

# Statement Regarding Modern Slavery

INCLUDING FORCED LABOUR, CHILD LABOUR,  
AND HUMAN TRAFFICKING



ARITZIA

## ABOUT THIS REPORT

This report is made by Aritzia Inc. on behalf of itself and its subsidiary Aritzia LP (the Canadian Reporting Entities) for the period of March 4, 2024 – March 2, 2025, our fiscal year (Fiscal 2025). This report details our efforts to address the risks of Modern Slavery<sup>i</sup> which includes Child Labour<sup>ii</sup> and Forced Labour<sup>iii</sup> pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Canadian Act) and the efforts of United States of Aritzia Inc. pursuant to California's Transparency in Supply Chains Act. The Canadian Reporting Entities, with United States of Aritzia Inc., are referred to in this report as Aritzia, we, and our.

This report outlines the steps Aritzia has taken during Fiscal 2025 to prevent and reduce the risk that Forced Labour or Child Labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity. Notably, the sections Our Supply Chain Human Rights Due Diligence, Policies, and Governance starting on page 6 and Our Actions to Address Risks of Modern Slavery on page 11 provide clear details on the steps taken in Fiscal 2025.

## INTRODUCTION

At Aritzia, we're committed to respecting and upholding human rights, along our value chain in line with international standards and industry best practice. We recognize complex social topics, such as Forced Labour and Child Labour, are rooted in a number of causes. We are committed to conducting ongoing human rights due diligence across our value chain, including assessments, policies, processes, Social Impact programs of work, training, governance structures, industry working groups, and continuous improvement initiatives. This report aims to address these topics.

In 2016, Aritzia established a stand-alone Sustainability Department responsible for addressing environmental and social (E&S) topics. Subsequently, a Social Impact Team was introduced to focus on respecting and upholding human rights along Aritzia's supply chain. In Fiscal 2025, the team's strategy and responsibilities were expanded to encompass our existing supply chain environmental program, which oversees and monitors facilities' environmental practices and performance. This evolution allows for a more holistic approach to responsible supply chain management of suppliers and their facilities along our supply chain.

At Aritzia, we have established policies and procedures for evaluating social risks at both a country and facility level. Most recently in Fiscal 2025 Aritzia published our inaugural Human Rights Position Statement which articulates our commitment and outlines our approach to respecting and upholding human rights throughout our value chain in line with international standards and industry best practices. Our Supplier Code of Conduct (Supplier CoC) sets our expectations for suppliers including with respect to fair and safe, and equitable working conditions, and human rights, among other things. The Supplier CoC is regularly updated to help align with industry best practices and is used to evaluate supplier practices through our key Social Impact programs.

Notably, in 2017, we introduced a monitoring program, our Supplier Workplace Standards Program (SWS Program), for our exclusive brands' Tier 1 suppliers' facilities to help ensure that our expectations, particularly those outlined in the Supplier CoC, are met. In Fiscal 2025, we maintained this SWS Program and continued our expansion into Tier 2 of the supply chain for our exclusive brand products. Additionally, following its launch in Fiscal 2024<sup>iv</sup> we maintained our Worker Voice Program (WV Program) pilot throughout this reporting period. This WV Program, piloted with select Tier 1 facilities, seeks to amplify the voices of the people in our supply chain. The results will inform our Social Impact work into Fiscal 2026. Further information can be found on page 11.

Aritzia has conducted a suite of assessments to support our understanding of potential sustainability related risks and opportunities that exist along our value chain. In 2022, we conducted a sustainability materiality<sup>v</sup> assessment with the guidance of an external specialist consultancy to understand the salient sustainability related topics to our business, and this assessment was refreshed in 2023. In Fiscal 2025, Aritzia reviewed the findings in the comprehensive materiality assessment and continues to find its insights relevant and appropriate for guiding our Sustainability initiatives and disclosures. In Fiscal 2022 we conducted a Supply Chain Risk Assessment, with a focus on Forced Labour, which considered the materials in our products, the processing and manufacturing location, and our relationship with the supplier. In Fiscal 2025, we commissioned the support of an external specialist consultancy for human rights to review our current internal human rights due diligence frameworks and identify opportunities to strengthen our practices. The outcomes of this engagement will help inform our future approach to assessing human rights risk along the value chain.

The Environmental and Social Committee of the Board of Directors assists the Board in fulfilling its corporate sustainability oversight responsibilities with respect to reviewing and providing guidance to management on, without limitation, social and labour impacts of the Company's operations and supply chain. They have oversight responsibilities with respect to management's processes for the identification, management, and mitigation strategies, where appropriate, of E&S risks and opportunities. Further information can be found on page 10.

In Fiscal 2025 we reconstituted the Community Committee (renamed to Impact Taskforce in Fiscal 2026) which was previously accountable for establishing the Community goals, KPI's and targets. The membership has expanded more broadly across the business areas and is an executive-level taskforce that supports the implementation of our Impact<sup>vi</sup> priorities through oversight and management of the execution of material cross-functional Impact initiatives, including human rights.

The activities outlined in this report form part of our efforts to address risks of Forced Labour and Child Labour. We are committed to continuous improvement in our efforts to do business responsibly and our progress and investment to date demonstrates our continued commitment to delivering positive impacts in the year ahead.

## OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAIN

### OUR STRUCTURE AND OPERATIONS

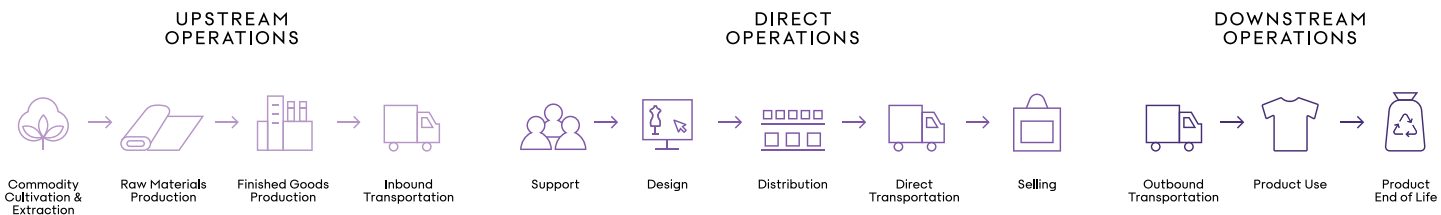
Aritzia was founded in 1984 in Vancouver, Canada. Aritzia Inc. was formed on December 1, 2008, by an amalgamation under the Business Corporations Act (British Columbia) of 0840243 BC Ltd., Aritzia Capital Corporation, and ARZ Investment GP Inc. On August 10, 2016, we changed our name to Aritzia Inc.

In 2016, we successfully completed our initial public offering, and shares of Aritzia Inc. were listed for trading on the Toronto Stock Exchange under the symbol "ATZ." Aritzia's operations are carried out by the Canadian Reporting Entities and other consolidated subsidiaries, which are not reporting entities under the Canadian Act. Aritzia Inc. is our publicly traded parent company; our Canadian operations are carried out by Aritzia LP, and our US operations are carried out by United States of Aritzia Inc.

As at March 2, 2025, Aritzia and its subsidiaries had over 7,500 employees (excluding seasonal employees), of which over 5,000 were employed in our boutiques, over 450 were employed with our Concierge Team, over 1,350 were employed in our support offices, and over 850 were employed at our distribution centres in the Greater Vancouver Area, British Columbia and Vaughan, Ontario.

ARITZIA'S VALUE CHAIN

Aritzia collaborates with third-party suppliers to develop and manufacture products sold through our retail network and global eCommerce platform. At Aritzia, we refer to this direct and indirect scope of business activities as our value chain, which is summarized in the infographic below.



OUR BRAND AND PRODUCTS

Aritzia designs, develops, distributes and sells exclusive fashion products that form our exclusive brands. We also retail selected brands and collaborations. Our in-house design teams create beautiful, quality products that align with the unique positioning, look, and feel of each exclusive brand.



Our mix of exclusive fashion brands and products currently represents approximately 96% of Aritzia's net revenue. Our broad product assortment includes t-shirts, blouses, sweaters, jackets, coats, pants, shorts, skirts, dresses, denim, intimates, and accessories for each season. We complement our exclusive product mix with a strategically chosen selection of premium denim, accessories, and footwear from leading contemporary third-party brands.

OUR SUPPLY CHAIN

The apparel industry navigates complex and dynamic supply chains. For Aritzia's exclusive brands' products, we work with suppliers<sup>vii</sup> across the globe. The supply chain for each product can be unique in terms of the number of suppliers and their locations of operation. The suppliers in our supply chain range in size and complexity, with certain suppliers being independently owned and operated while others are members of multinational corporate families.

This report covers the supply chain for the production of goods for Aritzia's exclusive brands' products, representing approximately 96% of Aritzia's net revenue. For more information on the practices of the select third-party Aritzia brands and collaborations that we retail, please refer to those companies and their respective websites. In line with the apparel industry, our exclusive brands' supply chain can be summarized in four tiers:

- Finished Goods Production Suppliers (Tier 1): Companies that Aritzia works with directly, from whom Aritzia's final product is sourced (e.g. cutting, sewing, labelling, finishing, and packing)
- Fabric Suppliers (Tier 2): Companies that manufacture textiles and other fabric products using raw materials (e.g. weaving, knitting, washing, dyeing, and printing)
- Trim Suppliers (Tier 2): Companies that manufacture materials or components used in apparel products that are not the main fabric (e.g. zippers, snaps, buttons, labels, and hangtags)
- Raw Material Suppliers (Tier 3): Companies that process raw materials to produce yarns or filaments (e.g. spinning, and tanning)
- Commodity (Tier 4): Companies that are the original source from which raw materials or chemicals are produced, extracted, or cultivated from earth, plants, or animals (e.g. harvesting, shearing, extraction, and cultivation)

We aim to collaborate with finished goods, fabric, and trim suppliers for our exclusive brands whose value is defined not only by the quality of the product but also by how they work. Under our Supplier CoC, suppliers must advise and receive written approval by Aritzia of any subcontracting relating to the production of our exclusive brands' products and ensure such subcontractors abide by our expectations, including those outlined in our Supplier CoC. For more information, see pages 9-10.

As at March 2, 2025, our exclusive brands supply chain for Tier 1 suppliers was located in 14 countries, with a workforce consisting of approximately 75% women and 25% men. Details on the exclusive brands Tier 1 suppliers' facilities are summarized in the table below.

COUNTRY	% TIER 1 FACILITIES	% OF WORKERS IN TIER 1 FACILITIES
Austria	1%	<1%
Cambodia	9%	17%
China	35%	14%
Guatemala	1%	<1%
India	6%	5%
Italy	2%	<1%
Philippines	2%	2%
Portugal	2%	<1%
Romania	4%	2%
Slovenia	1%	<1%
Sri Lanka	5%	3%
Turkey	4%	2%
United States of America	1%	<1%
Vietnam	27%	56%



# MODERN SLAVERY RISKS IN SUPPLY CHAINS

For this report, we use the umbrella term Modern Slavery<sup>i</sup> to include the risks of both Forced Labour and Child Labour which may present along the apparel industry supply chain.

