
Annual report under the Act to enact the Fighting Against Forced Labour and Child Labour
in Supply Chains for the last financial year ending 30 September 2023.

ORIGINAL REPORT

May 31, 2025

Importations Thibault Ltd.
165 Sauvé Street
Sherbrooke, Qc
J1L 1L6
<https://importationsthibault.com/>

Opening statement

Importations Thibault Ltd. (Importations Thibault) is committed to values such as integrity, respect and honesty. We strive to have a supply chain that respects international human rights standards, particularly child and slave labour.

As a Canadian distributor, we are aware that we have a duty to contribute to the working conditions of the people who make our products. We work with suppliers, both in Canada and abroad, to ensure that everyone involved in the manufacture of our products enjoys a safe and healthy working environment, while being treated with respect and dignity.

These suppliers share our values and provide support to improve positive impact and well-being. As our business grows, we will continue to build on the collective measures we have put in place to improve our industry practices.

Overview

This is a single entity report in accordance with the requirements of the *Act to Combat Forced Labour and Child Labour in Supply Chains*.

Importations Thibault acts as a Canadian resident importer for shipments into Canada using the business number 103216602.

This report covers the activities of Importations Thibault for the last fiscal year beginning October 1, 2023, and ending September 30, 2024.

Reduce the risk that forced labour or child labour

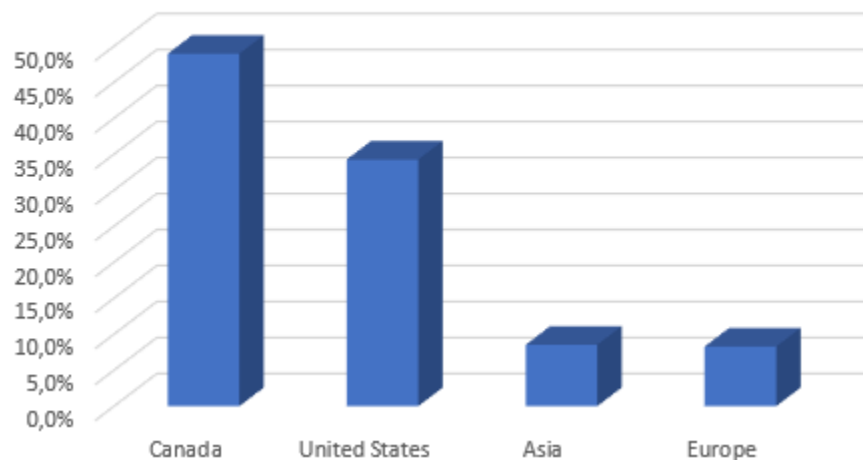
Importations Thibault is committed to respecting and promoting the highest standards of ethics and integrity in all its dealings with employees, customers and suppliers. Over the years, we have met all our suppliers and ensured that their human values are in line with our own, by holding annual face-to-face meetings to reconfirm our partnership. In 2024, a letter was drafted to raise awareness among all our suppliers.

Structure, activities and supply chains

Importations Thibault, founded in 1981, is a joint-stock company that distributes and imports parts and accessories for powersports in Canada.

Importations Thibault maintains business relations with a large number of international, national and regional suppliers, mainly from Asia, Europe and America.

Geographical distribution of purchases



We are based in Sherbrooke, Quebec, and employ 80 full-time, 6 contract and 11 seasonal staff, all of whom are based in Canada.

The company has a purchasing manager who supervises a team of buyers. This team works closely with suppliers. The Purchasing Manager is responsible for the application of policies. He is supported by the Human Resources Manager, who ensures compliance with standards and training.

Policies and due diligence processes

Importations Thibault actively seeks to do business with suppliers who share our commitment to responsible, ethical conduct and integrity in all our business dealings. We expect the same from our supply chain partners.

Risk of forced labour or child labour being used and measures

The main risks arise from the fact that we do not control the entire supply chain, due to the fact that we are a distributor of products for sale to consumers.

We did not carry out any third-party audits or verification during the financial year ending 30 September 2024.

Measures taken to remediate any forced labour or child labour

Where non-compliance with Importations Thibault's requirements and principles is identified, we will work with our suppliers to develop effective action plans. The scope of the action plans will depend on the nature and severity of the non-conformity detected. We advocate a continuous improvement approach and will monitor our suppliers' progress in terms of respect for workers. In the event of serious non-compliance, we may reconsider the business relationship.

Measures 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

Not having had to take action to eliminate the use of forced or child labour, Importations Thibault has not taken action to address the loss of income for vulnerable families resulting from the measures taken to eliminate the use of forced or child labour in our operations and supply chains.



Training

All employees involved in the supply chain have received verbal training on respect for human rights.

Training focusing on the use of forced labour and child labour will be developed for fiscal 2025 and will be followed by all employees involved in purchasing decisions.

Effectiveness assessment

For the 2024 financial year, no measures have been taken to assess effectiveness in preventing and reducing the risks associated with the use of forced labour and child labour in our operations and supply chain.

While we do not yet have formal policies and procedures in place to evaluate the effectiveness of the various measures, we will implement to mitigate the risk of forced and child labour within our operations and supply chains, we are committed to taking the necessary steps to evaluate their effectiveness.

In 2024, we drafted a letter to raise awareness among our suppliers. This letter will be sent in 2025 to work with them to establish a solid foundation for a responsible supply chain.

Closing statement

Importations Thibault Ltd. reiterates its commitment to maintaining close ties with its suppliers and partners in order to ensure an ethical supply chain.

Recognizing the importance of transparency and accountability, we are committed to taking action to mobilize all suppliers in our supply chain to have a positive social impact.

Having begun some steps in 2024, we will continue our efforts for 2025.

Attestation

This report has been reviewed and approved by the appropriate governing body of Importations Thibault Ltd. in accordance with paragraph 11 (4) (a) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have reviewed the information contained in the report for the entity or entities listed above. To the best of my knowledge and belief, and having exercised due diligence, I confirm that the information contained in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year referred to above.

I have the power to bind IMPORTATIONS THIBAULT LTD



Julie Thibault
Co-President
May 31, 2025

