



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. Reporting year: **May 31, 2025 Deadline**
4. Financial year covered by report: **Calendar year 2024**
5. Is this a revised version of a report already submitted this reporting year? **No**
6. Business number: **5048872**
7. Is this a joint report? **Yes**
 - 7.1. Identify the legal name of each entity covered by this report. **Gallant Custom Laboratories Inc.**
 - 7.2. Identify the business number(s) of each entity covered by this report: **5025901**
8. Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? **No.**
9. Which of the following categorizations applies to the entity?
 - Canadian business presence:
 - Has a place of business in Canada**
 - Does business in Canada**
 - Has assets in Canada**
 - Meets size-related thresholds:
 - 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

10. In which of the following sectors or industries does the entity operate in?

- **Agriculture, forestry, fishing and hunting**
 - **Support activities for agriculture and forestry**
- **Manufacturing**
 - **Other Manufacturing (poultry vaccines)**
- **Wholesale trade**
 - **Farm product merchant wholesaler**

11. In which country is the entity headquartered or principally located? **Canada**

11.1. In which province or territory is the entity headquartered or principally located? **Ontario**

Annual Report: Reporting for Entities

1. Which of the following accurately describes the entity's structure? **Corporation**

2. Which of the following accurately describes the entity's activities?

- **Producing goods (including manufacturing, extracting, growing and processing)**
 - o **in Canada**
- **Selling goods**
 - o **in Canada**
- **Distributing goods**
 - o **in Canada**
 - o **outside Canada**
- **Importing into Canada goods produced outside Canada**

3. What steps has the entity taken in its 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?

- **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**
4. Please provide additional information describing the steps taken. **The above list sufficiently describes the steps taken.**
5. Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? **Yes**
- 5.1. 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?
- **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**
6. 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 and are continuing the process of identifying risks, but there are still gaps in our assessments.**
- 6.1. 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**



7. 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**
 - **Chemical manufacturing**
 - **Transportation and warehousing**
 - **Truck transportation**
8. 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.**
9. 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.**
10. 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.**
11. Does the entity currently provide training to employees on forced labour and/or child labour? **Yes.**
- 11.1. If yes, is the training mandatory? **Yes, the training is mandatory for some employees.**
12. 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**
- 12.1. 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.**

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 2024 reporting year.

By: Valerie Mazeaud

Name: Valerie Mazeaud

Title: Director

Date: May 29th, 2025