

G-III Canada Forced Labor Reporting Outline

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1. Structure, Activities, and Supply Chains

This report was prepared by the G-III Apparel Group, Ltd. and its relevant subsidiaries, (collectively, “G-III”) under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* to provide information on G-III's efforts of to mitigate the risk of forced labor in our supply chain.

G-III is a NY-headquartered corporation formed in 1974. We design, source and market an extensive range of apparel, including outerwear, dresses, sportswear, swimwear, women’s suits and women’s performance wear, as well as women’s handbags, footwear, small leather goods, cold weather accessories and luggage. G-III has a substantial portfolio of more than 30 licensed and proprietary brands, anchored by our key brands: DKNY, Donna Karan, Karl Lagerfeld, Nautica and Halston, as well as other major brands that currently drive our business, including Calvin Klein and Tommy Hilfiger. We distribute our products through multiple channels and in markets located in a variety of geographies.

Our own proprietary brands include DKNY, Donna Karan, Karl Lagerfeld, Karl Lagerfeld Paris, Vilebrequin, G.H. Bass, Eliza J, Jessica Howard, Andrew Marc, Marc New York, Wilsons Leather and Sonia Rykiel. We have an extensive portfolio of well-known licensed brands, including Calvin Klein, Tommy Hilfiger, Nautica, Halston, Levi’s, Guess?, Kenneth Cole, Cole Haan, Vince Camuto, Dockers and Champion. Through our team sports business, we have licenses with the National Football League, National Basketball Association, Major League Baseball, National Hockey League and over 150 U.S. colleges and universities. We also source and sell products to major retailers for their own private label programs.

Our products are sold through a cross section of leading retailers such as Macy’s, including its Bloomingdale’s division, Dillard’s, Hudson’s Bay Company, including its Saks Fifth Avenue division, Nordstrom, Kohl’s, TJX Companies, Ross Stores, Burlington and Costco. We also sell our products using digital channels through retail partners such as macys.com, nordstrom.com and dillards.com, each of which operates significant digital businesses. In addition, we sell to leading online retail partners such as Amazon, Fanatics, Zalando and Zappos.

We also distribute apparel and other products directly to consumers through our own DKNY, Karl Lagerfeld, Karl Lagerfeld Paris and Vilebrequin retail stores, as well as through our e-commerce sites for our DKNY, Donna Karan, Karl Lagerfeld, Karl Lagerfeld Paris, Vilebrequin, G.H. Bass, Wilsons Leather and Sonia Rykiel brands.

Organizational Leadership:

Name	Age	Position
Morris Goldfarb	73	Chairman of the Board, Chief Executive Officer and Director
Sammy Aaron	64	Vice Chairman, President and Director
Neal S. Nackman	64	Chief Financial Officer and Treasurer
Jeffrey Goldfarb	47	Executive Vice President and Director
Dana Perlman	43	Executive Vice President and Chief Growth and Operations Officer

As of January 31, 2024, we employed approximately 3,500 persons on a full-time basis and approximately 1,100 on a part-time basis.

2. Policies and Due Diligence Process

G-III strives to ensure that its products are produced in a legally and socially responsible manner and to prevent complicity in abusive employment practices such as human trafficking and slavery. In addition to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, G-III is subject to the California Transparency in Supply Chains Act. We ensure that we align with regulation through the methods below:

- i. Verification of Supply Chain* – We have developed a vendor compliance program that requires vendors to comply with applicable employment and human rights laws, as well as adhere to G-III's own standards intended to eliminate abusive employment practices, including child labor, forced labor, human trafficking, and slave labor. Vendors must also certify their compliance with such laws and G-III's own standards. We verify compliance using internal and third-party auditors.
- ii. Supplier Audits* – We conduct audits of suppliers' facilities using independent third parties to determine whether these facilities are in compliance with laws and our standards. We also use internal personnel to periodically verify compliance. Verification of the product supply chain to determine whether facilities are in compliance with laws and our standards include both announced and unannounced audits of vendor facilities. These assessments are reviewed and utilized in informing the decision-making process, when it comes to placing production.
- iii. Supplier Certifications* – We require our direct suppliers to certify that they comply with all appropriate laws and our standards prior to the placement of an order by us. This certification of compliance includes materials incorporated by our direct suppliers in products they produce for us.
- iv. Standards* – We maintain internal accountability standards and procedures for employees or contractors failing to meet company standards.

