

Traveland Modern Slavery Statement 2025 Updated

Traveland Leisure Vehicles 2025 Statement on Forced Labour and Child Labour in Supply Chains For the Financial Year Ending on December 31, 2025

Since our establishment, Traveland Leisure Vehicles has thrived on innovation and customer focus. As we continue to grow, we reaffirm our commitment to ethical business practices and the protection of human rights throughout our operations and supply chain. In this 2025 Statement on Forced Labour and Child Labour in Supply Chains, we outline the measures taken to help prevent and reduce the risk of forced labour and child labour within our business activities and supply chains. This report reflects our ongoing commitment to transparency, accountability, and responsible business conduct.

This statement is made pursuant to the reporting requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). Traveland Leisure Vehicles supports efforts to prevent forced labour, child labour, slavery, and human trafficking in global supply chains and business operations.

Company Overview

Traveland Leisure Vehicles operates in British Columbia, Alberta, and Saskatchewan, focusing on the sale and service of recreational vehicles (RVs), RV parts, accessories, and related services. Our supply chain includes a diverse range of manufacturers, distributors, and suppliers.

Key Facts:

- **Legal Structure:** Corporation
- **Employees:** 425 in Canada
- **Operations:** Sale and service of RVs and parts in BC, Alberta, and Saskatchewan
- **Suppliers:** Includes major RV manufacturers and parts suppliers such as Jayco, Grand Design, Airstream, Alliance, Brinkley, Forest River, Keystone, KZ, Leisure Travel, Newmar, Northern Lite, Nucamp, Open Range, Opus Camper, Pleasureway, Tiffin, Westland, Atlas Trailer Products, NTP, Dometic, Amazon, Home Depot, Lippert Components
- **Compliance:** Most goods are CUSMA compliant, originating in or predominantly from North America

Public Commitments to Human Rights

Traveland Leisure Vehicles is committed to conducting business in a manner that respects internationally recognized human rights. We oppose all forms of forced labour, child labour, human trafficking, and exploitative labour practices.

Traveland expects suppliers and business partners to comply with applicable labour and employment laws and to operate in an ethical and responsible manner.

Policies and Due Diligence Processes

Policies on Forced Labour and Child Labour

Traveland's commitment to ethical business conduct is supported through internal policies and management expectations relating to:

- Ethical business practices
- Workplace conduct
- Human rights and labour standards
- Health and safety
- Anti-harassment and anti-discrimination practices

Traveland does not knowingly tolerate forced labour, child labour, or human trafficking in its operations or supply chain.

Due Diligence Processes

Traveland continues to apply reasonable and risk-informed due diligence processes intended to identify and reduce the risk of forced labour and child labour.

Current practices include:

- **Supplier Review:** Working primarily with established North American manufacturers and suppliers
- **Risk Assessment:** Considering product sourcing, supplier reputation, and geographic risk factors
- **Supplier Engagement:** Reviewing publicly available supplier disclosures and policies where appropriate
- **Internal Oversight:** Escalating and reviewing credible concerns raised through management channels
- **Ongoing Evaluation:** Monitoring opportunities to strengthen supply chain transparency and supplier expectations over time

Risk Areas and Management

Traveland recognizes that risks relating to forced labour and child labour may exist within global manufacturing supply chains, particularly where products or components originate outside North America.

Potential areas of elevated risk may include:

- Electronic components
- Imported aftermarket products
- Textiles and upholstery materials
- Multi-tier manufacturing supply chains with limited visibility

Risk Management Steps:

- Maintaining relationships primarily with established North American manufacturers and distributors
- Reviewing supplier transparency statements and public disclosures where available
- Considering labour and sourcing risks as part of supplier evaluation processes
- Monitoring for any credible reports or concerns involving suppliers or products

At this time, Traveland has not identified any confirmed incidents of forced labour or child labour within its direct operations.

Remediation Measures

Measures Taken:

Traveland has not identified any confirmed instances of forced labour or child labour requiring remediation during the reporting period.

If concerns are identified in the future, Traveland may take steps including:

- Engaging directly with suppliers
- Requesting corrective actions where appropriate
- Reviewing ongoing supplier relationships
- Escalating concerns internally
- Terminating supplier relationships if warranted

Income Remediation:

Traveland has not identified any circumstances requiring remediation relating to loss of income for vulnerable families resulting from measures taken to eliminate forced labour or child labour.

Training Provided

Employee Awareness:

- Scope: Employees are expected to conduct business in accordance with Traveland's ethical standards and workplace expectations
- Approach: Management maintains awareness of obligations under the Act, and employees are encouraged to report credible concerns relating to unethical practices

Traveland will continue evaluating opportunities to strengthen awareness and training relating to forced labour and child labour risks.

Assessing Effectiveness

Assessment Methods:

- Review Process: Management reviews any credible concerns or issues raised relating to supplier conduct or labour practices
- Ongoing Evaluation: Supplier relationships and public disclosures may be reviewed periodically using a risk-informed approach
- Commitment to Action: Where concerns are considered credible and significant, appropriate follow-up actions may be taken

Traveland recognizes that supply chain due diligence is an ongoing process and remains committed to continuous improvement.

Approval and Attestation

This report has been approved by the governing body of Traveland Leisure Vehicles.

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 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.”

Full Name: Brad Howes Title: Director Date: May 31, 2026

Signature:

A handwritten signature in black ink, appearing to read 'BH', followed by a horizontal line extending to the right.

“I have the authority to bind Traveland Leisure Vehicles.”

Publication and Transparency

This report will be published in a prominent location on the company’s website and submitted in accordance with the requirements of the Act.

By continuing to strengthen our ethical sourcing and business practices, Traveland Leisure Vehicles demonstrates its commitment to responsible business conduct and compliance with the Act.