

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

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ARITZIA AND AFFILIATES

CONTENTS

1.INTRODUCTION.....	2
2.POLICIES AND STANDARDS.....	2
3.MONITORING, VERIFICATION, REMEDIATION & ACCOUNTABILITY.....	3
4.TRAINING	4
5.GOVERNANCE.....	4
6.GOING FORWARD.....	5
7.ADDITIONAL INFORMATION	5

1. INTRODUCTION

Aritzia and its affiliates are committed to respecting and upholding human rights throughout our value chain in line with international standards and best practices. We use the [United Nations Guiding Principles for Business and Human Rights](#) to form the basis of our human rights approach.

Through a Human Rights Impact Assessment and Due Diligence Process, Aritzia has identified the right to enjoy just and favourable conditions at work as one of the most salient human rights across our value chain. Aritzia is committed to upholding fair and safe employment and workplace conditions across our supply chain. Aritzia aims to work with best-in-class finished goods suppliers and fabric and trims suppliers, defined by the quality of the product and by how they work. Part of our commitment includes continually reviewing and improving our practices where necessary to respect human rights and efforts to eradicate slavery or human trafficking throughout our supply chain. We build meaningful partnerships with those who share our values, and work to develop long-lasting improvements that extend throughout our supply chain.

OVERVIEW

At Aritzia, we have the following in place to monitor and mitigate human rights risks in our supply chain:

- A Supplier Workplace Standards Program (as more particularly described below) outlined by our policies and standards, implemented through monitoring, verification, remediation and accountability, and training, and overseen by internal and Board level governance systems, which includes:
 - A team dedicated to identifying, managing and mitigating supply chain risks and impacts including those posed by slave, forced and trafficked labour.
 - Monitoring of in-scope¹ finished goods suppliers (tier 1) and in-scope² fabric and trim suppliers (tier 2).
 - A Supplier Code of Conduct in line with established international and industry frameworks including International Labour Organization (“ILO”) Core Conventions amongst others.
 - Partner with specialty independent, third-party assessors and through our partnership with Better Work, which is a partnership between the International Labour Organization (“ILO”) and Finance Corporation (“IFC”) program with tripartite representation (including national governments, unions and employers’ organizations) to monitor our suppliers.
 - Cross functional assessment of new sourcing countries against certain criteria including human rights, environmental stewardship and national frameworks.
 - Worker interviews are included in annual Better Work assessments and assessments conducted by third-party assessors selected by Aritzia to supplement information provided by our suppliers.
 - Human Rights training deployed to internal teams with regular contact with suppliers.
- Independent third-party verification of farms and facilities involved in the production of organic and recycled raw materials includes the assessment of labour standards. Specifically, GOTs (Global Organic Textile standard) and GRS (Global Recycled Standard) assess labour standards as part of their certification process.

2. POLICIES AND STANDARDS

Our finished goods and nominated fabric and trims suppliers are required to agree to and sign the following policies:

SUPPLIER CODE OF CONDUCT

- Aritzia developed the [Aritzia Supplier Code of Conduct](#) using established international frameworks, including the International Bill of Human Rights and the ILO Fundamental Principles and Rights at Work — such as the Forced Labour Convention (No.29), Abolition of Forced Labour Convention (No. 105), Minimum Age Convention (No. 138) and Worst Forms of Child Labour Convention (No. 182) amongst others.

¹ Finished goods supplier facilities that meet or exceed Aritzia’s production unit threshold and require an audit within the specified time period as per Aritzia’s Supplier Workplace Standards Program.

² Fabric and trims supplier facilities selected to participate in Aritzia Supplier Workplace Standards Program based on level of partnership and/or those producing key materials.

- By working with Aritzia and signing the Supplier Code of Conduct, suppliers commit to compliance with legal requirements, including among other things, ensuring all work is voluntary and no forced, trafficked, illegal, prison, indentured, bonded or other forms of forced labour have been used and all workers are treated equally.
- If our suppliers choose to use a third party to recruit and hire employees, we require that only registered employment agencies be used. Furthermore, all fees associated with employment are the sole responsibility of the employer.
- We have translated and published our Supplier Code of Conduct in: English, Sinhala, Vietnamese, Simplified Chinese, and Khmer.

ARITZIA'S MIGRANT WORKER POLICY

- Aritzia's Migrant Worker Policy addresses specific risks for migrant workers. This policy includes provisions to protect against forced, or involuntary labour in the supply chain specific to migrant workers.

CHILD LABOUR & YOUNG WORKER POLICY

- We prohibit all forms of child labour in our own, and throughout our, supply chain. Our Supplier Code of Conduct states that we prohibit child labour and outlines provisions for young workers. Our Child Labour and Young Worker Policy expands on the Supplier Code of Conduct and includes standards relating to implementation, monitoring and remediation procedures.

MATERIALS SOURCING POLICY

- The [Aritzia Materials Sourcing Policy](#), signed by our suppliers, outlines our standards for sourcing raw materials and including compliance to local and national laws, labour standards, systems of due diligence and animal welfare standards amongst others.
- To help deepen our oversight further down our supply chain we work with some third-party material certification bodies who stipulate specific labour and environmental standards to which participating supply chain actors must adhere, specifically GOTS and GRS. We have set targets to increase the adoption of lower impact raw materials in line with these standards.

