

California Innovations, Inc.



**REPORT FOR THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN
SUPPLY CHAINS ACT**

FINANCIAL YEAR ENDED SEPTEMBER 30, 2023

Introduction

California Innovations, established in 1986, has been a leader in the design and manufacture of innovative products. Our commitment to ethical business practices is a cornerstone of our corporate philosophy. Central to this commitment is our unwavering stance against forced labour and child labour within our supply chain. This report outlines our policies, actions, and continuous efforts to ensure compliance with our stringent Code of Conduct, thereby fostering a responsible and ethical supply chain.

Who We Are: Company Description

Overview:

Established in 1986, California Innovations Inc is the largest designer and manufacturer of soft sided insulated products in the world.

Brands:

Arctic Zone, California Innovations, Titan Deep Freeze

Brand Partners:

Columbia Sportswear, Dabney Lee, Fulton Bag Co., G.I.L.I., Isaac Mizrahi, Kelly Ventura, Life is Good, Ozark Trail, President's Choice, Tommy Bahama, Veronica Jamison, West Loop

Markets:

Market leader in North America and Australia, established presence with major retailers in UK and Europe, growing across South America, Asia and globally

Categories:

Soft Sided Insulated Coolers, Soft Sided Insulated Lunch Packs, Hard Sided Insulated Coolers (Roto, Injection and Blow Molded), Shopping Solutions, Food Transport Solutions, Ice Packs, Hydration Bottles, Food Containers, Diaper Bags

Code of Conduct

Our Code of Conduct explicitly prohibits the use of forced labour and child labour. It mandates that all suppliers and business partners adhere to these standards as a condition of their engagement with California Innovations. The key provisions of our Code of Conduct include:

- 1. Prohibition of Forced Labour:** Suppliers must not use any form of forced, bonded, or indentured labour. This includes involuntary prison labour, human trafficking, and any other forms of modern slavery.
- 2. Prohibition of Child Labour:** Suppliers must ensure that no child labour is used in any stage of manufacturing. The minimum employment age must comply with the higher of the local legal requirements or international standards.

3. Freedom of Employment: Workers must be free to leave employment after reasonable notice. Any form of restriction, such as withholding passports or imposing unreasonable debt as a condition of employment, is strictly prohibited.

Supplier Compliance and Monitoring

To ensure compliance with our Code of Conduct, California Innovations employs a multi-faceted approach that includes the following measures:

1. Supplier Agreements: All suppliers are required to sign an agreement affirming their commitment to adhere to our Code of Conduct. This agreement is a prerequisite for any business relationship.

2. Audits and Assessments: Regular audits are conducted to verify compliance. These audits are both announced and unannounced, ensuring a true reflection of supplier practices. Independent third-party auditors are often engaged to provide unbiased assessments.

3. Risk Assessment: Suppliers are evaluated based on their geographic location, industry, and past performance. High-risk suppliers are subjected to more frequent and rigorous audits.

4. Training and Capacity Building: California Innovations provides training programs for suppliers to educate them on the importance of compliance and the specifics of our Code of Conduct. These programs aim to build the capacity of suppliers to identify and mitigate risks related to forced and child labour.

Remediation and Continuous Improvement

In cases where non-compliance is identified, California Innovations takes immediate action to rectify the situation. Our remediation process includes:

1. Corrective Action Plans: Suppliers found in violation of our Code of Conduct are required to implement corrective action plans. These plans are closely monitored until full compliance is achieved.

2. Termination of Contracts: Persistent non-compliance or egregious violations result in the termination of contracts. We prioritize maintaining a supply chain that aligns with our ethical standards.

3. Continuous Improvement: We are committed to continuously improving our practices. Feedback from audits and supplier engagements is used to refine our Code of Conduct and enhance our monitoring processes.

Collaboration and Advocacy

California Innovations recognizes that combating forced labour and child labour requires collective action. We actively collaborate with industry groups, non-governmental organizations, and government bodies to promote ethical labour practices across the supply chain. Our advocacy efforts include:

- 1. Industry Partnerships:** We participate in industry-wide initiatives aimed at eradicating forced and child labour. These partnerships enable us to share best practices and stay abreast of emerging risks.
- 2. Stakeholder Engagement:** Engaging with stakeholders, including workers, local communities, and advocacy groups, helps us understand the ground realities and refine our approach.
- 3. Transparency:** We believe in maintaining transparency about our efforts. Regular reports and disclosures keep our stakeholders informed about the steps we are taking and the progress we are making.

Remediation

California Innovations has not identified forced labour or child labour in our activities and supply chain and therefore remediation is considered not applicable.

Summary

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 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 end September 30, 2023



Craig Stevens
C.O.O.
May 28, 2024

I have the authority to bind California Innovations Inc.