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## CHAPTER ONE SPORTSWEAR

433 Chabanel street West, Suite 603 North tower  
Montreal, Quebec H2N 2J7

### **MODERN SLAVERY REPORT**

For the financial year ended February 29, 2024

This report is made by Chapter One Sportswear Inc. ("**Chapter One**") pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

Chapter One is a contemporary fashion line made for the modern woman. Ready-to-wear to the office or out on the town, Chapter One has captured today's most active and savvy communities across North America and Europe. This report underlines Chapter One's commitment to preventing and mitigating risks of forced labour and child labour across its business and supply chain.

#### **Structure, Activities and Supply Chains**

Chapter One is incorporated under the *Canada Business Corporations Act* and is headquartered in Montreal, Quebec. It sells garments globally. Chapter One's customer base ranges from small to large major retailers whose head offices are in North America.

Chapter One manufactures a variety of products both overseas and domestically. Our fabrics are carefully made from trusted mills, of which we've had long standing relationships. Chapter One outsources manufacturing through strategic alliances with factories in Cambodia, Vietnam, China, Bangladesh, Guatemala and Canada.

#### **Risks**

Chapter One operates in the clothing industry and the manufacturing sector, which inherently carry higher risks of forced labour and child labour. While its direct suppliers are selected with careful consideration, Chapter One recognizes that there may be risks of exposure to forced labour and child labour deeper in its supply chain. As a result, Chapter One periodically engages third party to conduct site visits of its suppliers. It is committed to understanding its risks and intends to continue mapping its supply chain and conducting risk assessments.

#### **Policies and Due diligence**

Chapter One has not established formal policies or due diligence processes addressing specifically or exclusively forced labour and child labour. However, for all suppliers, Chapter One requires a third party audit report on the general practices of its suppliers. We recognize the importance of such measures and are exploring, if needed more robust policies and procedures. This effort is aimed at enhancing our commitment to ethical practices and corporate responsibility.

### **Training**

Chapter One does not presently offer formal training programs or materials to our employees or contractors specifically targeted at the prevention of modern slavery in our supply chain. We recognize the potential benefits of such educational initiatives and are actively considering the development of appropriate training resources.

### **Remediation Measures**

No instances of forced labour or child labour in our business or supply chain have been identified. As such, no remediation measures have been necessary.

### **Remediation of Loss of Income**

No loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour has been identified. As such, no measures relating to income loss have been necessary.

### **Assessing Effectiveness**

Chapter One has not assessed its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chain. As Chapter One explores and implements further measures to prevent and mitigate risks of forced labour and child labour, it will monitor and review performance to assess the effectiveness of any actions taken.

### **Approval**

This Report was approved by the Board of Directors of Chapter One Sportswear Inc. pursuant to paragraph 11(4)(a) of the Act on May 31, 2024.



David Miller  
Director

I have the authority to bind Chapter One Sportswear Inc.