ANIMAL MATERIALS SOURCING POLICY

- The [Aritzia Animal Materials Sourcing Policy](#), signed by our suppliers, outlines our standards for sourcing animal-derived raw materials and including compliance to local and national laws, labour standards, systems of due diligence and animal welfare standards amongst others.
- To help deepen our oversight further down our supply chain we work with some third-party material certification bodies who stipulate specific labour and environmental standards to which participating supply chain actors must adhere, specifically GOTS and GRS. We have set targets to increase the adoption of lower impact raw materials in line with these standards.

3. MONITORING, VERIFICATION, REMEDIATION & ACCOUNTABILITY

We work collaboratively with our suppliers around the world to incentivize sustainable improvements. This includes assessing workplace standards of facilities before we begin to work with them to ensure they meet our standards, building ongoing relationships with them and regularly assessing their compliance to our Supplier Code of Conduct.

ONBOARDING

- Aritzia conducts cross-functional country risk assessments to inform our decisions when exploring new countries to source from. Once we have entered a country, we maintain ongoing communication with suppliers, cross functional partners and industry stakeholders to ensure effective monitoring of our sourcing countries' conditions and mitigation of potential risks.

- For each new supplier, a pre-onboarding assessment is completed including a review of the supplier facility's employment practices, and labour rights and conditions.
- Our current practices require that all suppliers receive prior written consent from Aritzia before subcontracting any work.

ONGOING MONITORING

- Once onboarded, we monitor supplier performance against our Supplier Code of Conduct, using third-party specialty service providers.
- To build relationships based on transparency and trust, we conduct announced audits. We may also commission unannounced audits on a case-by-case basis. All ILO Better Work annual assessments are unannounced.
- Our teams also conduct site visits to build relationships and trust with our suppliers and to ensure that remediation and improvements are both sustainable and upheld.

REMEDIATION

- Where we find opportunities for improvement, we work collaboratively with our suppliers to develop a corrective action plan. As needed, Aritzia provides additional support in the form of consulting with local specialty service providers and/or online training.

ACCOUNTABILITY

- Facilities are graded according to the severity of the issues. In cases of critical non-compliances against our Supplier Code of Conduct, if the facility is either unable or unwilling to make improvements, Aritzia may decide, as a last resort, to terminate the relationship. However, we will take care to ensure that the exit is responsible and ensure that the rights and best interests of the workers are upheld.

4. TRAINING

Aritzia is aware that only through developing our own employees and building a culture of trust and transparency can we effectively implement our values. Therefore, we have developed a training and education program to ensure employees at all levels who interact and have relationships with our suppliers understand the risks associated with manufacturing in a global supply chain and are aware of the systems and processes in place should any issues be identified.

Training includes:

- Overview of human rights and the role and responsibility of governments and companies,
- Examination of what human trafficking and forced labour is and the various forms it may take,
- An overview of our approach to supply chain management through a human rights lens, and
- Run through various scenarios to put the learnings into practice.

5. GOVERNANCE

- Aritzia has an Environmental and Social Committee of the Board which has oversight with respect to environmental and social practices.
- Environmental and social performance feedback is provided to the suppliers we work with through sourcing and manufacturing supplier scorecards. This process ensures our suppliers understand the importance of sustainability in our sourcing strategy, as well as how it is incorporated into our corporate decision making.
- The Sustainability Department and Social Impact team work closely with the Enterprise Risk Management Department to evaluate sustainability related risks, including human rights risks, and integrate them into corporate strategies and reporting.

- We have conducted a comprehensive Human Rights Impact Assessment across our value chain — the results inform our programming and guide us as we update our mitigation strategies to focus on addressing the most salient human rights.
- Aritzia's Corporate Code of Conduct outlines consequences if employees and contractors do not abide by laws, rules, regulations and any relevant Aritzia policies.
- To enable the reporting of violations of the Corporate and Supplier Code of Conducts, we have a Whistleblowing Hotline. Violations reported pursuant to the Whistleblowing Hotline are reviewed regularly by the Audit Committee of the Board.

6. GOING FORWARD

As an organization committed to continuous improvement and raising the bar, we are determined to strengthen the following 7 priority areas:

- Increasing visibility and traceability into the supply chain
- Continuing human rights due diligence work across our value chain
- Strengthening grievance mechanisms and worker voice in partnership with the suppliers with whom we work
- Expanding our Supplier Workplace Standards Program across our supply chain
- Strengthening our broader Social Impact Program work beyond compliance to encompass Equity Diversity Inclusion and Community Wellbeing in the supply chain.
- Understanding the impacts of Aritzia's business decisions on suppliers and the needs of workers in the supply chain
- Enhancing internal cross-functional partnership to embed responsible sourcing practices into decision making through the sourcing and manufacturing Supplier Scorecard

7. ADDITIONAL INFORMATION

For more information on our approach, impact and initiatives, please visit our Community page and the [Aritzia Community™ | ESG Report](#).

CONTACT US

If you believe that bribery, corruption, or any non-compliance with Aritzia's standards, policies or Supplier Code of Conduct has occurred, immediate notification to Aritzia is required by contacting us at sustainability@aritzia.com or through the Aritzia confidential whistleblowing hotline +1-844-488-5677.

THIS STATEMENT IS MADE PURSUANT TO THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 (SB 657) AND SETS OUT THE POLICIES AND PROCESSES AT ARITZIA TO PREVENT THE OCCURRENCE OF SLAVERY AND HUMAN TRAFFICKING IN OUR SUPPLY CHAIN AND OTHER OPERATIONS.