

LAR POLICIES

Thank you for visiting the Leader Auto Resources Inc website and familiarizing yourself with its policies. These policies are reviewed annually and updated as necessary to ensure their effectiveness and alignment with legal and ethical standards.

Child and Forced Labor Policy

1. Introduction

LAR is committed to conducting its business in an ethical and socially responsible manner. As part of this commitment, we have established this Forced Labour and Child Labour Policy to ensure that all forms of forced labour and child labour are eradicated from our operations and supply chain. This policy aligns with international standards, including the International Labour Organization (ILO) conventions and the United Nations Global Compact principles.

2. Scope

This policy applies to all employees, contractors, suppliers, and any other parties engaged in activities on behalf of LAR. We expect all our business partners and stakeholders to adhere to the principles outlined in this policy.

3. Forced Labour

Prohibition of Forced Labour: LAR strictly prohibits the use of forced, bonded, or compulsory labour, including human trafficking. All work must be voluntary, and workers should have the freedom to terminate their employment at any time without penalty.

Employment Agreements: All employees must be provided with clear and understandable written agreements that outline their employment terms, including wage rates and working hours. These agreements must be explained to employees.

No Withholding of Identity Documents: LAR does not withhold any government-issued identification, passports, or work permits as a condition of employment. Workers must retain possession and control over their own documents.

Prohibition of Exploitative Practices: Any form of physical punishment, threats of violence, or other forms of mental or physical coercion is strictly prohibited. Employees must not be subject to inhumane or degrading treatment.

4. Child Labour

Minimum Age Requirement: LAR adheres to the minimum age requirements specified by national laws and international standards. No person under the age of 15, or the minimum age for employment specified by local law (whichever is higher), shall be employed.

Young Workers: Employees under the age of 18 must not be engaged in hazardous work or work that may jeopardize their health, safety, or morals. Their working hours should not interfere with their education.

Verification of Age: LAR ensures that age verification mechanisms are in place as part of the recruitment process. This includes reviewing identification documents and conducting interviews where necessary.

Education and Development: LAR supports initiatives that contribute to the education and development of children in the communities where we operate. We are committed to providing support for educational opportunities and skill development.

5. Monitoring and Compliance

Supplier and Contractor Obligations: All suppliers and contractors must comply with this policy. LAR conducts regular assessments to ensure compliance with these standards.

Reporting Mechanism: LAR provides a confidential and secure mechanism for employees and stakeholders to report any concerns related to forced labour or child labour. All reports will be investigated, and appropriate action will be taken.

Continuous Improvement: LAR is dedicated to continuous improvement in our labour practices. We regularly review and update our policies and procedures to align with best practices and legal requirements.

6. Training and Awareness

Employee Training: LAR provides regular training to employees and management on the importance of eradicating forced labour and child labour.

Supplier Education: LAR engages with suppliers to ensure they understand and comply with our Forced Labour and Child Labour Policy.

7. Accountability

Responsibility: The implementation and enforcement of this policy are the responsibility of the LAR HR & Payroll manager. She is tasked with ensuring that all aspects of this policy are upheld.

Consequences of Non-Compliance: Any employee, contractor, or supplier found to be in violation of this policy will face disciplinary action, which may include termination of employment or contracts, and reporting to relevant authorities if necessary.

8. Conclusion

LAR is dedicated to promoting human rights and ensuring that all forms of forced labour and child labour are eradicated from our operations and supply chain. We believe in creating a safe, fair, and respectful working environment for all individuals associated with our business.

This policy is effective as of 2024.

Privacy Policy

By browsing our website or using our systems or services, you acknowledge that you have read and understood this policy and consent to the processing of your personal data in accordance with it, as applicable.

This privacy policy consists of the following elements:

1. Objectives of the privacy policy,
2. Effective date,
3. Consent collection methods,
4. Data collection objectives,
5. Data processing purposes,
6. Personal information collected,
7. Processing methods used,
8. Access and control of personal information,
9. Sharing and reasons for sharing personal information with third parties,
10. Use of cookies and similar technologies,
11. Retention of personal information.

1. **Objectives of the privacy policy:**

Privacy respect and protection of personal information are essential to us. Through this Policy, we aim to protect them in accordance with applicable laws.

To ensure this protection, Leader Auto Resources Inc commits to collecting, processing, and sharing information that can identify an individual only when the individual has consented, unless permitted or required by law, in which case your consent will not be necessary.

