to reach their full potential

### Our Activities

Q-Line provides transportation and storage/warehousing services for the construction, mining, manufacturing, agriculture, oil & gas, fabrication, forestry, and distribution industries. Our services include Full Truckload (FTL), Less Than Load (LTL), Dry Bulk, Liquid Bulk, Over-Dimensional, Heavy Haul up to 250,000 pounds, Ice Road, Third Party Logistics, Project Management, and Storage. In 2024 Q-Line safely delivered more than 50,000 loads over 40,000,000 Km

**Asset Fleet:** our asset fleet includes more than 330 trucks and 750 trailers.

**Third Party Logistics:** our brokerage division provides third party logistics services using a network of partner carriers.

**Project Management:** we have a dedicated team of project managers for large scale and specialized projects.

**Storage and Warehousing:** we currently operate over 100,000 square feet of indoor warehouse space and have capacity for up to 100 acres of outdoor storage.

## Our Supply Chains

Q-Line is not a manufacturer or producer of goods and does not import goods for the purposes of distribution or resale. Goods purchased by Q-Line during the Reporting Period include, trucks, trailers, parts, information technology equipment, software, and office furnishings and supplies. For the purposes of reporting under the Act, goods imported into Canada, where Q-Line was named as the importer of record include trucks, trailers, and parts. All goods imported by Q-Line were sourced from suppliers in the United States.

## Steps Taken to Reduce Risk

Q-Line has a team which includes members at the executive level who are responsible for all activities conducted under the Act including:

- Assessing risks of forced labour and child labour in the organization's operations and supply chains.
- Addressing practices in our operations and supply chains that increase the risk of forced labour and child labour.
- Developing and implementing policies and processes for identifying, addressing, and prohibiting the use of forced labour and child labour in our operations and supply chains.
- Preparing and submitting this annual report.

During the Reporting Period the following steps were taken to reduce the risk of forced labor and child labour in our operations and supply chains:

- Creation and implementation of Q-Line's Forced Labour and Child Labour Policy.
- Development of a comprehensive Code of Conduct and Ethics including sections on forced labour and child labour.
- Contractual terms developed requiring suppliers to comply with the provisions of the Q-Line Code of Conduct and Ethics.
- Established a Pay Equity Committee to assess wages across all roles and identify any disparities that could indicate potential risks of forced labour or discrimination.

## Policies and Due Diligence

During the Reporting Period, Q-Line strengthened its commitment to combating forced labour and child labour by developing formal policies to mitigate these risks within our operations and supply

chains. These policies include the Q-Line Forced Labour and Child Labour Policy and our Code of Conduct and Ethics. These policies apply to all employees, contractors, and stakeholders associated with Q-Line.

## **Forced Labour Policy**

Q-Line strictly prohibits all forms of forced labour in our operations and our supply chains. We are committed to ensuring that all employment is voluntary and that all employees work under fair and equitable conditions without the threat of penalty.

**Worker Freedom:** All employees are free to leave the company premises after their shifts without restrictions, ensuring the right to personal freedom and mobility.

**Debt Bondage:** We do not employ individuals who work to pay off debts to the company or recruitment agencies. We believe in fair employment practices without financial coercion.

**Document Retention:** No employee is required to deposit original documents, such as travel documents, passports, or identity cards.

**Wages:** We ensure that all employees receive fair wages including timely and complete compensation for work performed. Non-payment, and unauthorized withholding or deductions of wages are strictly prohibited.

## **Child Labour Policy**

Q-Line strictly prohibits the use of child labour in our operations and our supply chains.

**Minimum Employment Age:** We ensure all employees are of at least the minimum age of employment according to applicable laws but at a minimum no less than 16 years of age.

**Age Verification:** We verify the age of all employees with official documents such as birth certificates, passports, and other government issued identification.

**Hazardous Task Prohibition:** Workers under the age of 18 are prohibited from working on tasks that are hazardous or harmful to health, safety, or morals.

**Child Protection:** If a child is found to be working in our organization, immediate steps will be taken to remove them from work, prioritizing their health and well-being. We will take reasonable steps to help maintain the family's income through alternative means

## **Risk Assessment**

Q-Line is committed to ethical sourcing practices that prioritize the integrity of our supply chains and the well-being of workers. We will only engage with suppliers who share our values and adhere to strict ethical standards, including the prohibition of forced labour and child labour. The following resources will be consulted when assessing suppliers and evaluating the risks of forced labour and child labour in our supply chains:

- Walk Free – The Global Slavery Index
  - Available online at: <https://www.walkfree.org/global-slavery-index/>
- U.S. Department of Labor – List of Goods Produced by Child Labor and Forced Labor
  - Available online at: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

## Remediation measures

Q-Line has not identified any forced labour or child labour in its business or our supply chains. Measures to eliminate the use of forced labour and child labour have not been necessary, and therefore, Q-Line has not had to take any measures to remediate the loss of income to those vulnerable individuals and families affected by forced labour and child labour.

In the event that any instances of forced labour or child labour are identified within our organization or our supply chains, Q-Line will take immediate action to remedy the situation. Remediation efforts may include but are not limited to:

- Terminating relationships with non-compliant suppliers.
- Cooperating with authorities in investigations.
- Providing support to affected individuals including safe transportation, healthcare, and access to psychological support.
- Engaging with law enforcement to ensure victims of forced labour and child labour are safely removed from harmful situations and protected from retaliation.
- Collaborating with relevant organizations specialized in forced labour and child labour for comprehensive victim assistance.

## Training

Q-Line provides employees with training and awareness programs to ensure an understanding of forced labour and child labour issues. Training includes information on identifying potential indicators of forced labour and child labour, roles and responsibilities, reporting mechanisms, and the importance of ethical sourcing practices.


## Assessing Effectiveness

During the Reporting Period, Q-Line's primary focus was developing policies and procedures aimed at reducing the risk of forced labour and child labour in our operations and supply chains. As we continue to implement these policies and procedures throughout our organization, we will work to develop procedures to assess their effectiveness and improve wherever possible.

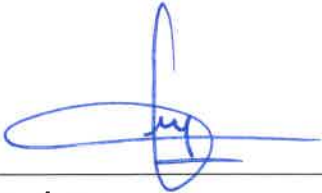
## Approval and Attestation

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 am providing this attestation in my capacity as an officer of Q-Line Trucking Ltd. and not in my personal capacity. I have the Authority to bind Q-Line Trucking Ltd.

Signature:   
Name: Reg Quiring  
Title: Chief Executive Officer  
Date: 04/17/2025

I am providing this attestation in my capacity as an officer of Q-Line Trucking Ltd. and not in my personal capacity. I have the Authority to bind Q-Line Trucking Ltd.

Signature:   
Name: Celine Assuncao  
Title: Vice President, Finance & Administration  
Date: 04/17/2025

## Resources

1. Walk Free – The Global Slavery Index  
Available online at: <https://www.walkfree.org/global-slavery-index/>
2. U.S. Department of Labor – List of Goods Produced by Child Labor and Forced Labor  
Available online at: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>
3. Fighting Against Forced Labour and Child Labour in Supply Chains Act  
Available online at: <https://laws.justice.gc.ca/eng/acts/F-10.6/index.html>