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Modern Slavery Report

Introduction

BMI Canada Inc. (“BMI”) is a family-owned business that has been operating since 1972. BMI is a master distributor of plumbing products serving the North American market for industrial, plumbing, heating and air conditioning wholesalers.

BMI has prepared this report in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9 (the “Act”).

This report covers the fiscal year ending December 31, 2025.

Structure

BMI is a company incorporated under the Canada Business Corporations Act.

BMI operates three distribution centres in Canada, located in Boisbriand, Quebec, Mississauga, Ontario, and Langley, British Columbia. BMI’s head office is located in Boisbriand, Quebec. BMI has more than 60 employees in Canada.

BMI ensures compliance with the various laws in force in the provinces where its employees work. BMI operates in compliance with all applicable legislation and regulations in the jurisdictions in which it is subject to such requirements.

Activities

BMI imports plumbing products, including fittings, valves and other accessories, and resells them to wholesalers across Canada.

Supply Chains

BMI’s imports originate from the following countries: the United States, China, Taiwan, Indonesia, Malaysia, Vietnam, Thailand and Cambodia.

BMI imports directly from manufacturers and does not use third-party agents.

Given the importance of its supply chain to its operations, BMI has established long-standing relationships with all of its manufacturing partners.



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Due Diligence Policies and Processes

BMI recognizes the importance of the objectives of the Act and makes every effort it deems necessary to ensure that its manufacturing partners also comply with the Act.

Members of BMI's management regularly visit and/or meet with its various manufacturing partners. During these visits, BMI conducts, among other things, a review of its partners' operations by observing the local operations of the various facilities from which the products imported and distributed by BMI originate.

As part of its relationships with its suppliers, BMI monitors compliance with the requirements of the Act and raises awareness among its suppliers of the importance BMI places on compliance with the Act.

BMI annually requires its suppliers to attest that they do not use forced labour or child labour.

BMI confirms, in particular, that, to the best of its knowledge, none of its suppliers has operations or active employees in the Xinjiang Uyghur Autonomous Region.

Prior to the coming into force of the Act, BMI had always implemented practices involving its employees, suppliers and customers to promote honesty and integrity among the various individuals involved throughout the supply chain.

Risk of Forced Labour or Child Labour and Measures Taken to Assess and Manage Such Risk. Measures Taken to Address Loss of Income for the Most Vulnerable Families

BMI understands that there is a risk of forced labour or child labour being used within supply chains. To date, BMI has not identified any instances of forced labour or child labour among its suppliers. BMI is committed to continuing to monitor compliance with the requirements of the Act among its suppliers.

BMI is committed to immediately terminating its relationship with any supplier found to be using forced labour or child labour and to reporting any violation to the appropriate authorities.

Employee Training

BMI regularly raises awareness among its employees of the importance of complying with the Act and protecting all individuals from the use of forced labour or child labour.

All employees involved in procurement make the necessary efforts to ensure that BMI imports products from suppliers that comply with the requirements of the Act and this report.



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Assessing the Effectiveness of Efforts to Prevent the Use of Forced Labour or Child Labour

BMI Employees: Monthly meetings are held between members of management and the procurement team. Compliance with the Act is discussed during these meetings. All employees who are part of the procurement team have reviewed this report.

BMI Suppliers: BMI regularly meets with or visits its suppliers. BMI establishes long-term relationships with its suppliers and monitors compliance with the Act.

BMI strongly opposes any use of forced labour or child labour and will not tolerate any compromise in this regard. Any non-compliance with the Act by its suppliers will result in the immediate termination of the business relationship and the reporting of such non-compliance to the appropriate authorities.

Attestation

I confirm that this report has been prepared in compliance with the requirements of the Act, including section 11 thereof, in connection with BMI's activities. To the best of my knowledge, I attest that the information contained in this report is true and complete.

This report was approved for the fiscal year ended December 31, 2025.

January 15, 2026,

A handwritten signature in black ink, appearing to read 'Laurent Tessier'.

Laurent Tessier

Chief Operating Officer and Vice President of the Board of Directors