The Policy aims to inform users of the reasons and how Leader Auto Resources Inc, or anyone acting on its behalf, will collect and use their personal information. It is written in clear language to ensure informed consent from users.

For the purposes of this Policy, "personal information" refers to any information about an identifiable person or information that allows identifying a person. Whenever possible, we will anonymize, pseudonymize, and/or aggregate this information so that it no longer identifies a person.

2. **Effective date:**

This Policy is effective from 2023 and replaces the Privacy Policy dated September 1, 2023.

3. **Consent collection methods:**

We commit to obtaining consent before collecting an individual's personal information. Consent can be explicit or implicit and may be provided directly by the person or by their authorized representative.

We prefer obtaining explicit consent, whether verbally, electronically, or in writing. However, implicit consent may be reasonably inferred from a person's action or inaction. For example, providing a name and address to receive a publication or providing a name and phone number to get a response to a question is considered implicit consent to the collection of information containing personal details. To determine the appropriate type of consent, we consider the sensitivity of the personal information involved, the purposes for which it is collected, and the reasonable expectations of a person in a similar situation.

If we intend to use personal information for a new purpose, we will describe the intended use.

It may not always be possible, especially in the case of a government request, to obtain the person's consent to collect, use, or disclose their personal information. We commit to never disclose this type of information unless in compliance with this Policy, unless required or permitted by law.

4. **Data collection objectives:**

The information collected is in accordance with the purposes and objectives set out in this privacy policy.

Here are some reasons why we collect your personal information:

- To provide products and services: We will collect and process the data and information necessary to fulfill our mission and contractual obligations.
- To ensure and improve these products and services: Data collected during your interactions with our services may be used to analyze and improve the operation of our products and services.
- To develop new products and services and for AI: The collected data can be used in research and development to offer new products and services to our users, especially through advertisements and marketing messages. Additionally, collected, and aggregated data may be processed by algorithms using artificial intelligence.
- To offer personalized products and services: The collection and analysis of data generated by your interactions with our services allow us to develop and create products and services that are relevant to always meet your cultural and entertainment expectations better, including anticipating adaptation measures for members who need it.
- To assess the performance of products and services: Data is collected to provide information about the benefits and drawbacks of our products and services, assess them, and resolve any issues, if necessary, through surveys. This ensures the quality of our products and services and promotes risk management.
- To protect the privacy of our users: The collected data allows us to verify the identity and protect the privacy of individuals who communicate with us by phone, electronically, or otherwise.
- To satisfy legal obligations: Data is collected to comply with obligations arising from laws, regulations, or international treaties.

5. **Personal information collected:**

Leader Auto Resources Inc may collect personal information in various forms but will do so only through lawful means and only for the necessary purposes disclosed to you, as described in this Policy, or as permitted or required by law.

The collected personal information, as well as its sensitivity, may vary depending on the context of the interactions between you and Leader Auto Resources Inc. Therefore, we must prioritize informing you of the nature of the personal information we use.

We protect all collected personal information. Among the personal information that may be collected and used, we pay particular attention to:

- Name and contact details: First and last name, email address, postal address, phone number, and other similar data used to communicate with you.
- Identity verification: Passwords, password hints, and other security information used to identify you and access your account.
- Demographic data: Information about you such as your age, gender, country, and language of communication.

- Payment data: Information needed to process your payments, such as the payment instrument number (e.g., credit card number) and the associated security code.
- Subscription data: Information about your subscriptions related to cultural events and newsletters from cultural companies.
- Images and sounds: Audiovisual data to ensure the security of our users, especially at cultural events for which we are organizers or hosts.
- Interactions: Data related to your use of websites, platforms, and tools created. These are data that you provide to use the products. In other cases, such as error reports, these are data that we generate.

Other examples of interaction data we collect include:

Data on visited sites and usage. For example:

- Payment and account history: Data on items you purchase, and activities associated with your account.
- Problem resolution and help data: Data you provide when contacting LEADER AUTO RESOURCES INC for help, including the products you use, and other information that helps us resolve your issue.
- Searches and orders: Search queries and orders you use when using our website.
- Textual, input, and handwriting data: Textual, input, and handwriting data, as well as related information.
- Location data: Data, which may be precise or not, about the location of your device. For example, location data can be collected from a device's IP address or data from your account profile indicating your location less precisely, such as the name of a city or a postal code.
- Other data: Other data provided when using our website, including data from Google Analytics.

6. **Processing purposes:**

Provide our products and services. We use the data to operate our products and services and provide you with rich and interactive experiences.

