



REPORT REQUIRED BY THE FIGHTING AGAINST FORCED LABOUR
AND CHILD LABOUR IN SUPPLY CHAIN ACT

This report was prepared and is being provided pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chain Act (Canada) (the “Act”) and applies to the activities of Ceva Animal Health, Inc. and its wholly owned Canadian subsidiary, Gallant Custom Laboratories Inc. (collectively “Ceva”). Below are the steps that Ceva has taken to prevent and reduce the risk that force labour or child labour is used in the production, either directly or throughout the supply chain, in the production of goods that Ceva offers for sale in Canada or elsewhere. **Bold text** indicates the answers to the questions asked.

Identifying Information

1. This report is for the following? **Entity**
2. Legal name of reporting entity or government institution: **Ceva Animal Health Inc.**
3. Financial reporting year: **Calendar year 2023**
4. Is this a revised version of a report already submitted this reporting year? **No**
5. For entities only: Business number(s): **5048872**
6. For entities only: Is this a joint report? **Yes**
 - 6.1. If yes, identify the legal name of each entity covered by this report. **Gallant Custom Laboratories Inc.**
 - 6.2. Identify the business number(s) of each entity covered by this report: **5025901**
7. For entities only: Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? **No.**
8. For entities only: Which of the following categorizations applies to the entity? Select all that apply.
 - Canadian business presence (select all that apply):
 - Has a place of business in Canada**
 - Does business in Canada**
 - Has assets in Canada**
 - Meets size-related thresholds (select all that apply):
 - Has at least \$20 million in assets for at least one of its two most recent financial years**
 - Has generated at least \$40 million in revenue for at least one of its two most recent financial years**



9. For entities only: Which of the following sectors or industries does the entity operate in? Select all that apply.

- **Agriculture, forestry, fishing and hunting**
- **Manufacturing**
- **Wholesale trade**

10. For entities only: In which country is the entity headquartered or principally located? **Canada**

10.1. If in Canada: In which province or territory is the entity headquartered or principally located? **Ontario**

11. For government institutions only: Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? **Not applicable**

Annual Report: Reporting for Entities

1. What steps has the entity taken in the previous financial year to prevent and reduce 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? Select all that apply.

- **Mapping activities**
- **Mapping supply chains**
- **Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains**
- **Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily**
- **Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour**
- **Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains**
- **Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour**
- **Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains**
- **Developing and implementing child protection policies and processes**
- **Developing and implementing anti-forced labour and/or -child labour contractual clauses**
- **Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists**
- **Auditing suppliers**
- **Developing and implementing grievance mechanisms**
- **Engaging with supply chain partners on the issue of addressing forced labour and/or child labour**



2. Please provide additional information describing the steps taken. **The above list sufficiently describes the steps taken.**
3. Which of the following accurately describes the entity's structure? **Corporation**
4. Which of the following accurately describes the entity's activities? Select all that apply.
 - **Producing goods (including manufacturing, extracting, growing and processing)**
 - **in Canada**
 - **Selling goods**
 - **in Canada**
 - **Distributing goods**
 - **in Canada**
 - **outside Canada**
 - **Importing into Canada goods produced outside Canada**
5. Please provide additional information on the entity's structure, activities and supply chains. **Ceva offers an expanding range of products for companion animals, poultry, swine, and ruminants for Canadian customers. With operations centered around Guelph, Ontario Canada, Ceva's Canadian employees are committed to delivering on Ceva's mission "Together beyond animal health." In addition to Ceva's commercial headquarters, Ceva has two R&D centers and three production sites located in the Guelph area. With respect to its production activities, Ceva employees qualify and source components from trusted suppliers around the world who meet Ceva's stringent product requirements.**
6. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? **Yes**
 - 6.1. If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply.
 - **Embedding responsible business conduct into policies and management systems**
 - **Identifying and assessing adverse impacts in operations, supply chains and business relationships**
 - **Ceasing, preventing or mitigating adverse impacts**
 - **Tracking implementation and results**
 - **Communicating how impacts are addressed**
 - **Providing for or cooperating in remediation when appropriate**
7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour. **Ceva is committed to conducting its business in an honest and ethical manner and expects the same of the third parties with which it transacts business. Ceva's internal Code of Business Ethics and Business Conduct can be found at www.ceva.com/wp-content/uploads/2022/02/V2CodeofEthicsandBusinessConductCevaGroupENG.pdf. Ceva's**



Group Business Ethics and Principles for Business Partners can be found at www.ceva.com/wp-content/uploads/2022/10/V2-Principles-for-business-partners.pdf. Among other matters, these policies set forth Ceva's expectations and requirements relative to identifying and eliminating the use of force labour and child labour.

8. Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? **Yes, we have started the process of identifying risks, but there are still gaps in our assessments.**
 - 8.1. If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply.
 - **The locations of its activities, operations or factories**
 - **The use of forced labour**
9. Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply.
 - **Manufacturing**
 - **Transportation and warehousing**
10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk. **Ceva is a subsidiary of Ceva Santé Animale, which is based in France and has subsidiaries around the global. Ceva Santé Animale is committed to ensuring that it and its subsidiaries and affiliates takes the same steps as Ceva to identify and combat the use of forced and child labour.**
11. Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? **Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.**
12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour. **Not applicable.**
13. Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? **Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.**
14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. **Not applicable.**



15. Does the entity currently provide training to employees on forced labour and/or child labour? **Yes.**

15.1. If yes, is the training mandatory? **Yes, the training is mandatory for some employees.**

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour. **Ceva provides continuing training to Ceva's human resources managers on social responsibility procedures, including ways to identify modern slavery, and ensuring that force labour and child labour are not used in Ceva's supply chain. Ceva's social responsibility requirements and procedures are available to all business personnel throughout the world via Ceva's human resources portals.**

17. Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? **Yes**

17.1. If yes, what method does the entity use to assess its effectiveness? Select all that apply.

- **Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour.**
- **Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and -child labour clauses.**

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains. **Ceva prioritizes the health, safety and working conditions of its employees, and Ceva's ambition for external workers in its supply chain is just as important. Ceva's human resources department works in close collaboration with the other departments within Ceva (particularly purchasing and contract manufacturing) to ensure that Ceva's social responsibility and human rights policies are properly implemented, and our practices do not cause a negative impact on human rights. Currently, Ceva contractually requires vendors to adhere to social responsibility norms that are at least as restrictive as Ceva's Group Business Ethics and Principles for Business Partners. Further, Ceva sends questionnaires to its supply chains vendors that are designed to ensure that such vendors do not to use forced labour or child labor. This questionnaire reinforces our contractual stipulations relating to this same obligation, and Ceva monitors these questionnaires for indications that forced, or child labour is being used.**

Approval and Attestation:

This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the sole director of Ceva Animal Health Inc., which is also the sole shareholder of Gallant Custom Laboratories Inc.

In accordance with Section 11 of the Act, I have reviewed the information contained in this report for the entities listed above, and, based on my knowledge and having exercised reasonable diligence, I hereby attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act and the 2023 reporting year.

