



Modern Slavery Statement for the Financial Year ended 2024

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Indochino Apparel Inc. to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing January 29, 2024, and ending February 2, 2025.

At Indochino Apparel Inc., we are driven by our commitment to safety, respect of our associates, compliance with all applicable laws and regulations, and good stewardship of resources as we conduct business. Our success is dependent on our reputation with our associates, customers, suppliers, investors, and the communities where we work and live.

We support the principles articulated in the United Nations Guiding Principles on Business and Human Rights and are committed to respecting all of the rights articulated in the United Nations Universal Declaration of Human Rights.

Group Structure

Indochino Apparel Inc. was established on March 30, 2007. It trades under the business name Indochino Apparel Inc. with its Head Office at 300-720 Robson Street, V6Z 1A1, Vancouver, BC, Canada.

Indochino Apparel Inc. utilizes a conventional Functional reporting structure with the CEO & President leading the C-Suite and reporting to the Board of Directors. Each of its 4 Chief Officers has direct reports that run sub-sections of their respective divisions.

An Organization Chart will be supplied upon request.

Indochino Apparel Inc. is a registered Canadian company and the Primary in the organization

Supply Chain

Items are produced and distributed from our manufacturer, Dayang Group Co. Ltd., based in Dalian, China using DHL Couriers exclusively.

Dayang is the sole producer of our primary goods. Products are packaged at the factory and shipped to customers' homes via DHL Courier.

Risks in Supply Chain

To the best of our knowledge, Indochino does not have any risks in our supply chain. Due diligence is performed when sourcing suppliers and auditing our own locations.

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MADE TO MEASURE

Actions Taken

Indochino Apparel Inc.'s Statement of Human Rights and Modern Slavery Policy attached to the report.

Risk Assessment

Indochino Apparel Inc. only uses well-established and respected suppliers and distributors in the manufacturing and distribution of our goods.

An Annual Questionnaires is being developed and will be a mandatory requirement of any new and existing supplier.

Remediation

No current Remediation Policy or Modern Slavery Policy is in place but are being researched and drafted. Once approved by the Board of Directors, these policies will be put into effect as well as included in the company handbook. These will be completed by June 30, 2024.

Training

The Modern Slavery Policy will be included in every New Hire Orientation once published and distributed and signed off on by all current employees of Indochino Apparel Inc.

The policies will be reviewed on an annual basis.

Sign off

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending February 2, 2025. It has been issued on behalf of Indochino Apparel Inc. and approved by Indochino Apparel Inc. Board of Directors.

Signed,

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Drew Green, President & CEO

May 30, 2024