



SANI MARC

Hands-on Hygiene™

Report - Fighting Against Forced Labour and Child Labour in Supply Chains

2025



Introduction

This joint report aims to present the current status of Sani-Marc Group Inc. and its subsidiaries Sani-Marc Inc. and Wood Wyant Canada Inc. (collectively "**Sani Marc**") with respect to the fight against forced labour and child labour in their supply chains during their last financial year, from December 1, 2023 to November 30, 2024. This report is published in accordance with the provisions of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the "**Act**"). Below is the identification information for the entities covered by this report:

Sani-Marc Group Inc.

- Quebec Business Number (NEQ): 1147313689
- Head office located in Quebec, Canada
- Entity categorization under the Act: Canadian business presence and meets the size thresholds
- Sector/industry: Management corporation (controls the entities Sani-Marc Inc. and Wood Wyant Canada Inc.)

Sani-Marc Inc.

- Quebec Business Number (NEQ): 1142921247
- Head office located in Quebec, Canada
- Entity categorization under the Act: Canadian business presence and meets the size thresholds
- Sector/industry: Wholesale trade, manufacturing, and distribution

Wood Wyant Canada Inc.

- Business Number (BN): 860515881
- Head office located in Quebec, Canada
- Entity categorization under the Act: Canadian business presence and meets the size thresholds
- Sector/industry: Wholesale trade and distribution

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.



Pierre Goudreault

President

May 26, 2025

I have the authority to bind Sani-Marc Group Inc., Sani-Marc Inc. et Wood Wyant Canada Inc.

Steps taken during the previous financial year to prevent and reduce the risk that forced or child labour is used at any step of the production of goods - in Canada or elsewhere - or of goods importation into Canada

Supplier Verifications

During the last financial year, Sani Marc conducted compliance verifications of its main suppliers regarding forced labour and child labour. Suppliers were required to complete a compliance attestation covering the following elements:

- Implementation of policies and procedures to identify and prohibit the use of forced labour and/or child labour in their activities and supply chains, and to attach a copy of such policy(ies) and procedure(s) if applicable.
- If no such policies or procedures exist, a statement affirming, to the best of their knowledge, that the products supplied were not manufactured using forced labour and/or child labour, along with an explanation if this was not the case.
- Each supplier must acknowledge that Sani Marc relies on their attestation and its content, and the supplier must commit to promptly informing Sani Marc of any changes. Additionally, the supplier must authorize Sani Marc to verify compliance with the statements in their attestation. If Sani Marc finds non-compliance, it reserves the right to require corrective measures.

Sani Marc compiles the information received from these suppliers and plans to expand the number and scope of suppliers required to complete the compliance attestation in the coming years.

Workers

Sani Marc collects information on the recruitment of workers and implements internal controls to ensure that all recruited workers have given their consent. More specifically, for their activities in Canada, when recruiting workers, Sani-Marc Inc. and Wood Wyant Canada Inc. ensure:

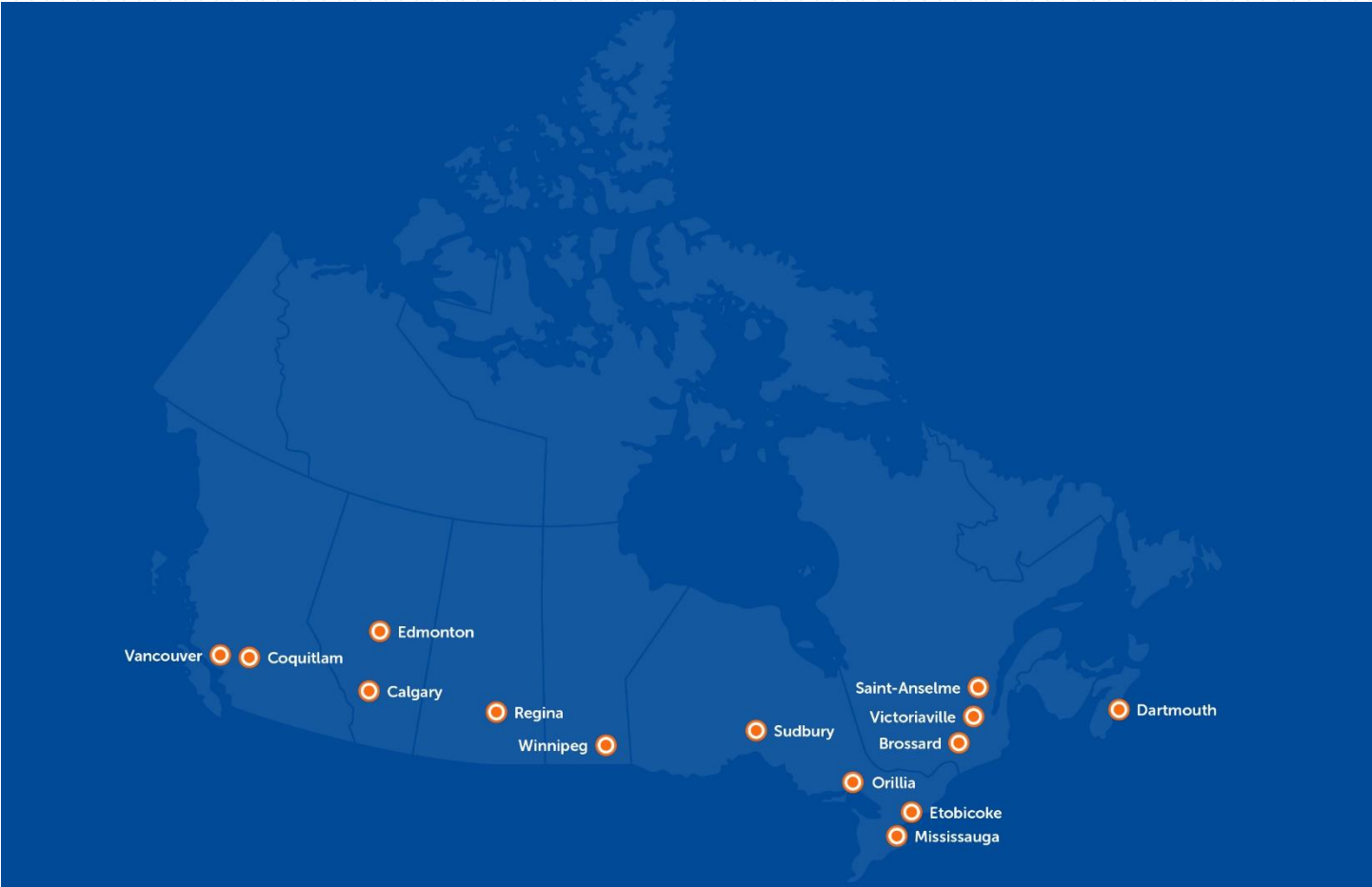
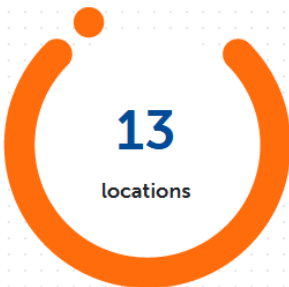
- Compliance with the conditions of applicable internal collective agreements;
- Entering into an employment contract and allowing workers to consult a professional before signing the contract;
- Verifying that the age of workers meets the criteria of applicable Canadian and provincial laws;
- If foreign workers are involved, using recognized employment mission organizations.