Since 2017, Aritzia has aligned its definition of Child Labour with the International Labour Organization's (ILO) conventions, notably the ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and ILO Minimum Age Convention (No. 138). That is, the worst forms of Child Labour are, without limitation, work conducted by children under the local legal working age or 15 years old; that deprives children of their childhood, their potential and their dignity; and that is harmful to physical and mental development<sup>ii</sup>. We also aligned our definition of Young Workers with the ILO Worst Forms of Child Labour Recommendation (No. 190), which is people between the local legal working age and under 18 years old.

## IDENTIFYING MODERN SLAVERY RISKS IN THE APPAREL SUPPLY CHAIN

Modern Slavery exists worldwide in various forms and is a complex topic rooted in several causes, including systemic inequalities. To help inform how we identify Modern Slavery risks along the apparel industry supply chain, we have reviewed industry best practice data and reports<sup>viii</sup>. We have included examples of how vulnerability to exploitation (including Modern Slavery) may present and/or increase risks for people in the apparel supply chain below:

- Poor working conditions may increase vulnerability to exploitation (e.g. hazardous work or limited access to fair employment or decent work)
- Unauthorized subcontracting arrangements may increase vulnerability to exploitation (e.g. unauthorized homeworking arrangements where working standards have not been reviewed)
- Deceptive recruitment practices may increase vulnerability to exploitation (e.g. migrant workers may not have employment contracts or may have employment contracts provided in a language they don't understand)
- The use of temporary workers or workers in countries with high internal migration patterns may increase vulnerability of exploitation (e.g. identification documents may be withheld from workers in the harvesting and cultivation of raw materials)

Since 2017, we have built our SWS Program by taking a risk-based approach, prioritizing efforts with our exclusive brands' Tier 1 suppliers, where we have the most leverage and direct business relationships. However, we recognize these risks may be present in any tier of the apparel supply chain and may increase in the lower tiers of the supply chain where supply chain networks become more complex and opaque.

Since 2021, we have begun expanding our SWS Program into Tier 2 of the supply chain, based on the level of the business relationship and/or those producing key materials for our exclusive brands' products. As we build capacity in Fiscal 2026, we will look to work with our exclusive brands' Tier 1 and Tier 2 suppliers to expand our transparency further along the supply chain.

Our risk-based approach to the SWS Program reflects the findings of our Sustainability Materiality Assessment and Human Rights Impact Assessment described in the following section.

## OUR MATERIALITY ASSESSMENT AND HUMAN RIGHTS IMPACT ASSESSMENT

In Fiscal 2023<sup>iv</sup>, Aritzia conducted a materiality assessment with the guidance of an external specialist consultancy. In Fiscal 2024, it was reconfirmed that two of the topics identified in our Materiality Assessment, notably "Human Rights" and "Working Conditions" for the people in our supply chain, remain material sustainability topics for Aritzia and our stakeholders. Based on the data and insights drawn from this assessment, Aritzia has maintained and evolved programs of work, including the SWS Program, to help proactively address human rights risks in our supply chain. In Fiscal 2025, Aritzia reviewed the materiality assessment findings, and continues to find its insights relevant and appropriate.

Additionally, we conducted a Human Rights Impact Assessment across our value chain. The results help inform our Social Impact programs and guide our risk mitigation strategies to focus on addressing the most important human rights topics. This assessment, coupled with our due diligence process, identified "the right to enjoy just and favorable conditions at work" as one of the most salient human rights topics across our value chain.

Considering the results of both assessments, we understand that upholding human rights for people along our value chain, specifically along the supply chain, to be one of the most important topics for Aritzia from a sustainability perspective. Throughout Fiscal 2025, we continued to prioritize risk mitigation activities along the supply chain, with our exclusive brands' Tier 1 and Tier 2 suppliers, where we have the most significant impact and leverage.

In Fiscal 2025, we commissioned the support of an external specialist human rights consultancy to review our current internal human rights due diligence frameworks in line with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This review identified opportunities to strengthen our current practices in line with the market and the changing regulatory landscape to help ensure our efforts to respect and uphold human rights along the supply chain is maintained.

## OUR SUPPLY CHAIN LABOUR RISK ASSESSMENT

In Fiscal 2022, to help strengthen our ongoing assessment of labour-based risks, we conducted a Supply Chain Risk Assessment, focusing on Forced Labour risks with the support of an expert third-party provider. The assessment was multi-layered, firstly drawing on country and sector risk factors, which were overlaid with Aritzia-specific factors, including proximity, nature of work, the materials in our products, and our relationship with the supplier. Throughout Fiscal 2023, Fiscal 2024, and Fiscal 2025, we continued implementing the recommendations identified to help mitigate and manage supply chain risks, including implementing additional controls, helping ensure suppliers have accepted and comply with Aritzia's policies, reviewing audit protocols, and supporting due diligence practices.

## OUR SUPPLY CHAIN HUMAN RIGHTS DUE DILIGENCE, POLICIES, AND GOVERNANCE

At Aritzia, we are committed to doing business responsibly, and, as such, we use the UNGPs to help guide our human rights approach.

## HOW WE ASSESS RISK BEFORE ENTERING A NEW COUNTRY

We assess a range of risk topics in potential new sourcing countries for exclusive brands' Tier 1 suppliers. This cross-functional assessment, led by our internal Enterprise Risk Management Team, is conducted against criteria including human and labour rights, environmental stewardship, manufacturing excellence, international trade, and logistics and geopolitical metrics. The outcome of this assessment informs our decisions when exploring new countries from which to source finished goods products for our exclusive brands. Once we have entered a country, we maintain ongoing communication with suppliers, internal cross functional partners, and external industry stakeholders to help ensure effective monitoring of our sourcing countries' conditions and mitigation of potential risks.

