

This response applies to AmeriCo. Group Inc. and its affiliates listed below (collectively, “AmeriCo Group”).

AmeriCo Group companies are private corporations and/or limited liability companies in the apparel industry that design, manufacture, market, and distribute licensed sportswear, socks, underwear, loungewear, and/or activewear. AmeriCo Group’s global supply chain is comprised of approximately 150 factories, across 8 countries supplied by a network of materials suppliers primarily based in China, Cambodia, and Bangladesh. In turn, AmeriCo Group sells and distributes in multiple countries, with our primary markets being the USA and Canada.

AmeriCo Group has published and distributed a Supplier Code of Conduct and Labor Policy to our direct and Tier 1 suppliers that states that forced labor and child labor is expressly prohibited in our supply chain. The Labor Policy provides clear guidance on the robust policies and practices we expect our suppliers to deploy to mitigate risks of forced labor and child labor. We require all direct and Tier 1 suppliers to acknowledge and sign these documents to confirm their commitment to adhere to all requirements and obligations set forth.

In efforts to further promote these policies across the supply chain, AmeriCo Group requires its direct and Tier 1 suppliers to ensure their own suppliers are also compliant with our standards. If evidence of forced labor or child labor is found, AmeriCo Group requires all suppliers to investigate each incident of violation, determine the root cause, provide details of the corrective actions taken, and explain preventative measures to be implemented.

In the case of non-compliance, AmeriCo Group reserves the right to examine the specific situation and develop the best possible strategy for resolution. If cases of non-compliance are not resolved within a timely manner, AmeriCo Group may terminate the business relationship. While AmeriCo Group wishes to aid in the resolution of incidences of forced labor and child labor within its’ supply chain, it is not possible to effectively solve the issue of non-compliance without the cooperation of the supplier.

In 2023, AmeriCo Group established an Enterprise Risk Management Framework. This framework (and the alignment across all companies) allows us to identify and categorize potential risks, evaluate the likelihood and potential impact of those risks, and develop strategies for responding strategically. In the event of an incident of forced labor or child labor, this framework allows us to control the impact by quickly addressing the situation with a pre-determined and appropriate response. We employ the use of a supply chain intelligence tool that allows us to screen and monitor all new and existing suppliers for forced labor risks by utilizing ownership, trade, financial, and adverse media data.

AmeriCo Group conducts audits of Tier 1 suppliers to evaluate compliance with our company standards for preventing forced labor and child labor in our supply chains. Our audits are unannounced and are performed by a qualified third-party certification scheme annually. AmeriCo Group expects all factories to engage in ongoing remediation and capability building

efforts. When non-compliance incidents are identified, suppliers must complete the Corrective Action Plan in a timely manner.

Further, AmeriCo Group is a signatory to the AAFA/FLA Commitment to Responsible Recruitment and utilizes the intelligence, collaboration, resources, and tools available through that Commitment in its risk assessment and work to eliminate forced labor and child labor in our supply chain.

AmeriCo Group does not source raw materials from jurisdictions where, due to regulations relating to forced labor or child labor, the use of such raw materials is prohibited or impracticable. Isotope testing, when available, is utilized as needed to verify place of origin. In addition, supply chains are risk-reviewed seasonally, and appropriate steps are taken to mitigate any identified risks.

In 2023, AmeriCo Group did not encounter any instances of forced labor or child labor.

As a signatory to AAFA/FLA's Commitment to Responsible Recruitment, AmeriCo Group commits to ensure that workers are reimbursed for all fees paid to obtain their job and has incorporated these protocols into our company's social compliance standards.

In 2023, AmeriCo Group did not encounter any instances of loss of income to vulnerable families from steps taken to eliminate the use of forced labor or child labor in our activities and supply chains, to our knowledge.

AmeriCo Group's internal policies provide for appropriate action against any employee who fails to meet its anti-slavery and anti-trafficking standards. AmeriCo Group encourages all employees involved in the selection and management of its supply chain to participate in any and all available training programs and seminars to maintain awareness and gain better understanding of the indicators and impacts of forced labor and child labor.

AmeriCo Group's Compliance and Sustainability teams actively attend and participate in the AAFA's Forced Labor and Social Compliance Committees and Working Groups to stay up to date on emerging issues.

AmeriCo Group continues to evaluate the effectiveness of its efforts to eradicate forced labor and child labor by measuring our ability to successfully identify and remediate issues through our newly adopted Enterprise Risk Management framework and intelligence tool

partnerships. While we did not have any cases arise in 2023, our risk framework provides us with clear pathways to collectively work through any issue that may arise in the future.

This report applies to AmeriCo Group Inc. and the following of its affiliates: Basic Resources, Inc.; USA Legwear, LLC; PVH Legwear LLC; and High Life LLC. The Board of Directors and/or other governing body of each such entity comprising AmeriCo Group has reviewed and approved the information in this report.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and after exercising reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purpose of the Act, for the reporting year listed above.

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Eli Hatari

AmeriCo Group Inc., President & CEO