

SSENSE

Groupe Atallah Inc. d.b.a. SSENSE report pursuant to *Fighting Against Forced Labour and Child Labour in our Supply Chains Act*

1. Introduction

This report is being produced by Groupe Atallah Inc. ("SSENSE") pursuant to and in compliance with the *Fighting Against Forced Labour and Child Labour in our Supply Chains Act* (the "Act"). It contemplates the financial year of April 1, 2023 to March 31, 2024 (the "Fiscal Year").

SSENSE is opposed to all forms of modern slavery, including forced labour and child labour. It continuously seeks to ensure that none of its products are manufactured using any forced labour, child labour, or other labour that may not be consistent with applicable law or the principles of the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work* (the "ILO Declaration") in any stage of their production, including:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour;
- The elimination of discrimination in respect of employment and occupation; and
- A safe and healthy working environment.

As described in greater detail below, SSENSE has and will continue to implement measures to address the risk of any forms of modern slavery in its supply chain.

2. SSENSE and its Supply Chain

SSENSE (pronounced [es-uhns]) is a global technology platform operating at the intersection of culture, community, and commerce. Headquartered in Montreal, it features a mix of established and emerging luxury brands across womenswear, menswear, kidswear, and Everything Else™.

Founded in 2003, the company's e-commerce platform ships to over 200 countries worldwide.

SSENSE does not engage in any production activities. Accordingly, activities designed to reduce and eliminate the risk of modern slavery in our supply chains are led by our buying team and procurement teams, with the support of our legal department.

SSENSE purchases its products from suppliers worldwide, which include established brands and emerging designers. During the supplier onboarding process, we require most of our suppliers to comply with SSENSE Standard Terms and Conditions, the latest version of which explicitly addresses compliance with anti-slavery legislation, failing which the commercial relationship may be terminated. Our suppliers understand that SSENSE does not tolerate any forced labour, child labour, human trafficking, slavery or work that endangers the well-being of workers, and we are proud to work with sophisticated and socially-conscious brands in the luxury space, whom we expect to be ethically responsible in their manufacturing processes. Indeed, we expect our vendors to conduct appropriate due diligence to ensure that their supply chains do not utilize forced and/or child labour in any stage of production.

Aside from products purchased as part of its retail operations, SSENSE procurement activities are fairly limited and include the procurement of goods and technology to support its operations.

3. SSENSE Activities Targeting Modern Slavery

(a) Risk of Modern Slavery and Remediation

SSENSE understands that there is potential risk of forced labour and child labour in the fashion and textiles industry. This risk exists throughout the supply chain for apparel goods, and is particularly pronounced in the sourcing of raw materials, such as cotton, as well as the production of apparel goods. We have begun implementing measures to better assess the risk of modern slavery, including forced labour and child labour, being used in its supply chain, and to mitigate this risk, as further discussed below.

Our specific Modern Slavery Compliance Policy implements a risk assessment process that will be employed moving forward when engaging suppliers. SSENSE expects its vendors to conduct appropriate due diligence to ensure they do not utilize forced and/or child labour at any tier in their supply chain, and this expectation is set out in our SSENSE Standard Terms and Conditions that is rolled out to suppliers. Many of the more established partners of SSENSE have public policies that discuss how they address the risk of forced labour or child labour in their supply chains, which may be reviewed when we are onboarding or renewing relationships with these partners.

SSENSE also works to make sure that its workforce is treated with respect and dignity. As such, SSENSE has implemented an Anti-Harassment and Anti-Discrimination Policy protecting our workforce. This policy serves to reaffirm our commitment to promoting a work environment that is free of discrimination and harassment, in which our employees are treated with respect and dignity. Harassment and discrimination towards SSENSE employees will not be tolerated. Additionally, in order to ensure that SSENSE employees feel that they can report any potential incident of harassment, discrimination or misconduct in a confidential way, without fear of reprisal, SSENSE has created a complaint inbox managed in collaboration with senior leadership. Any complaint can be reported via this inbox, which remains completely confidential.

SSENSE has not identified any specific instances of forced labour or child labour in its supply chain, nor has it identified any instances where its measures to combat modern slavery have resulted in the loss of income to vulnerable persons. If it does uncover such issues, it will determine and implement remediation measures on a case-by-case basis in accordance with its Modern Slavery Compliance Policy.

(b) Due Diligence Policies and Procedures

SSENSE has raised awareness to its staff members around issues related to forced and/or child labour by developing and publishing its Modern Slavery Compliance Policy this Fiscal Year. The purpose of this policy is to ensure that all products sold by SSENSE are free from any labour that may not be compliant with applicable laws or the principles of the ILO Declaration. In this policy, we describe what forced and child labour mean and the relevant legal obligations that apply to SSENSE. The policy also describes the process we use to conduct modern slavery risk assessments when onboarding new brands or renewing relationships with existing partners by using tools that are publicly available on the internet, such as the Global Slavery Index. The policy makes clear that employees who identify and escalate issues related to modern slavery are protected from any retaliation.

The Modern Slavery Compliance Policy also stipulates that SSENSE will not source any products produced wholly or in-part in the Xinjiang region of China.

SSENSE also updated the SSENSE Standard Terms and Conditions this Fiscal Year to include a provision that directly addresses modern slavery and makes it clear that SSENSE will not accept any products made in whole or in part with forced labour or child labour. In addition, it obliges our suppliers to conduct appropriate diligence to ensure that this is the case.

Since the end of 2023, SSENSE has begun meeting with third-party vendors specializing in Environmental, Social & Governance (or "ESG") matters (including modern slavery) in order to strengthen its due diligence processes and implement additional measures to combat the risk of modern slavery in its supply chain.

(c) Training and Assessing Effectiveness

SSENSE is considering the development and implementation of a training program that will be offered to our staff in order to raise awareness about modern slavery.

The SSENSE senior leadership team approves and monitors compliance with all of its policies, including the new Modern Slavery Compliance Policy. SSENSE is also considering engaging a third-party to assist in the development of measures to assess the effectiveness of its activities used to combat the risk of forced labour and child labour in its supply chain.

4. Approval and Attestation

This Report was approved by the Board of Directors of Groupe Atallah Inc. on March 20, 2024.

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 entities listed above. Based on my knowledge, and having exercised reasonable due 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 Groupe Atallah Inc.

Full Name: Firas Atallah

Title: Chief Governance Officer

Date: March 20, 2024

Signature:

