

In compliance with the regulation the Canadian Bill S-211: *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, the following document discloses Gold, Inc.'s policies and actions relating to forced labor in business and the supply chain.

As detailed below, Gold, Inc. has developed and issued a code of conduct that states that we strictly prohibit any form of forced labor, including but not limited to, slave labor, prison labor, indentured labor, and bonded labor.

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

Gold, Inc. is a commercial product developer, manufacturer, and brand doing business in Canada that meets the criteria for completing a disclosure statement under Canadian Bill S-211. Gold, Inc., is a private corporation producing and distributing child and adult accessories, apparel, and travel products. Our company produces outside of Canada and distributes goods both in and outside of Canada. Gold, Inc., does not own any of its factories but maintains direct relationships with Tier 1 and strategic Tier 2 suppliers.

### **Policies**

Gold, Inc., has set forth policies to address forced labor in our supply chain. Gold, Inc., requires signed acknowledgement of a code of conduct to our direct suppliers that states our goods are to be manufactured in compliance with the wage and hour laws of the country of manufacture and without the use of child labor, prison, indentured, bonded, forced or slave labor. In addition to the contractual prohibition of forced labor of any kind in our supply chain, Gold, Inc. has issued several letters to our direct suppliers regarding the matter and requiring their signed acknowledgement to abide by the requirements.

### **Risk Assessments and Due Diligence**

Gold, Inc. maintains a monitoring program sufficient to ensure compliance with the Code of Conduct and all applicable state, local and foreign laws and regulations pertaining to wages, overtime compensation, benefits, hours, hiring and employment, workplace conditions and safety, the environment, collective bargaining, freedom of association and child labor, prison, indentured, bonded, forced or slave labor. Gold, Inc. conducts regular risk assessments of our business and supply chain to identify forced labor risk. Gold, Inc. has identified a broad potential risk of forced labor in Asia, specifically in China, Taiwan, and Vietnam, at Tiers 1, 2, 3 and 4, and pertaining to cotton supply chains. Our strategy uses a variety of methods to assess risk including mapping supply chains, risk-based traceability exercises, onsite visits by staff to Tier 1 and Tier 2 facilities, and third-party audits of Tier 1 facilities. Gold, Inc. implements a rigorous pre-boarding and onboarding assessment of Tier 1 facilities before pursuing business relationships through onsite visits by staff, internal audits, and third-party audits to better understand a Tier 1 factory's current business practices, social compliance program, worker rights programs, and management structure. In conducting our risk assessment, Gold, Inc., utilizes intelligence from a wide variety of sources, including U.S. Department of Labor reports, AAFA (American Apparel and Footwear Association) and WRAP (Worldwide Responsible Accredited Production) reports and resources, press reports, advocacy group reports, in combination with information gathered from formal and informal internal and 3<sup>rd</sup> party ground assessments to inform prioritization of due diligence efforts as necessary.

## **Remediation**

To date, Gold, Inc. has not identified any forced labor in our business or our supply chain and thus has not taken any remediation actions. We have not taken any measures to remediate the loss of income resulting from any measure taken to eliminate the use of forced labor in our supply chains.

## **Training**

Gold, Inc. requires employees to attend training on forced labor.

## **Effectiveness**

Gold, Inc., maintains vigilance to forced labor by continually assessing forced labor risk, consulting new resources and intelligence, and improving our strategy toward forced labor in our supply chain. While we do not have an official method to measure effectiveness, we are working toward constant improvement in our ability to assess and address forced labor risk, as necessary.

## **Required 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 have exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purpose of the Act, for the reporting year listed above.



Tony Cooper

SVP of Supply Chain

I have the authority to bind Gold, Inc.

Date 5/8/2024