



# FORCED LABOUR & CHILD LABOUR REPORT

## LE GROUPE AGRITEX INC.

1176194729

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## **Introduction**

Le Groupe Agritex Inc., a group of 12 John Deere dealerships across Québec, provides this report on the measures taken during fiscal year 2025 (February 1, 2025 to January 31, 2026), in order to comply with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211) to which the company is subject.

In accordance with our values of integrity, quality, humanity and commitment, our company remains committed to ensuring that its business practices, internal policies, business relationships and procurement processes are free from forced labour and all forms of exploitation.

## **Structure and Activities**

Le Groupe Agritex Inc. is a Canadian company operating exclusively in Québec. We offer sales and maintenance services for agricultural, residential and commercial equipment, in addition to selling parts and providing after-sales services. We have 323 employees across our sales, service, parts and administration departments.

## **Our Supply Chain**

Our supply chain consists primarily of North American manufacturers and distributors located in Canada and the United States. The majority of the goods we import are agricultural machinery, parts and accessories.

Our primary supplier remains John Deere, a global industry leader that upholds a rigorous code of conduct and responsible practices. We have a total of 1,432 suppliers, distributed as follows:

- 1,368 in Canada
- 61 in the United States
- 2 in France
- 1 in Austria

The supply chain is fully mapped and proactively monitored.



## **Risk Assessment and Identification**

In 2025, we continued our risk analysis of our supply chain. We used reliable sources such as the Global Slavery Index and the Corruption Perceptions Index to assess the potential presence of forced labour.

Although our suppliers are primarily located in low-risk countries (Canada and the United States), we have implemented a risk-based analysis method by region and sector. This approach allows us to more closely monitor indirect sourcing areas that may be more exposed.

## **Measures Taken in 2025**

During the 2025 fiscal year, we:

- Maintained the mapping and monitoring of all our suppliers.
- Continued to apply our modern slavery policy with employees and suppliers.
- Ensured the availability of the Supplier Code of Conduct to all our business partners.
- Continued to raise employee awareness regarding forced labour and child labour.
- Maintained the integration of ethical considerations into our procurement processes.
- We remain committed to fostering transparency and ethical conduct as we continue to grow the company and create sustainable value.



## **Our Policies and Risk Mitigation Measures**

We rely on a set of internal and external policies, including:

- The Modern Slavery Policy
- The Agritex Code of Conduct
- The Supplier Code of Conduct

These documents have been shared with employees and suppliers and are available on our corporate intranet. A continuous improvement strategy is in place.

## **Effectiveness Monitoring**

We are committed to continuously enhancing our internal processes and strategies as we deepen our understanding of labour risks in global supply chains.

To monitor the effectiveness of our efforts, we will:

- Conducting an annual assessment of our supply chain.
- Maintaining a register of at-risk suppliers.
- Regularly reviewing our internal policies.
- Monitoring key indicators related to ethical compliance

All members of Le Groupe Agritex Inc.—from executives to employees to suppliers—are responsible for upholding this commitment. We strive to maintain an ethical, respectful, and compliant work environment.

Stakeholder engagement and feedback are essential to our pursuit of ongoing improvement and integrity in all areas of our operations.



## ATTESTATION

This report was approved by the Board of Directors of Le Groupe Agritex Inc. on May 20, 2026.

Pursuant to section 11 of the Act, I attest that I have reviewed the information contained in this report. To the best of my knowledge, and having exercised reasonable diligence, I confirm that the information is true, accurate and complete, for the purposes of the Act for fiscal year 2025.

I have the authority to bind Le Groupe Agritex Inc.

(signed) *Patrick Allard*

May 20, 2026

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**Patrick Allard**

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**Date**

**CEO**

Le Groupe Agritex Inc.