## HOW WE ONBOARD OUR SUPPLIERS

We seek to work collaboratively with suppliers across the globe. Since 2016, when the Sustainability Department was established, this has included assessing the workplace standards of our exclusive brands' Tier 1 supplier facilities before we begin to work with them. We aim to build a relationship with suppliers and their facilities and help them in meeting our standards, while regularly assessing their compliance with our Supplier CoC through our SWS Program (i.e., our auditing program, which includes assessments of suppliers' facilities workplace standards). For each of our exclusive brands' Tier 1 supplier facility, a pre-onboarding assessment is conducted, including a review of the supplier facility's employment practices, labour rights, and working conditions. At onboarding, exclusive brands' Tier 1 and Tier 2 suppliers are issued key policies and procedures for acceptance, see pages 9-10. Additionally, we set a requirement for suppliers to sign a certification confirming there is no use of any Forced Labour in the manufacturing of goods for Aritzia and no sourcing of materials or products for Aritzia derived from any type of Forced Labour.

## OUR SUPPLIER WORKPLACE STANDARDS PROGRAM (AUDITS)

In Fiscal 2025, we maintained our SWS Program, which has a strong emphasis on trust, transparency, and continuous improvement. We monitor in-scope exclusive brands' Tier 1 and in-scope<sup>ix</sup> Tier 2 supplier facilities against our Supplier CoC with the support of independent third-party specialty service providers. SWS Program audits are always conducted by independent third-party specialty service providers.

With our SWS Program based on trust, transparency and continuous improvement, we openly share our and/or our service providers' audit framework with suppliers and their facilities. This includes both announced audits, which cover the majority of our audits, as well as unannounced audits conducted on a case-by-case basis in line with Aritzia's or our service providers frameworks.

Aritzia is a Buyer Partner of Better Work, a partnership between the ILO and the International Finance Corporation (IFC), which conducts both unannounced facility assessments in line with International Labour Standards, and national legal frameworks and announced advisory facility visits scheduled according to their framework. Better Work also visits facilities participating in the program to provide ongoing capacity-building and advisory support.

Following all assessments conducted, findings which require remediation are documented in a Corrective Action Plan (CAP). Our teams monitor each CAP progress to agreed timelines, provide



support where appropriate, and conduct site visits to build relationships and trust with suppliers and their facilities.

In Fiscal 2025, third-party assessments were conducted at 99% of our in-scope<sup>x</sup> exclusive brands' Tier 1 supplier facilities. 84% of these Fiscal 2025 assessments were announced. The remaining 16% were unannounced.

For more information on our auditing practices, including the Supplier Workplace Standards Rating Framework, associated action items, and scheduling cadence, please refer to the [FY2025 Aritzia Impact Report](#)<sup>xi</sup> or our [website](#).

## OUR SUPPLIER WORKPLACE STANDARDS PROGRAM

If an opportunity for improvement is identified or remediation is required, Aritzia takes a collaborative approach and supports facilities in developing a CAP where suppliers are accountable for the remediation and implementation of lasting solutions. CAPs are tailored to help remediate suppliers' facilities' specific non-compliance(s), including root-cause analysis, short-term remediation actions, and long-term corrective actions. These conversations are facilitated by an internal subject matter expert who has been trained on key human rights topics, see page 11-12. In Fiscal 2026, we will continue to maintain our SWS Program for our exclusive brands' Tier 1 suppliers and plan to continue to expand across Tier 2, with the overall goal to expand along our supply chain in the coming years.

## OUR SUPPLIER SOURCING AND MANUFACTURING SCORECARD

In Fiscal 2025, we maintained our approach of providing social performance feedback to suppliers through sourcing and manufacturing supplier scorecards in our Annual Business Review (ABR). This process helps ensure the suppliers we work with understand the importance of social performance in our sourcing strategy, as well as how it is incorporated into our corporate decision-making. Facilities are graded according to the severity of non-compliance with Aritzia's expectations, including the Supplier CoC. In Fiscal 2025, 41% of our Tier 1 suppliers were covered by a sourcing and manufacturing scorecard.

In the case of a serious issue having been identified, that is, those that pose a risk to workers or result in a human rights violation, the relationship between Aritzia and the supplier will be terminated. When this occurs, a responsible exit strategy will be put into place, which aims to mitigate the negative impact on workers. Further information on our principles and approach to responsible exits can be found on pages 9-10.

## OUR ANNUAL SUPPLIER RELATIONSHIP REVIEW SURVEY

In Fiscal 2022 and Fiscal 2023, we conducted an annual feedback survey with our exclusive brands' Tier 1 suppliers on how we work with them across multiple dimensions, including lead-times, forecasting, and communication, amongst other topics. The survey included questions to help us understand the extent to which our business practices support or hinder their ability to meet our SWS Program expectations. We used the findings to understand how we can improve in these business relationships and how to best enable effective and responsible operations with suppliers. In Fiscal 2024, we paused the survey to review the insights drawn over the past two years and review our approach in line with our planned evolution. We plan to reissue a survey in calendar year 2025.

# OUR ONGOING IMPLEMENTATION OF SUPPLY CHAIN POLICIES AND PROCEDURES

In Fiscal 2025 we published our inaugural Human Rights Position Statement which articulates our commitment and outlines our approach to respecting and upholding human rights throughout our value chain in line with international standards and industry best practices. Also in Fiscal 2025, we introduced an internal Responsible Exit Policy which guides our approach for an exit to be conducted in a way that aims to minimize negative impact on a facility's business continuity and the wellbeing of their workforce.

