



INTRODUCTION

This Modern Slavery Report (the “Report”) addresses the financial year of Stahl Peterbilt Inc. (“Stahl Peterbilt”) ending on November 30, 2024. The Report has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9, (the “Act”). This report aligns with the reporting obligations outlined in the Act.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Stahl Peterbilt Inc. is duly incorporated pursuant to the laws of the Province of Alberta. Its registered office is located in Edmonton, Alberta.

Since 2003, Stahl Peterbilt has sold and supported the Peterbilt Truck brand throughout northern Alberta. Stahl Peterbilt is a full-service dealership, offering medium and heavy-duty truck sales, parts, servicing, financing, rental and leasing, and body work. Stahl Peterbilt has five locations: Edmonton Main, Edmonton West, TRP Edmonton South, Grande Prairie, and Fort McMurray, and primarily serves Albertan and Canadian customers.

Stahl Peterbilt meets the requirements to report under the Act. The organization has a complex corporate structure, headed by a trio of chief executives: the Chief Executive Officer, Chairman, and Senior Vice President of Business Development & Charitable Organizations. Beneath these senior executives are the Chief Financial Officer and the Director of Parts & Service Operations and then managers who oversee their respective departments. Stahl Peterbilt provides employment to approximately 270 employees.

Stahl Peterbilt’s supply chain is primary based in North America. Approximately 100% of its purchased product comes from suppliers operating in North America. Stahl Peterbilt sources a significant portion of its purchased product from PACCAR Inc. (“PACCAR”). PACCAR is the original equipment manufacturer of the Peterbilt branded medium and heavy-duty trucks sold by Stahl Peterbilt. PACCAR has three manufacturing plants that assemble trucks, one in Canada, one in the United States of America, and one in Mexico. PACCAR also provides a significant portion of parts sourced by Stahl Peterbilt. In addition to PACCAR, Stahl Peterbilt procures goods and services from approximately 291 suppliers and contractors.

POLICIES AND DUE DILIGENCE

Stahl Peterbilt has developed and maintained rigorous policies related to employment. As its workspaces are in Alberta, Stahl Peterbilt’s employment practices meet or exceed the employment standards of the province. The responsible business conduct embedded in Stahl Peterbilt’s employment policies include:

- background and reference checks on candidates;

- when necessary, medical checks on candidates;
- robust vetting procedures for new employees and agency staff to confirm identity and age;
- transparent recruitment processes;
- communication directly with candidates regarding job opportunities and the terms of an employment offer;
- ongoing review of wages to ensure competitive salaries; and
- ongoing review of policies and procedure based on fairness and responsible business practices.

Stahl Peterbilt promotes a culture where employees are comfortable identifying and reporting concerns they see in the workplace. Stahl Peterbilt maintains a suggestion box for employees to anonymously bring matters to the attention of management. Its employee handbook includes policies on discrimination, harassment and violence prevention.

Stahl Peterbilt expects its suppliers to comply with the Act. It has thoroughly reviewed its primary supplier PACCAR's report. Further, it has reviewed its list of suppliers and identified those who have published reports on forced labour and child labour. Stahl Peterbilt's future step is engaging in consultation with legal counsel on strategies to make ethical labour practices a part of its contractual agreements and negotiations.

FORCED LABOUR AND CHILD LABOUR RISKS

Stahl Peterbilt is in a low-risk supply chain and industry for forced labour and child labour. Stahl Peterbilt sources its supply line through North America. The products and services Stahl Peterbilt sources are related to medium and heavy-duty trucks, which is an industry of lower risk.

As discussed above, Stahl Peterbilt maintains policies related to hiring and employment that ensures its business activities, which are limited primarily to Canada, align with Alberta employment standards.

REMEDATION MEASURES

There is no evidence of forced labour or child labour in Stahl Peterbilt's supply lines. Stahl Peterbilt currently has no remedial steps to take.

REMEDATION OF LOSS OF INCOME

There is no evidence of forced labour or child labour in Stahl Peterbilt's supply lines. Stahl Peterbilt currently has no remedial steps to take.

TRAINING

There is no evidence of forced labour or child labour in Stahl Peterbilt's supply lines. Stahl Peterbilt provides staff training about employment standards and expectations but does not currently provide training on forced labour or child labour.

ASSESSING EFFECTIVENESS

Stahl Peterbilt assesses its policies and procedures on a regular basis. As noted above, these policies and procedures are assessed on the bases of fairness and responsible business conduct.

DECLARATION

This report was approved by Stahl Peterbilt's Board of Directors pursuant to section 11(4)(a) of the Act on October 24, 2025.

In accordance with the Act, I declare that I have reviewed the Report in its entirety. Based upon my knowledge, and having exercised reasonable diligence, I declare that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for Stahl Peterbilt in the reporting year ending on November 30, 2024.

By: 
Eddy Stahl
Chief Executive Officer

I have the authority to bind Stahl Peterbilt Inc.