

Annual Report regarding Modern Slavery



About this Report

This report (the “**Report**”) has been prepared and filed pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). In accordance with the Act, each of J. E. Mondou Ltée, a corporation existing under the laws of the province of Québec (“**Mondou**”), and Ren’s Feed and Supplies Limited, a corporation existing under the laws of the province of Ontario (“**Ren’s Pets**”), is required to submit a report to describe the steps it has taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods imported into Canada by either Mondou or Ren’s Pets. This Report is a joint report filed for Mondou and Ren’s Pets for their fiscal year respectively ended on January 27, 2024 and on January 31, 2024 (the “**Reporting Period**”) and has been approved by the board of directors of each of Mondou and Ren’s Pets in accordance with subparagraph 11(4)(b)(i) of the Act. The terms “**we**”, “**our**”, and “**the Company**” collectively refer to Mondou and Ren’s Pets.

Our Business

Structure & Activities

Mondou and Ren’s Pets are affiliated companies under common control. Since 1938, Mondou has been a leading Québec brand offering pet food, treats and accessories as well as services and advice for the well-being and health of animals. The banner now includes over 90 stores across the province of Québec. Ren’s Pets was founded in 1975 in Oakville, Ontario, and is also a Canadian leader in the offering of pet food, treats and accessories as well as grooming products. Since its beginning, Ren’s Pets has known a rapid growth and now counts over 60 stores in the provinces of Ontario, New Brunswick, Nova Scotia and Prince Edward Island. The Company now employs more than 1800 passionate employees throughout Canada.

Our Supply Chain

Our supply chain comprises different layers of complexity due to the diverse range of products we offer, the global scope of our sourcing and the involvement of multiple tiers of suppliers. While the vast majority of our Tier 1 suppliers are based in Canada



and the United States, we also engage with a few suppliers from countries in Europe, South America, and Asia.

Identifying Risks

While we continuously assess the risks in our supply chain, there are limits to visibility beyond the first tier of suppliers. The highest risk regarding forced labour and child labour lies with the Tier 3 suppliers and those further down our supply chain as it is challenging to ensure full traceability, monitoring and control at these levels. Although some of these suppliers are located in regions with robust labour regulations, others are located in regions with weaker labour regulations and law enforcement mechanisms, increasing the risk of forced labour or child labour. In the sections below, we outline the steps we are taking to assess and manage these risks and how we collaborate with our suppliers to address any issues and drive continuous improvement.

Mobilization and Training

We are highly conscious of the importance of good environmental, social and governance (“**ESG**”) practices, and we have employees dedicated to continuously improving these practices. We recognize that raising awareness among our employees about ESG issues and providing appropriate training is essential to adopting the best practices. From March to October during the Reporting Period, we collaborated with an external impact strategy consulting firm specializing in ESG to provide a series of extensive training sessions tailored specifically for Mondou and Ren’s Pets, focusing on responsible sourcing and procurement. Numerous employees from various departments participated in these training sessions, and all employees directly involved in procurement and our supply chain were included. Following these sessions, ambassador committees comprising employees from different departments were established to share ideas and discuss ways to enhance our ESG practices throughout our supply chain and operations, as well as to establish a plan of action to implement these improvements.

Due Diligence Processes

To evaluate the overall ESG performance of our suppliers, we have initiated an extensive project during the Reporting Period. A substantial group of employees, including members of our procurement team, is actively involved in developing a comprehensive survey for our suppliers. This survey addresses a wide range of ESG

topics, including employee working conditions as well as questions about lower-tier suppliers, such as internal or external supply chain audits and actions taken when non-compliance is identified. Once fully implemented, the results from this survey will be aggregated to assign a score to each of our suppliers based on their practices. This scoring system will provide us with a deeper understanding of our supply chain and will allow us to identify and assess risks associated with lower-tier suppliers. This ensures that we act in alignment with our own goals and values. By addressing these issues with our suppliers and encouraging transparency, we aim to foster collaboration, spread awareness, and reinforce our commitment to sustainability and ethical standards.

Our Policies

Our general terms and conditions contained in the agreements with our suppliers require our suppliers to refrain from participating, either directly or indirectly, in any form of child labour or violation of any employee's fundamental human rights. In addition, our employees are required to act in compliance with laws and regulations and are subject to a code of conduct pursuant to which they must act ethically with integrity. In order to enhance our vigilance and accountability, we are considering the implementation of an internal policy specifically addressing forced labour and child labour to outline our commitment to ethical labour practices and provide guidelines and procedures to prevent and address any instances of forced labour or child labour within our supply chain.

Remediation Measures

As of the date of this Report, we have not encountered any instances of forced labour or child labour and, consequently, we have not had to initiate any corrective measures or to remediate any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chains.

Effectiveness Assessment

While we have a number of measures intended to prevent and mitigate the risks of forced labour and child labour within our supply chain at the Tier 1 level, we are striving to improve these measures and to obtain a deeper understanding of our complex supply chain. However, no actions have been taken to assess the effectiveness of these measures.

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 J. E. Mondou Ltée. 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 J. E. Mondou Ltée.



Marie-Josée Legault
President

Date: May 31st, 2024

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 Ren's Feed and Supplies Limited. 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 Ren's Feed and Supplies Limited.



Marie-Josée Legault
President

Date: May 31st, 2024