For hiring foreign workers, Sani Marc has implemented a guide to inform them of their rights under employment and labour standards legislation. The guide includes explanations on pay sheets, holidays, retirement, savings, etc.

Further details on the steps taken by Sani Marc are provided in this report.

Structure, activities and supply chains

Sani Marc at a glance



Structure:

Sani-Marc Group Inc.:

- Quebec corporation under the *Business Corporations Act*
- No employees
- Sani-Marc Group Inc. is an entity that controls Sani-Marc Inc. and Wood Wyant Canada Inc. and other subsidiaries not governed by the Act

Sani-Marc Inc.:

- Quebec corporation under the *Business Corporations Act*
- Number of employees in Canada: 395

Wood Wyant Canada Inc.:

- Canadian federal corporation under the *Canada Business Corporations Act*
- Number of employees in Canada: 194

The organizational structure of the entities rests on a single management committee comprising the president and the vice-presidents of the different entities and departments.

Activities:

Sani-Marc Group Inc.: This entity does not engage in activities related to the production or importation of goods, but rather controls Sani-Marc Inc. and Wood Wyant Canada Inc., which are engaged in these activities, as detailed below.

Sani-Marc Inc.: This entity engages in activities related to the (i) production of goods, sale, and distribution of cleaning and sanitation products and equipment in commercial, industrial, and institutional markets, and recreational water treatment products in the retail market in Canada; and (ii) importation into Canada of goods produced abroad.

Wood Wyant Canada Inc.: This entity engages in the sale and distribution of cleaning and sanitation products and equipment in commercial, industrial, and institutional markets in Canada and the importation into Canada of goods produced abroad.

Supply Chains:

The supply chains of Sani-Marc Inc. and Wood Wyant Canada Inc. are mainly distributed across North America (United States and Canada), Europe (Italy, France, England), and Asia (China, India).

Policies and due diligence processes in relation to forced labour and child labour

Sani Marc currently does not have written due diligence policies and processes regarding related to forced labour and/or child labour. These will be developed in the coming financial years. However, Sani Marc has created a compliance attestation regarding forced labour and child labour that its surveyed suppliers must complete and provide supporting documentation for.

Parts of the business and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk

Sani Marc has started the process of identifying elements of its activities and supply chains that carry a risk of forced labour or child labour. The identified aspects are as follows:

- The sector or industry it operates in
- The types of products it produces, sells, distributes, or imports
- The locations of its activities, operations, or factories
- The types of products it sources
- The raw materials or commodities used in its supply chains
- Tier-one (direct) suppliers

The risks related to forced labour or child labour are mainly found in the manufacturing sector.

Sani Marc has identified specific areas within its supply chains where risks of forced labour and child labour are present, particularly in Asia, notably due to differences in cultural norms and legal structures.

Measures taken to remediate any forced labour or child labour

Sani Marc has not taken any measures at this stage to address forced labour or child labour in its operations and supply chains as it has not identified any instances of forced labour or child labour.

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 in activities and supply chains

As Sani Marc has not identified any loss of income for vulnerable families caused by measures aimed at eliminating the use of forced labour or child labour in its activities and supply chains, Sani Marc has not taken any measures to address income losses in this regard.

Training provided to employees on forced labour and child labour

Sani Marc currently does not offer training to employees on forced labour and/or child labour. However, employees are expected to comply with Sani Marc's Code of Ethics and Conduct.

How to assess effectiveness in ensuring that forced labour and child labour are not being used in business and supply chains

Sani Marc currently does not have policies and procedures to assess its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

In the coming financial years, Sani Marc plans to continue assessing the risks of forced labour and child labour in its activities and supply chains in three phases. First, a broader monitoring of suppliers will be conducted to determine which suppliers already have policies and procedures in place to prevent and mitigate the risk of using forced labour or child labour. Second, Sani Marc will include a section on the absence of forced labour and child labour in its new supplier onboarding questionnaire. Third, an internal policy will be developed and communicated to suppliers. The topic will then be addressed during supplier meetings so they can demonstrate their ability to comply.