

## **2023 Report**

American Textile Company, Incorporated (“ATC”) is a Pennsylvania corporation entirely owned by its holding company American Textile Company, Incorporated (a Delaware corporation). ATC is a manufacturer and distributor of utility bedding including pillows, mattress protectors, and other bedding items. ATC maintains its corporate headquarters in Duquesne, Pennsylvania, USA.

ATC does not have any employees in Canada. ATC has over 1,000 employees located primarily in the United States, with a small office in Shanghai, China. ATC serves as importer of record to Canada for one retail customer.

ATC is aware of the risk of forced labor and child labor particularly in textile mills and vets all supplier and partners. ATC will not engage suppliers or partners if ATC suspects the entity is involved in forced labor or child labor. ATC’s suppliers are located primarily in China, India and Pakistan. For the year 2023 ATC and its auditors not identified any evidence of slavery or child labor in ATC’s supply chain. ATC takes the following steps to eliminate slavery and child labor from its supply chain:

*(1) Verification of product supply chains to evaluate and address risks of slavery and child labor.*

ATC uses an independent third-party in its verification activities to identify, assess and manage risks of human trafficking in its product supply chain and to evaluate the risk of noncompliance in slavery, human trafficking and other human rights and labor issues.

*(2) Audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains.*

ATC has an independent third party audit its suppliers’ compliance with ATC’s standards for slavery and child labor in its supply chain. Our suppliers are on varying audit schedules which are scheduled, announced and confirmed with our suppliers.

*(3) Certification by direct suppliers that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.*

Our direct suppliers are required to agree to a comprehensive agreement which, among other things, requires them to comply with all applicable laws (which include those regarding slavery and child labor).

*(4) Internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.*

ATC maintains internal accountability standards and procedures applicable to both employees and contractors who may fail to meet company standards. If an employee fails to meet the accountability standards and procedures they are subject to disciplinary action which may include termination. If a contractor is in breach of our accountability standards and procedures, the contractor must cure all violations in a timely manner consistent with their contractual obligations or we may terminate our relationship with them.

*(5) Training of company employees and management who have direct responsibility for supply chain management on issues of human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.*

We conduct specific mandatory training on slavery and child labor and on our Code of Conduct with employees and management teams, including our sourcing teams that have a relationship with our suppliers.

ATC also reports pursuant to, and has fulfilled the requirements of, the California Transparency in Supply Chains Act.

**ATTESTATION AND SIGNATURE PAGE FOLLOWS**

## ATTESTATION

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 having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

John Poremba

Division President - China

5/31/2024

Signature

A handwritten signature in blue ink, appearing to be 'John Poremba', is written over a horizontal line. The signature is stylized and cursive.

I have the authority to bind American Textile Company, Incorporated.