As part of our SWS Program, Aritzia requires its suppliers to agree to our Supplier CoC, and, in doing so, commit to compliance with legal requirements, including, without limitation, ensuring all work is voluntary, and no forced, trafficked, illegal, prison, indentured, bonded, or other forms of Forced Labour or Child Labour have been used. The Supplier CoC is supported by specific policies to address risks with specific manufacturing processes, such as homeworking and vulnerable people along the supply chain, such as migrant workers.

In Fiscal 2025 Aritzia formalized an operating procedure for review of its policy and procedure documentation for Sustainability. This governance process aims to evaluate that our expectations are fit-for-purpose and in line with industry best practices regularly. These policies, and others that guide our exclusive brands' Tier 1 and Tier 2 suppliers' adherence with our SWS Program, are listed in the table starting below.

POLICY	PURPOSE AND OVERVIEW	LAST REVIEW
Aritzia Human Rights Position Statement	<ul style="list-style-type: none"> <li>• Outlines Aritzia's approach to upholding internationally recognized human rights across our value chain</li> <li>• States Aritzia's commitment to respecting and upholding human rights throughout our value chain, in line with international standards and industry best practices</li> <li>• Is Board approved and subject to a regular governance review</li> </ul>	May 2024
Aritzia Supplier Code of Conduct	<ul style="list-style-type: none"> <li>• Sets our expectations of suppliers and their facilities in addressing workplace standards</li> </ul>	November 2024
Aritzia Migrant Worker Policy	<ul style="list-style-type: none"> <li>• States expectations of suppliers and their facilities in addressing specific risks for migrant workers in their workforce</li> <li>• Includes provisions to protect against forced or involuntary labour in the supply chain, specific to migrant workers</li> <li>• Requires that if suppliers or their facilities choose to use a third party to recruit and hire employees, we require that only registered employment agencies be used</li> <li>• Requires that all payment of fees associated with the recruitment and employment of workers remain the sole responsibility of the supplier</li> </ul>	November 2024
Aritzia Child Labour & Young Worker Policy	<ul style="list-style-type: none"> <li>• States expectations of suppliers and their facilities regarding Child Labour and Young Workers</li> <li>• Prohibits all forms of Child Labour and includes provisions to protect against hazardous work for Young Workers</li> <li>• Includes standards relating to implementation, monitoring, and remediation procedures</li> <li>• Is drafted in consideration of the ILO Minimum Age Convention (No. 138), the ILO Worst Forms of Child Labour Convention (No. 182), and the ILO Worst Forms of Child Labour Recommendation (No. 190)</li> </ul>	November 2024

Aritzia Homeworker Policy	<ul style="list-style-type: none"> <li>States our expectations of suppliers and their facilities regarding the subcontracting of tasks to homeworkers</li> <li>Includes standards for safe and hygienic working conditions and reinforces the prohibition of Child Labour</li> <li>Provides a supplementary Homeworker Mapping Checklist to guide suppliers and their facilities on what homeworker-related information they must collect, monitor, and report to Aritzia as requested</li> </ul>	November 2024
Aritzia Responsible Exit Policy	<ul style="list-style-type: none"> <li>Communicates the principles for exits of suppliers or facilities, to be conducted in a way that is fit-for-purpose, seeks to provide reasonable notice, and maintains open and transparent communication</li> <li>Requires suppliers and facilities to continue to participate in Aritzia's SWS Program to monitor performance to our Supplier CoC and key policies</li> </ul>	June 2024

## GOVERNANCE AND OVERSIGHT

In Fiscal 2025, we maintained our strategic approach to the management of all Impact related work, jointly led by Aritzia's Chief Impact Officer and Chief Financial Officer, both reporting directly to the Chief Executive Officer. Leadership and execution of Impact priorities are shared across several areas of the business, including Sustainability, which covers social impact across our supply chain and environmental impact across our operations and supply chain.

The Environmental and Social Committee of the Board helps oversee Aritzia's E&S topics and guides Aritzia's Impact strategies. In Fiscal 2025, Aritzia reconstituted its executive Community Committee into an Impact Taskforce, an executive-level governance body that supports the implementation of our Impact priorities through oversight and management of the execution of material cross-functional Impact strategic initiatives, including human rights.

FORUM	REMIT	MEMBERSHIP	FREQUENCY OF MEETING
Aritzia Board	Oversight and decision-making authority with respect to E&S risks and opportunities across Aritzia's organizational structure.	<ul style="list-style-type: none"> <li><a href="#">Board Membership List</a></li> </ul>	Quarterly and otherwise as needed.
Environmental and Social Committee of the Board	Helps oversee E&S topics.	<ul style="list-style-type: none"> <li><a href="#">E&amp;S Committee Membership List</a></li> </ul>	Quarterly and otherwise as needed.
Impact Taskforce	<p>An executive-level governance body that supports the implementation of our Impact priorities* through the oversight and management of the execution of material, cross-functional E&amp;S strategic initiatives.</p> <p>*Our Impact priorities are defined as the goals and targets set out in our Aritzia Community™   ESG Report FY 2024.</p>	<ul style="list-style-type: none"> <li>Executive Sponsor: Chief Financial Officer</li> <li>Chair: Chief Impact Officer</li> <li>Chief Transformation Officer</li> <li>Chief Supply Chain Officer</li> <li>Chief Manufacturing Officer</li> <li>Chief Creative Officer</li> <li>Executive Vice President, Product</li> <li>Executive Vice President, Real Estate</li> <li>Vice President, Finance Integration &amp; Finance Reporting</li> <li>Vice President, People &amp; Culture and Chief of Staff</li> <li>Vice President, Enterprise Risk Management</li> </ul>	Meetings with the entire Impact Taskforce occur bi-annually. More frequent meetings are held with one or more members as required, based on the nature of the strategic initiative.