Improvement of products and/or services. We use the data to improve our products, including adding new features or capabilities (Error report at the time of purchase, or when consulting an online program, etc.).

Personalization. Some products include personalized features, such as recommendations that optimize your experiences and satisfaction. These features use automated processes to adapt your experiences based on the data we have about you, such as deductions we make about you and your interests.

Marketing. We use the data we must deliver promotional communications. We send you promotional communications only with your prior consent or as permitted by applicable law.

Advertising. We use the data we must deliver ads. For example, we may use your data to select and deliver ads tailored to your interests displayed on our website.

Commercial communications. We use the data we have to communicate with you, in particular, to send information about our products, services, and events. Communication can be carried out by email, mail, or other means. We offer you the opportunity to opt out at any time.

7. **Processing methods used:**

Leader Auto Resources Inc uses computer systems that comply with applicable laws and allow us to process your data securely.

Our data processing techniques have been developed to:

- Ensure privacy,
- Ensure security,
- Avoid any breach of the Policy,
- Allow you to exercise your rights.

We implement the following processing methods:

- Anonymization or pseudonymization of your personal information when possible.
- Use of secure connections (SSL) when transmitting data.
- Implementation of security measures to ensure data integrity, availability, and confidentiality.
- Restriction of access to personal information to authorized personnel.
- Leader Auto Resources Inc's employees and contractors are bound by confidentiality agreements and are educated about the importance of maintaining the confidentiality and security of your personal information. They are committed to respecting this confidentiality and are required to comply with this Policy.

Leader Auto Resources Inc will retain your personal information only for the time necessary to fulfill the purposes set out in this Policy, or as required by law. We retain the collected data, as well as the processed data, in a secure and protected manner.

8. **Access and control of personal information:**

Leader Auto Resources Inc makes it easy for you to keep your personal information accurate, complete, and up to date. We will provide you with reasonable access to your personal information upon request, provided it is reasonable and possible to do so. We will correct any errors you report to us in a timely manner.

You may, at any time, request access to your personal information and ask that we correct or delete it. To do this, please contact our Privacy Officer (contact details provided at the end of this Policy).

9. **Sharing and reasons for sharing personal information with third parties:**

Leader Auto Resources Inc may share your personal information with third parties only for the purposes described in this Policy. We do not sell, trade, or rent your personal information to third parties.

Third parties with whom we may share your information include:

- Service providers: We may share your information with service providers to perform tasks on our behalf, such as payment processing, data analysis, and other services.
- Affiliated companies: We may share your information with affiliated companies within the Leader Auto Resources Inc group for the purposes described in this Policy.
- Legal obligations: We may disclose your information to comply with legal obligations, including responding to a subpoena, court order, or other legal process, or to establish or exercise our legal rights or defend against legal claims.
- Business transfers: In the event of a merger, acquisition, or sale of all or a portion of our assets, your information may be transferred to the acquiring entity.

We will take reasonable steps to ensure that the third parties with whom we share your information are bound by privacy obligations consistent with this Policy.

10. **Use of cookies and similar technologies:**

Leader Auto Resources Inc may use cookies and similar technologies (e.g., web beacons, pixels) to collect and store information when you visit our website.

Cookies are small text files that are stored on your device's hard drive or in device memory when you visit a website. Cookies allow a website to recognize your device and remember certain information about your visits. We use both session cookies and persistent cookies. Session cookies are used to operate our website and expire when you close your browser. Persistent cookies are used to remember your preferences and stay on your device after you close your browser.

You can control or disable the use of cookies through your browser settings. Please note that if you disable cookies, some features of our website may not function properly.

We may also use web beacons, pixels, and other similar technologies to collect information about your interactions with our website and emails.

11. **Retention of personal information:**

Leader Auto Resources Inc will retain your personal information only for as long as necessary to fulfill the purposes for which it was collected or as required by law. We will

take reasonable steps to ensure that personal information is accurate, complete, and up to date.

If you have any questions about this Privacy Policy, please contact our Privacy Officer:

ALAIN MAJOR

Address: 2525 TransCanada Highway, Pointe-Claire, Quebec, H9R4V6

Email: info@larnet.com

Leader Auto Resources Inc reserves the right to update or modify this Privacy Policy at any time. If we make any material changes to the Policy, we will post the updated Policy on our website and notify you by email or other means. We encourage you to review this Privacy Policy periodically for any changes. Your continued use of our website or services after the effective date of the updated Privacy Policy constitutes your acceptance of the revised Policy.

This Privacy Policy is effective as of September 2023.