



Report on activities undertaken by CDMV during the 2024-2025 exercise to fight against Forced Labour in Canadian Supply Chains

As a leading Canadian veterinary distributor, CDMV is committed to ethical and socially responsible business practices. CDMV firmly opposes forced labor, child labor, unfair treatment of workers, and workplace discrimination in all its forms. We uphold the principles of human rights and human dignity throughout our supply chain and integrate responsible business conduct into our policies and management systems.

As a wholesaler of surgical equipment, prescription animal food, animal medications, and animal vaccines, CDMV sources from suppliers in Canada and the United States, themselves sometimes sourcing from other countries. Suppliers are instructed to adhere to standards similar to those of CDMV and to encourage their partners to follow the OECD Guidelines for Responsible Business Conduct. Suppliers must comply with all laws and regulations governing their activities in their respective countries. This includes the intention to assess and maintain the integrity of their own supply chains.

In the years preceding the current fiscal year, we undertook activities to map our supply chain. We also added contractual clauses to engage our suppliers in sharing information and implementing appropriate measures to prohibit forced labor and child labor in their production and supply chain. Additionally, in line with our values, CDMV raised the minimum age requirement for all employees in warehouses and distribution centres to 16 years, which exceeds the minimum age required by provincial and federal law.

During the 2024-2025 fiscal year, CDMV continued supply chain mapping activities, having identified the country of manufacture for products representing more than 50% of our annual sales, especially in animal food products. In all cases, the country of manufacture was either Canada or the United States. We began the process of determining risks of forced labor and child labor and continue this process despite a lack of information made available by some suppliers. CDMV has not identified any risks to date. This is an ongoing process. Employee training to identify risks and measures to evaluate the effectiveness of our risk identification processes remain elements to be implemented.

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 entity or entities listed above. 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 CDMV.

A handwritten signature in blue ink, appearing to read 'Serge Varin'.

Serge Varin
President and CEO
April 1st, 2025