## OUR ACTIONS TO ADDRESS RISKS OF MODERN SLAVERY

As part of our commitment to fair and safe employment conditions across our value chain, outlined in our Supplier CoC, and other key policies on pages 9-10, we aim to build meaningful business relationships with exclusive brands' suppliers who share our values and work to develop long-lasting improvements that extend along the supply chain.

### OUR WORKER VOICE PROGRAM

In Fiscal 2024, we initiated a WV Program pilot to help strengthen our collaborative approach when working with suppliers. Effective and accessible communication channels for people in the supply chain are key to informing how we work. Supporting suppliers and their facilities in maintaining appropriate communication channels that allow for anonymous feedback and two-way dialogue is a top priority.

This program seeks to amplify the voices of the people in the supply chain Aritzia works with while supporting suppliers in maintaining effective communication channels. The pilot is supported by multiple expert third-party providers with on-the-ground experience and includes:

- A designated hotline, allowing confidentiality and providing people in the supply chain an additional channel to ask questions, provide feedback, and report concerns
- A survey tool to gather insights on working conditions anonymously from people in the supply chain
- Third-party consultancies to support factories in evaluating and providing training to enhance their communication channels

The pilot is designed to help deepen our understanding of the lived experiences of the people in our supply chain and help inform the next phase of the WV Program. Additionally, we expect the pilot will help further inform our programing and due diligence practices, focusing on enhancing worker wellbeing by implementing effective management systems and mitigation strategies.

In Fiscal 2026 we will draw on the insights provided by the WV Program pilot to design the next evolution of the program with the intent of implementing an expanded program with our strategic facilities across the supply chain.

### OUR TRAINING PROGRAMS

In Fiscal 2025, Aritzia continued its focus on developing our own employees and building a culture of trust and transparency to effectively implement our values in our supply chain. We took a risk-based approach to training our People, prioritizing those at all levels who interact and have relationships with suppliers. The training sought to build capability for our People to understand the risks associated with manufacturing in a global supply chain and to be aware of the systems and processes in place should any issues be identified.

Since 2017, our Introduction to Human Rights training continues to be mandatory for new employees in selected roles<sup>xii</sup>. This training is reviewed, updated, and presented by a subject matter expert annually. In Fiscal 2025, the content of the training was refreshed to reflect the latest guidance on risks of the apparel industry and business-specific information.

This training explores:

- Overview of human rights and the role and responsibility of governments and companies
- Examination of what Forced Labour and Child Labour are and the various forms it may take
- An overview of our approach to supply chain management through a human rights lens
- Consideration of various scenarios to put the learnings into practice

To help maintain a robust SWS Program, our internal team of subject matter experts has also been trained in human rights topics, including risk indicators of Modern Slavery.

In Fiscal 2025 we also developed a Human Rights Training Roadmap to help us prioritize awareness-raising and capability building for our employees. This includes developing and delivering role-specific human rights training to personnel who work with suppliers.

## OUR MEMBERSHIPS AND CERTIFICATIONS

In Fiscal 2025, we continued to play an active role in several forums focused on supporting companies to improve their Modern Slavery approaches. Understanding that we make the greatest social impact by collaborating with organizations that are dedicated to making systemic changes across our industry, we're intentional about aligning with initiatives that reflect our values and foster positivity in the communities we impact locally and across the globe. We shared our insights and experiences with suppliers, investors, peers, and civil society representatives. This included the following organizations and members:

TYPE	ORGANIZATION	DESCRIPTION OF THE ORGANIZATION	ARITZIA'S RELATIONSHIP TO THE ORGANIZATION
Membership	American Apparel & Footwear Association (AAFA)	Since 2022, Aritzia has been a member of the AAFA, the United States' national trade association representing apparel, footwear, and other sewn products companies and their suppliers. The AAFA is a trusted public policy and political voice for the apparel and footwear industry, its management, shareholders, and workers.	At Aritzia, Sustainability and other key stakeholders participate in the Social Responsibility Committee and Forced Labour Working Group. Working with AAFA helps inform our work, including our Social Impact program and activities, in line with apparel industry standards, and helps us stay abreast of current events.
Membership	Better Work	Since 2017, Aritzia has been a Buyer Partner of Better Work, a partnership between the United Nations International Labour Organization and the International Finance Corporation, a member of the World Bank Group that brings together governments, employers, workers, and international buyers to improve working conditions and respect for labour rights for workers while boosting the competitiveness of apparel businesses.	At Aritzia, our membership with Better Work forms part of our SWS Program by monitoring exclusive brands' Tier 1 supplier facilities against our Supplier CoC.
Membership	Fair Factories Clearinghouse (FFC)	Since 2017, Aritzia has been a member of FFC, an organization that facilitates informed responsible business decisions through an online platform designed to support the monitoring of factories on labour, health, and safety.	At Aritzia, we partner with FFC as part of our SWS Program to provide data management and reporting capabilities for accurate and timely performance review and information analysis.

