

# FRANK LYMAN<sup>®</sup>

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## DESIGN

### **BILL S-211 REPORT**

For the fiscal year ended May 31, 2023

Frank Lyman Design Inc. is a flagship of Montreal fashion on an international scale. In all the markets where the company shines, it is distinguished by its "Frank Lyman Montreal" logo, with collections sold through thousands of independent boutiques in over 65 countries. The company manages all of its activities, the creation of its collections and its production from the 125,000 square foot head office located in the Montreal area. It oversees its international activities through satellite offices and showrooms around the world.

#### **Structure**

Frank Lyman Design Inc., located in Pointe Claire, Quebec, was incorporated under Canadian law in 2001. We currently employ approximately 100 people. We operate with sales agents and representatives across the globe in 65 countries.

Our leadership team includes Stephanie Lyman, President, Patrick Lyman, Vice President, Operations & Business Development, Johanne Baron, Vice President Design and Hanem Elgabry, Controller.

We design all our products in our Pointe Claire facility and produce the majority of our samples in-house. Our garment production is sub-contracted to Quebec based businesses operating in and around the city of Montreal. We also produce finished garments in China. Our fabrics, trimmings and accessories are also purchased mostly in Quebec with certain items from abroad (USA, Turkey and China).

We are currently in the process of creating a formal "supplier code of conduct", although we have had one informally for years.

Our current supply chain can be segregated into the following categories:

- Subcontractors – garment manufacturers
- Fabric suppliers
- Trimmings suppliers

- Finished goods producers

### **Policies & Due Diligence**

We, at Frank Lyman Design Inc., are committed to operating 100% in compliance with all Canadian laws relating to human rights, workers' rights and freedom of choice to decide where they wish to work without fear of retribution or penalty. Under no circumstances will we tolerate child or forced labour internally or indirectly at any of our suppliers throughout our supply chain.

### **Forced Labour & Child Labour Risks**

To-date, we have, on a very informal basis, not observed any of our suppliers using or involved in any form of child or forced labour.

We have decided to create an "attestation" for all our vendors in the supply chain to sign as certification that they adhere to responsible business conduct that includes Canadian policies related to both forced and child labour.

### **Remediation Measures**

Since we are just creating the risk assessment tools for forced and child labour, we cannot specify what measures we may need to implement to reverse the impropriety.

We, at Frank Lyman Design Inc., are committed to ensuring that the appropriate remediation measures will be implemented if and when any risk is uncovered.

### **Remediation of Loss Income**

Same as above.

### **Training**

We, at Frank Lyman Design Inc., are committed to training our key employees to ensure that our Supplier Code of Conduct is being met and this will include assessing risk related to forced and child labour.

At this point in time, as previously indicated, we have just begun to create our Supplier Code of Conduct.

### **Assessing Effectiveness**

To-date, we have not taken any actions to assess our effectiveness as we have just begun the practice.

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## BILL S-211 ATTESTATION


**Legal Name:** Frank Lyman Design Inc.

**Financial Reporting Year:** May 31, 2023

In accordance with the requirements of Law S-211, Section 11(5), I attest to have reviewed our report attached and included with this questionnaire. Having done my due diligence, I attest that the information provided is true, accurate and as complete as currently possible for the financial reporting year indicated above.

As President of Frank Lyman Design Inc., I am authorized to sign this attestation on behalf of Frank Lyman Design Inc.

Date: May 25, 2024

Signed 

Stephanie Lyman  
President