



## Report on activities undertaken by CDMV during the 2023 exercise to fight against Forced Labour in Canadian Supply Chains

As a leading Canadian veterinary distributor, CDMV is committed to ethical and socially responsible business practices. CDMV staunchly opposes forced labor, underage labor, unfair worker treatment, and workplace discrimination in any form. We uphold the principles of human rights and dignity throughout our supply chain.

During the 2023 fiscal year, we undertook activities to map our supply chain. As a distributor, CDMV sources from suppliers in Canada and the United States, who in turn source from other countries; the country of origin has not been identified for each product. However, suppliers are expected to uphold similar standards and encourage their partners to follow OECD Guidelines for Responsible Business Conduct. Vendors must comply with all laws and regulations governing their activities in their respective countries. This includes the intention to evaluate and uphold the integrity of their own supply chains.

CDMV wishes to collaborate exclusively with vendors who adhere to these standards. As such, starting at the end of the 2023 fiscal year, we added a Contract Clause to all new vendor contracts, reinforcing these expectations and serving as a core component of our procurement strategy. The clause states:

The Supplier acknowledges that CDMV is determined to contribute to the fight against forced labour and child labour and that among other things CDMV is subject to reporting obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. Considering the foregoing, the Supplier undertakes to and to cause all persons involved at any stage in the production and supply chain of the Products, including any of its parent entities, its subsidiaries, its affiliated entities, and its contractors, to (i) implement appropriate measures to prohibit forced labour and child labour at all stages of its production and supply chain, and (ii) collaborate with CDMV and provide any information requested by CDMV to comply with its obligations under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Additionally, in line with our values, CDMV has raised the minimum required age for all warehouse and distribution center employees to 16, which surpasses the minimum age required by provincial and federal law. This decision reflects our dedication to maintaining a fair and respectful work environment for all employees. The risk assessment process has not identified any forced labor or child labor in our operations and supply chains to date. Employee training to identify risks, as well as measures to evaluate the effectiveness of our risk identification processes, are elements that remain to be implemented.

A handwritten signature in blue ink that reads "Serge Varin".

Serge Varin  
President and CEO  
May 30<sup>th</sup>, 2024

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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 have the authority to bind CDMV.