

Entreprise Robert Thibert Inc.

Annual Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

Reporting Year: 2025

Submission Date: _____

1. Entity Information

Legal Name: Entreprise Robert Thibert Inc.

Head Office: 315 Boulevard Industriel, Châteauguay, Québec, Canada J6J 4Z2

Website: www.rthibert.com

Industry: Automotive aftermarket distribution

Employees: Approximately 250

Annual Revenue: Over CAD 40 million

Entreprise Robert Thibert Inc. (“Thibert”) is one of Canada’s largest distributors of automotive wheels, accessories, and tools, operating multiple distribution centers across Canada and the United States.

2. Structure, Activities, and Supply Chains

Thibert imports, markets, and distributes automotive products, including alloy and steel wheels, wheel accessories and tools, under its RTX and Rodac brands.

The company imports products primarily from China. All suppliers are required to comply with Thibert’s Supplier Code of Conduct and to sign the Supplier Compliance Declaration (Law S-211), confirming the absence of forced or child labour.

3. Policies and Due Diligence

Thibert’s compliance measures include:

- A Supplier Code of Conduct explicitly prohibiting forced and child labor, verified through third-party audits.
- Supplier Compliance Declarations collected from all major suppliers in 2024.
- A Supplier Qualification Procedure verifying certifications (ISO 9001, IATF 16949) and ethical standards prior to approval.

These controls are integrated into the company’s sourcing and procurement processes.

4. Risk Assessment and Management

Risks are assessed by reviewing:

- Country of manufacture and product category,

- Supplier compliance documentation and third-party audit results, and
- Global indices such as the ILO and Global Slavery Index.

In 2024, Thibert obtained compliance declarations from all active overseas suppliers. No risks or incidents of forced or child labour were identified.

5. Remediation Measures

In the event of a suspected or confirmed violation, Thibert's policy is to:

1. Request a corrective action plan from the supplier,
2. Suspend new orders until compliance is verified, and
3. Terminate cooperation if the issue remains unresolved.

No remediation actions were required during the reporting year.

6. Training and Awareness

Procurement and sourcing personnel have been briefed on the requirements of Canada's S-211 Act and Thibert's supplier due diligence process.

Annual refresher sessions are planned as part of supplier management procedures.

7. Measuring Effectiveness

Thibert evaluates compliance effectiveness through:

- Collection of supplier declarations in 2024,
- Ongoing verification of supplier certifications, and
- Annual management reviews of supplier risk exposure.

8. Approval and Publication

This report has been reviewed and approved by the senior management of Entreprise Robert Thibert Inc. and signed by the authorized officer below.

It will be published on Thibert's website and submitted to Public Safety Canada's online reporting system once finalized.

Signature:  _____

Full Name: **Christian Thibert**

Title: President of Entreprise Robert Thibert Inc.

Date: November 13th 2025