

# Modern Slavery Report

December 31, 2024

## Introduction

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) requires certain entities to publish a report detailing the steps taken in the previous fiscal year to prevent and reduce the risk that forced labour or child labour were used in the production or importation of goods.

Guy LeBlanc Family Trust (2039) is publishing this joint report on behalf of itself and its relevant subsidiaries to whom the act applies, namely Guy LeBlanc Investments Limited and Guy LeBlanc Enterprises (1984) Limited (collectively, the “Company”).

This joint report sets out the Company’s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no forced or child labour in its own business and its supply chains. This joint report relates to actions and activities during the year ended December 31, 2024.

As part of the used textile industry, the Company recognizes that it has a responsibility to take a robust approach to forced and child labour. The Company is committed to preventing forced and child labour in its corporate activities, and to ensuring that its supply chains are free from forced and child labour. The Company conducts its operations ethically in terms of all business dealings and relationships.

## Structure, Activities and Supply Chains

### *Structure & Activities*

The Company is a Canadian Corporation, headquartered in Digby, Nova Scotia. It has been in business for over 50 years, currently operating 18 retail thrift stores within the provinces of Nova Scotia and New Brunswick. It also operates a manufacturing facility which produces industrial wipers, and packages used clothing for export. The Company employs approximately 300 employees.

### *Supply Chains*

The Company sources all of its’ used clothing from reputable suppliers in the United States. All products that we purchase are initially donated by the general public, either through donation bins or collection centres. Our suppliers package these items in bales, which are then picked up by our Company and imported to Canada for resale in our retail stores.

The Company’s supply chain is fairly simple and straightforward, as we are purchasing the end product for resale in our stores. Our wiper products are manufactured from the unsold retail store clothing, which would have initially come from the United States in those packaged bales.

## **Policies and Due Diligence**

The Company has policies and due diligence processes in place relating to its own operations. The onboarding process ensures that all employees are legally able to work in the relevant province, and the Company ensures that it is compliant with the Nova Scotia Labour Standards Code, New Brunswick Employment Standards Act, as well as any federally regulated standards.

The Company also has policies and due diligence processes in terms of selecting suppliers. As stated earlier in the *Supply Chains* section, our process is not complex. The Company only has several suppliers, all of which we have longstanding relationships with, some over 30 years. We conduct site visits to their facilities on an annual basis, often unannounced to ensure we obtain a true picture of their operations and processes through audit.

In relation to due diligence, the Company subscribes to a Global Trade Compliance Software. This software is a restricted party screening research data security and export control management tool that allows us to obtain background information on both our suppliers and export customers. Prior to entering into a business relationship, we ensure that the companies involved have been screened.

## **Forced Labour and Child Labour Risks**

While the Company can say with certainty that there is no risk of modern slavery or forced labour within the Company itself, we did not conduct a supply chain risk assessment related to forced labour or child labour during the reporting period. Since we are purchasing donated product with very minimal human interaction afterwards, as there is no processing or manufacturing involved, we feel that both forced labour and child labour risks are relatively low.

## **Remediation Measures**

The Company did not identify any instances of forced or child labour within the Company or its supply chains. As such, it has not undertaken any remediation measures.

## **Remediation of Loss of Income**

The Company did not identify any loss of income resulting from measures taken to eliminate the use of forced labour or child labour in its activities or supply chains.

## **Training**

The Company does not currently have any formal training specifically related to forced labour or child labour. The Company intends to design and implement training for management to ensure those in communication with Company's suppliers are aware of and have the tools to identify signs of forced or child labour within their dealings.

## **Assessing Effectiveness**

Although the Company did not have any formal processes in place to assess its effectiveness in ensuring that forced and child labour are not being used in its supply chains, management intends to develop formal assessment procedures relating to our supply chain. Senior Management is consistently involved in the Company's day-to-day operations to ensure that there is no forced or child labour within its own business activities.

## **Approval and Attestation**

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 entities listed above. Based on my knowledge, and having exercised reasonable due 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 Guy LeBlanc Family Trust (2039), Guy LeBlanc Investments Limited, and Guy LeBlanc Enterprises (1984) Limited.



---

**Guy LeBlanc**

*President*

May 20<sup>th</sup>, 2025