



# BILL S-211 FORCED LABOUR IN SUPPLY CHAINS

FASTFRATE HOLDINGS INC.

JOINT REPORT - MAY 2024

---

# ABOUT THIS REPORT

Fastfrate Holdings Inc. strives to provide transportation services in an ethical, transparent, and accountable manner. For more than 58 years, the Company has been providing intermodal, highway, logistics, cross border, drayage, transload, warehousing, distribution, and final mile B2B and B2C deliveries. We are also proud of our exclusive partnership with CPKC for the past 50 years and counting.

As a Company, we take immense pride in providing industry leading, end-to-end supply chain solutions that are an essential part of keeping our customers' businesses running. We encourage entrepreneurship, excellence, integrity and accountability from our employees, customers, vendors, and business partners alike.

We strongly object to all forms of forced labour, both within our operations, and through our external relationships with customers, vendors, and business partners. Canada's human rights stem from the Universal Declaration of Human Rights (UDHR) adopted by the UN General Assembly in 1948.

## Universal Declaration of Human Rights

**"The power of the Universal Declaration is the power of ideas to change the world. It inspires us to continue working to ensure all people can gain freedom, equality, and dignity."**

This joint report has been prepared on behalf of the entities listed in the Corporate Structure (collectively, "Fastfrate Holdings Inc.") of this document.

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in this report for the reporting entities. 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 aspects for the purpose of the Act, for 2023.

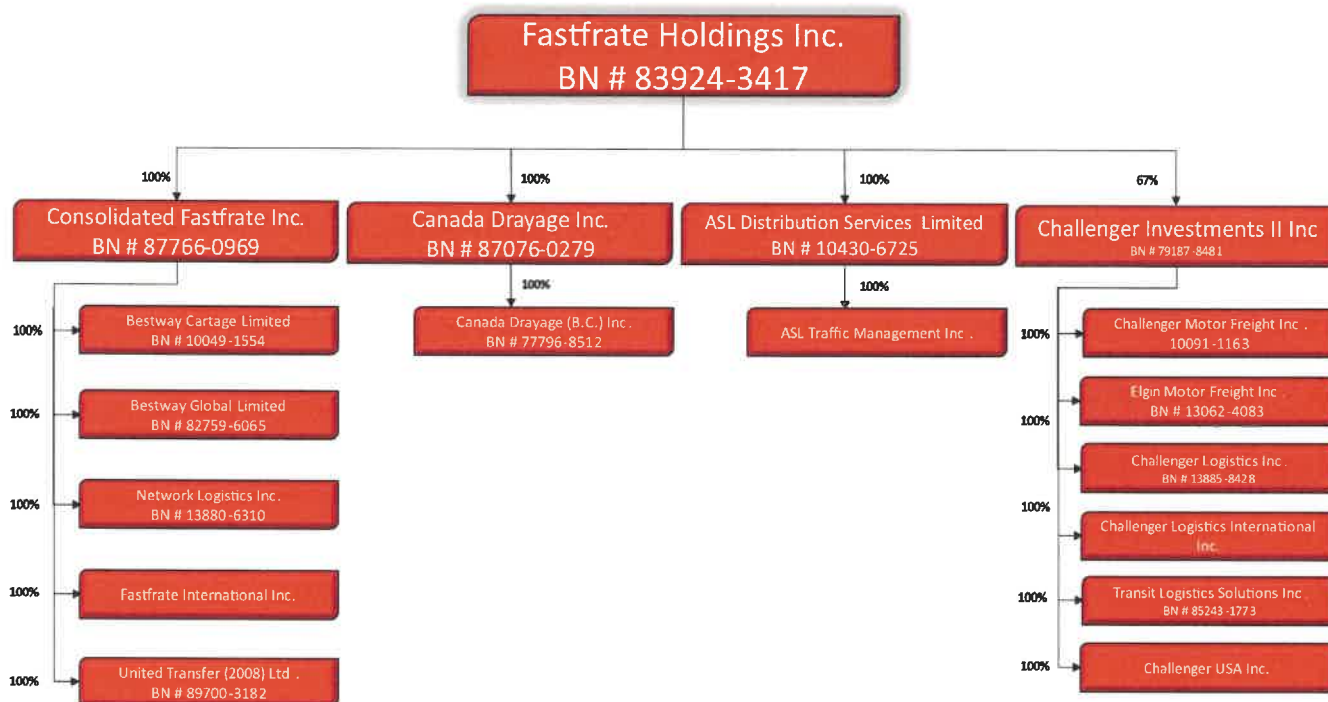
I have the authority to bind Fastfrate Holdings Inc. and the Reporting Entities listed in the Appendix.

May 27, 2024



Emanuele Calandrino  
Chief Executive Officer

# CORPORATE STRUCTURE



## VALUES

Fastfrate Holdings Inc., and the entities covered under the Joint Report, strongly encourages all our employees reflect our core values of entrepreneurship, excellence, integrity, and accountability in our internal interactions with each other and externally with our customers, vendors, and business partners.

We are constantly challenging ourselves to build new standards of quality and performance through leadership, respect, teamwork, transparency, and commitment.

## PURPOSE & VISION

Our purpose is to provide industry-leading, end-to-end supply chain solutions that are an essential part of keeping our customers' businesses running.

We are driven to be Canada's most trusted and leading transportation company, providing both exceptional service and end-to-end supply chain solutions.

---

# TERMINALS



---

## MAPPING ACTIVITIES, POLICIES, TRAINING & DUE DILIGENCE

Fastfrate Holdings Inc. and its entities have operations in Canada and USA with approximately 5,000 employees and owner operators. As an organization, we recognize the importance of identifying the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

We are currently working on internal policies and training material on the new 'Bill S-211 Forced Labour in Canadian Supply Chains' to educate our employees and comply wholeheartedly with the Universal Declaration of Human Rights (UDHR) starting with equality and freedom from discrimination, the foundation of the Canadian Human Rights Act.