Failure of our employees to abide by G-III's Code of Ethics & Conduct can result in corrective action up to and including termination of employment.

Our Vendor Code of Conduct sets forth the social and environmental requirements that all G-III's vendors and factories must agree to and meet in order to do business with the Company. Failure of vendors to abide by our standards can result in corrective action plans and other disciplinary measures for vendors who are found to violate applicable laws or our standards up to and including termination of our business relationship with the vendor.

Our Internal Compliance Monitoring Program audits our Tier 1 suppliers to ensure our requirements and those of our various distribution partners, brands, and regions are met. We work closely with the supplier to develop and implement strategies that align with our standards. We follow up on all audits to ensure that any gaps or risk factors are immediately addressed through formalized Corrective Action Plans. In rare cases where a supplier shows egregious noncompliance, we typically pause business until adequate actions are taken.

3. Forced Labor and Child Labor Risks

International Organizations such as the ILO and NGOs have identified the garment and fashion industries as sectors of high risk for forced and child labor. Specific areas of risk:

- i. ***Migrant Labor*** - The use of migrant labor in our supply chain opens us up to a number of situations where the workers could be at risk of forced labor.
- ii. ***Raw Materials*** – Due to the complexity of supply chains in our industry we face the risk of exposure of forced labor and child labor at the raw materials level.
 - a. ***UFLPA*** – The US government has identified that the apparel industry carries a risk of exposure to cotton produced with forced labor.

4. Remediation Measures

In regard to remediation of risk, we actively push to alleviate risks in a number of ways:

- i. ***Auditing***
 - a. As outlined above, we use both internal and third-party audits to verify working conditions in our supply chain. During these audits, worker interviews, personnel paperwork reviews, and factory observations are conducted to ensure that all workers are employed legally and understand their terms of employment.
- ii. ***Forced Labor in Materials***
 - a. We have established a comprehensive materials traceability program, particularly regarding cotton, to ensure a supply chain free of forced labor. We track materials from an origin level and conduct testing to verify the information.
- iii. ***Trainings***
 - a. G-III conducts internal trainings with respect to our vendor compliance program and our standards to ensure that personnel involved in supply chain management are made aware of how to identify potentially abusive situations. We are particularly aware of risks of forced labor conditions in countries with large number of migrant laborers. In 2021, we signed the commitment to responsible recruitment of migrant workers within the supply chain through our association with the American Apparel and Footwear Association, recognizing the vulnerability of migrant workers and the need to ensure measures are taken to ensure protections in recruitment of migrant workers.
- iv. ***Education***
 - a. We actively work with our factories to provide education on improving the lives of workers in our supply chain. We have encouraged our factories to join programs which educate workers in matters of finance, reproductive health, and labor organization.
- v. ***Strong Sourcing partnerships***
 - a. We encourage our long-term sourcing partners to take an active role in combating risks of forced labor and child labor. Through reinforcing the internal management systems of key partners, we are able to establish additional measures against forced labor risks.

5. Remediation of Loss of Income

G-III has determined that vulnerable families have not experienced loss of income as a result of efforts taken to eliminate forced labor or child labor risks in our supply chain and accordingly no measures have been taken in this area.

6. Training to Employees

We conduct trainings in a variety of methods depending on the team involved. Our auditing team is trained in regard to finding evidence of forced labor. As forced labor can take on many forms, they assess workers freedom of movement, access to employment contracts in their language, any presence of recruitment fees or wage garnishing/debt entrapment. They are also trained in checking age and working records, both present and historical for evidence of child labor. Our sourcing teams have been trained in the regional sensitivities around forced labor and child labor and are cognizant of such when placing orders and adding new manufacturing partners. They are informed of the results of audits pertaining to their respective factory bases.

7. Training from External Sources

G-III is actively involved in numerous industry groups and initiatives from which our teams also receive training. As members of industry groups such as the American Apparel and Footwear Association (AAFA), Fair Labor Association (FLA), Sustainable Apparel Coalition, we are always up to date on industry standards and best practices. Our auditing staff receive training from ILO Betterworks teams in local countries.

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. I have the authority to bind G-III Apparel Group, Ltd.

- **Full name:** Jeffrey Goldfarb
- **Title:** Executive Vice President and Director
- **Date:** 5/30/2024
- **Signature:** 