

2024 Modern Slavery Report

1. Introduction

This report is submitted by VCA Veterinary Group Ltd. (the “**Company**”, “**we**” or “**our**”) in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for the most recently completed fiscal year, which ended on December 28, 2024 (the “**Reporting Period**”).

The Company is committed to upholding human rights in its operations and its supply chains. The Company has compassion for the neighbourhoods it serves and those neighbourhoods that serve its supply chains.

2. Structure, Activities and Supply Chains

The Company is incorporated under the Québec Business Corporations Act. We operate as a network of 13 veterinary hospitals located across Québec, committed to positively impacting pets, people and local communities. As part of our veterinary services, the Company imports, distributes, and sells pet health products at its hospitals. These goods include pet food, pharmaceutical products, and pet supplies, and are sourced through the Company’s global supply chain. The Company procures pharmaceuticals, medical supplies, laboratory consumables, and pet nutrition materials used to perform veterinary services. The majority of our suppliers are located in Canada, United States, or Western Europe.

3. Policies and Due Diligence Processes

This report describes the Company's approach to human rights due diligence and to the specific issues of modern slavery and child labour, as it is defined under the Act. Our Supplier Code of Conduct describes the human rights standards we expect our tier-one suppliers to uphold, including on child labour, forced labour and modern slavery. The Supplier Code of Conduct prohibits the use of all forms of forced labour and states the expectation that it will apply where it establishes a higher standard than required by applicable law.

These policies and others, and our approach to implementation, are aligned with frameworks laid out in the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO-IOE Child Labour Guidance Tool for Business (“**ILO-IOE Tool**”), and draw on the International Labour Organization’s (“**ILO**”) 1998 Declaration on Fundamental Principles and Rights at Work.

4. Forced Labour and Child Labour Risks

We are currently reviewing our supply chains to better understand the point of origin locations for the materials used in the performance of veterinary services, and have completed work with several of our largest suppliers to outline country of origin information. We are continuing our work on the implementation of our Supplier Code of Conduct in new supplier agreements. Our Supplier Code of Conduct is based on the International Bill of Human Rights, the principles set forth in the ILO’s 1998 Declaration on Fundamental Principles and Rights at Work and other ILO conventions, the ILO-IOE

Tool, and is in line with the United Nations Guiding Principles on Business and Human Rights. Our Supplier Code of Conduct describes the human rights standards we expect our tier-one suppliers to uphold, including on child labour, forced labour and modern slavery. The Supplier Code of Conduct prohibits the use of all forms of forced labour and states the expectation that it will apply where it establishes a higher standard than required by applicable law.

5. Remediation Measures

We have not identified any instances of forced labour or child labour in our operations or supply chain and therefore have not needed to take any remediation measures in the Reporting Period. Given that no remediation actions have needed to be taken, there is no anticipated loss of income to the most vulnerable families.

6. Training


For the Reporting Period there was no training specific to forced labour and child labour risks, but the Company maintains an existing training protocol that will be modified to include raising awareness of issues related to forced labour and child labour risks.

7. Assessing Effectiveness

We worked with several of our largest suppliers during the Reporting Period to assess the Company's effectiveness in preventing and reducing risks of forced labour and child labour.

8. Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of VCA Veterinary Group Ltd.

Signed by:

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Anne Christine McNally

Director

May 29, 2025

I have authority to bind VCA Veterinary Group Ltd.