Membership	Responsible Labor Initiative (RLI)	Since 2020, Aritzia has been a member of RLI, a multi-industry, multi-stakeholder community of practice focused on ensuring the rights of workers vulnerable to Forced Labour in supply chains are respected and promoted.	At Aritzia, our membership with RLI provides industry-specific information on various social topics, which helps inform our Social Impact program and activities.
Membership	United Nations Global Compact (UN Global Compact)	Since 2021, Aritzia has been a member of the UN Global Compact, a voluntary initiative based on CEO commitments to implement universal sustainability principles and take steps to support the United Nations' goals. The Ten Principles of the UN Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.	At Aritzia, our membership provides industry-specific information on various E&S topics, which helps inform our Social Impact program and activities. As a participant to the UN Global Compact Network we submit, on an annual basis, our Communication on Progress, which demonstrates Aritzia's continued commitment to the Ten Principles for responsible business.
Certification	Customs Trade Partnership Against Terrorism (CTPAT)	Since 2008, Aritzia has been a certified partner of CTPAT, a voluntary public-private sector partnership program coordinated by the US Customs and Border Protection (USCBP). The program requires partners to identify security gaps and implement best-practice security measures throughout its supply chain.	As part of Aritzia's annual security review under CTPAT, we submit evidence to the USCBP to confirm we have a current social compliance program in place (i.e. SWS Program, see pages 7-8).
Certification	Partners in Protection (PIP)	Since 2011, Aritzia has been a certified member of PIP, a voluntary public-private sector partnership program coordinated by Canada Border Services Agency (CBSA). The program requires partners to identify security gaps and implement best-practice security measures throughout its supply chain.	As part of Aritzia's annual security review under PIP, we submit evidence to the CBSA to confirm we have a current social compliance program in place (i.e. SWS Program, see pages 7-8).

## OUR APPROACH TO REMEDIATION

In Fiscal 2025, through our human rights due diligence, policies, and governance, and our actions to help address our Modern Slavery risks, we did not find, and were not made aware of, any Modern Slavery in our business activities and supply chains. From time-to-time, we may become aware of potential concerns in our supply chain. Our practice is to promptly investigate such concerns and, if required, take appropriate action.

Accordingly, in Fiscal 2025, Aritzia did not take any measures to remediate any Forced Labour or Child Labour or any measures to remediate the loss of income to the most vulnerable families that resulted from any measure taken to eliminate the use of Forced Labour or Child Labour in our business activities and supply chains.

For our People, we outline the consequences if employees or contractors do not abide by the laws, rules, regulations, and any relevant Aritzia policies in Aritzia's Corporate Code of Conduct. To enable the reporting of violations of the Corporate Code of Conduct, Supplier Code of Conduct, and other Aritzia policies, we have a Whistleblower Policy and a confidential Hotline (which can be reached at +1-844-488-5677). Our Whistleblower Policy permits employees, directors, officers, and contractors to submit complaints confidentially and anonymously, and without fear of retaliation. Complaints reported pursuant to the Whistleblower Policy are regularly reviewed by the Audit Committee of the Board.



For people in the supply chain, Aritzia requires that each supplier and their facilities have a properly functioning grievance management system for internal and external stakeholders. We also require that all workers are informed on how to use these mechanisms and associated procedures in a language they understand. This is particularly important with suppliers' facilities that have migrant workers within their workforce. These grievance management systems must be widely advertised, and suppliers' facilities must maintain records of the grievances received and how they were remediated. These expectations are outlined in our Supplier CoC and Migrant Labour Policy, see page 9. In relation to Child Labour and Young Workers found to work in hazardous conditions, Aritzia has drawn its key principles for remediation from industry best practices.

Furthermore, the audit practices conducted under the SWS Program may identify improvement opportunities for a supplier and their facilities to help foster a fair and safe working environment. If opportunities are identified or remediation required, Aritzia will collaborate with suppliers' facilities to develop a CAP, see pages 7-8.

## HOW WE MEASURE THE EFFECTIVENESS OF OUR ACTIONS

At Aritzia, we're committed to upholding human rights in line with international standards and industry best practices, including the UNGP's. We recognize that measures of effectiveness that monitor, verify, and validate our progress are critical to supporting continuous improvement. We have established metrics for our SWS Program, including training on the use of our grievance mechanisms.

Our Due Diligence	<ul style="list-style-type: none"> <li>• Ongoing risk review and assessment to identify human rights risks</li> <li>• Update of our Sustainability Materiality Assessment</li> </ul>
Our Ongoing Implementation of Supply Chain Policies and Procedures	<ul style="list-style-type: none"> <li>• Policy and procedure documentation for Sustainability are reviewed annually to help ensure they are fit for purpose and in line with industry best practices</li> <li>• Our Supplier CoC is issued to our exclusive brands' Tier 1 and Tier 2 suppliers at onboarding</li> </ul>
Maintaining Governance and Oversight	<ul style="list-style-type: none"> <li>• Board maintains oversight of E&amp;S topics</li> <li>• Reporting and progress updates are provided to the executive Impact Taskforce and the Environmental and Social Committee of the Board</li> <li>• Key internal stakeholders remain abreast of key Impact topics</li> </ul>
Our SWS Program	<ul style="list-style-type: none"> <li>• 100% of in-scope finished goods supplier facilities assessed by a third party annually</li> <li>• 100% of in-scope fabric and trim supplier facilities assessed by a third party by Fiscal 2027</li> <li>• 100% of in-scope finished goods supplier facilities with WV Programs by Fiscal 2028</li> </ul>
Our Training Programs	<ul style="list-style-type: none"> <li>• 100% of selected employees complete internal Introduction to Human Rights training</li> <li>• Seek feedback from participants to identify opportunities to strengthen training</li> </ul>
Grievance Mechanisms and Remediation	<ul style="list-style-type: none"> <li>• Number of channels available to raise concerns of human rights issues in the supply chain</li> </ul>

We will continue to explore opportunities to build measures and indicators, and advance our programs of work addressing human rights in Fiscal 2026.

## HOW OUR WORK WILL CONTINUE IN FISCAL 2026 AND BEYOND

As an organization committed to continuous improvement in our efforts to do business responsibly, based on our activities and findings to date, we currently plan to continue our work to strengthen the following seven priority areas:

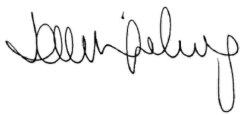
- Increasing visibility and traceability into the supply chain
- Continuing human rights due diligence work across our value chain, including the supply chain
- Strengthening grievance mechanisms and worker voice with our exclusive brands' Tier 1 suppliers
- Continuing to expand our SWS Program across our supply chain
- Evolving our Social Impact program work beyond compliance and the supply chain to encompass Belonging, and Community Wellbeing
- Understanding the impacts of Aritzia's business decisions on suppliers and the needs of workers in the supply chain
- Enhancing internal cross-functional partnerships to embed responsible sourcing practices into decision-making

For more information on our approach, impact, and initiatives, please visit our [website](#) and the [FY2025 Aritzia Impact Report](#)<sup>xi</sup>.

## ATTESTATION

This report has been approved by the Board of Directors of Aritzia Inc. on behalf of the Canadian Reporting Entities pursuant to section 11(4)(b)(ii) of the Canadian Act on April 29, 2025.

For clarity, I have provided the attestation above in my capacity as a Director of Aritzia Inc. and not in my personal capacity.



Jennifer Wong

Chief Executive Officer of Aritzia Inc.

I have the authority to bind Aritzia Inc.

## FORWARD-LOOKING INFORMATION

Certain statements made in this document may constitute forward-looking information under applicable securities laws. Although Aritzia believes that the forward-looking statements are based on information, assumptions, and beliefs that are current, reasonable, and complete, such information is necessarily subject to a number of business, economic, competitive, and other risk factors that could cause actual results to differ materially from management's expectations and plans as set forth in such forward-looking information. Specific forward-looking information in this document include, but are not limited to, statements relating to: our commitments, priorities and efforts and the results thereof; future approaches to assessing human rights risk; the expansion of supply chain transparency and the SWS Program; our approach to supplier exits; the supplier relationship review survey and the implementation of tools to facilitate dialogue; future phases of the WV Program; and priority areas for Fiscal 2026 and beyond.

These statements are based upon the current expectations and beliefs of management and are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in the "Risk Factors" section of our Fiscal 2025 Management's Discussion & Analysis and Fiscal 2025 Annual Information Form which are incorporated by reference into this document. A copy of these documents and Aritzia's other publicly filed documents can be accessed under Aritzia Inc.'s profile on SEDAR+ at [www.sedarplus.com](http://www.sedarplus.com).

Readers are urged to consider the risks, uncertainties, and assumptions carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information. The forward-looking information contained in this document represents our expectations as of the date of this document (or as of the date they are otherwise stated to be made) and are subject to change after such date. We disclaim any intention, obligation, or undertaking to update or revise any forward-looking information, whether written or oral, as a result of new information, future events, or otherwise, except as required under applicable laws.

## ENDNOTES

<sup>i</sup> Aritzia uses the umbrella term of "Modern Slavery" to include, without limitation, human trafficking, forced labour, debt bondage, child labour, forced marriage, and situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.

<sup>ii</sup> Aritzia's existing policies and procedures which use the term Child Labour are aligned with the ILO definition; that is "work which deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. This may include, without limitation, work that is mentally, physically, socially, or morally dangerous and harmful to children and interferes with their schooling, depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work."

Under the Canadian Act, child labour means labour or services provided or offered to be provided by persons under the age of 18 years and that:

- (a) Are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada;
- (b) Are provided or offered to be provided under circumstances that are mentally, physically, socially, or morally dangerous to them;

(c) Interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work; or

(d) Constitute the worst forms of child labour as defined in Article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999.

Additionally, Aritzia's existing policies and procedures are aligned with the ILO definition of Young Worker as people between the local legal working age and under 18 years old.

iii Forced Labour is defined as all work or service that is conducted under menace of penalty and for which the person has not offered themselves voluntarily.

Under the Canadian Act, forced labour means labour or service provided or offered to be provided by a person under circumstances that:

(a) Could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or

(b) Constitute forced or compulsory labour as defined in Article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930

iv Fiscal 2023 means the 52-week period ended February 26, 2023. Fiscal 2022 means the 52-week period ended February 27, 2022. Fiscal 2024 means the 53-week period ended March 3, 2024. Fiscal 2025 means the 52-week period ended March 2, 2025. Fiscal 2026 means the 52-week period ending March 1, 2026.

v In this Statement Regarding Modern Slavery we provide disclosures on sustainability and impact topics, that may not meet the definition of materiality under applicable securities laws. When we discuss "materiality" in this context, it may be different than how we consider materiality for disclosure requirements under applicable securities laws and stock exchange requirements.

vi Impact refers to Aritzia's environmental and social impacts across our entire value chain, including our workplaces, our supply chain and the communities we impact.

vii Companies that we source goods and services from for Aritzia's exclusive brands' products.

viii Ethical Trading Initiative, Human Rights Due Diligence Framework, published 2016, accessed via [https://www.ethicaltrade.org/sites/default/files/shared\\_resources/eti\\_human\\_rights\\_due\\_diligence\\_framework.pdf](https://www.ethicaltrade.org/sites/default/files/shared_resources/eti_human_rights_due_diligence_framework.pdf).

ix In-scope Tier 2 suppliers refers to fabric and trim suppliers' facilities selected to participate in Aritzia's SWS Program based on level of partnership and/or those producing key materials.

x In-scope Tier 1 suppliers refers to finished-goods suppliers' facilities that meet or exceed Aritzia's production unit threshold, have production with Aritzia in Fiscal 2025, and, in respect of which an audit is required within a specified time period as per Aritzia's SWS Program.

xi Refer to the FY2024 Aritzia Community™ | ESG Report for the most recent results as at the date of the publication of this report. Fiscal Year 2025 results will be published in June 2025, re-named the Aritzia Impact Report.

xii Selected roles include those in our production, sourcing, and manufacturing teams who may engage with suppliers and their facilities.

ARITZIA