



## **Modern Slavery Statement**

**Reporting Period 1/1/2023-12/31/2023**



*This statement is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211), Section 54 of the UK Modern Slavery Act 2015, and California Transparency in Supply Chains Act of 2010 (SB 657). It sets out the steps we have taken during the year to prevent human trafficking, child labor, and forced labor from taking place in our supply chains or in any part of our business. As detailed below, Jockey International, Inc. (including its subsidiaries Jockey Canada Company Limited and Jockey GmbH), has a Code of Conduct that states we prohibit human trafficking, child labor, and forced labor in our supply chain.*

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

Established in 1876, Jockey International, Inc. is a leading designer, marketer, retailer, and licensor of men's and women's undergarments, socks, and clothing ("Jockey"). Jockey is a privately owned company headquartered in Kenosha, Wisconsin. The company employs approximately 1,200 associates around the world with retail stores across the U.S. along with operations in Canada (through its subsidiary Jockey Canada Company), Hong Kong, Sri Lanka, New York, North Carolina, and Germany (through its subsidiary Jockey GmbH). JOCKEY® is a registered trademark in over 100 countries. Jockey designs and develops branded products produced through a tightly managed contracted manufacturing network concentrated in Asia, Africa, and Central America and continues to be a strong supporter of efforts to improve global working conditions for apparel workers. Jockey brand products are sold globally across a network of distributors and licensee partners. Jockey sells directly in the United Kingdom, European Union, and Canada through e-commerce and wholesale partners. In the U.S., Jockey operates approximately 80 retail outlet stores along with an e-commerce business. In addition, Jockey engages in many philanthropic endeavours within the community, including, but not limited to, adopting a low performing middle school to provide additional educational resources, providing tutoring and technology resources for at-risk students, building beds for needy children, and participating in numerous Habitat for Humanity projects and food drives. Further, through its charitable Jockey Being Family Foundation, Jockey and many Jockey associates support adoption initiatives across the United States, [www.jockeybeingfamily.com](http://www.jockeybeingfamily.com).

### **Policies and Due Diligence Processes in Relation to Forced Labor and Child Labor**

Jockey is proud of its tradition of conducting business in accordance with the highest ethical standards and in compliance with United States and international laws. Jockey is aware of the potential risks in its supply chain and remains committed to preventing and eradicating human trafficking, child, and forced labor. Jockey maintains and enforces internal accountability procedures, based on Jockey's Code of Conduct for employees and manufacturing contractors, regarding company standards in human trafficking, child, and forced labor.



Jockey's purchasing agreements require all suppliers to comply with applicable laws within the country of business. Jockey's Code of Conduct is incorporated into Jockey's Contractor Manual which serves as a contract with Jockey's direct suppliers. The Code of Conduct prohibits human trafficking, forced labor, and child labor in Jockey's supply chain. Suppliers must certify acceptance of Jockey's Contractor Manual terms, including compliance with laws within the country of business, and certify their supply chain will not use child or forced labor. Jockey's contracts with its vendors create substantial economic penalties for vendor noncompliance with Jockey's Code of Conduct.

In addition, direct suppliers are evaluated on their compliance through Jockey's unannounced audits and Worldwide Responsible Accredited Production (WRAP) audits. All Jockey tier 1 suppliers are required to be WRAP certified. Jockey is one of the founding members of WRAP which operates under a set of 12 principles designed to address social, environmental, and security compliance issues in factories around the world. Factories are audited by independent organizations to ensure compliance with the principles established by WRAP, which includes the prohibition of child and forced labor. In addition, Jockey International, Inc. is a CTPAT member and requires all suppliers to adhere to strict human rights and due diligence requirements.

Jockey has a Global Supply Chain Risk Assessment Committee which meets monthly to discuss supply chain, materials, environmental, and climate risks and issues. The implementation and improvement of mitigation strategies to prevent child and forced labor within Jockey's supply chain is an on-going agenda item. Management from Supply Chain Operations, Sourcing, Legal, Materials, and Quality attend and as such all topics raised receive the proper cross functional attention and resolution. Jockey conducts ongoing risk assessments and supply chain tracing internally (not by a third party) to ensure no child or forced labor is used in the production of Jockey's products. In doing such, Jockey utilizes intelligence from a wide variety of sources, including the U.S. government, the Social Responsibility Committee of the American Apparel & Footwear Association (AAFA), publicly available customs and boarder patrol records worldwide, and press reports from around the world.

### **Activities and Supply Chains that Carry a Risk of Forced Labor or Child Labor**

We recognize the potential risk of human trafficking, child labor, and forced labor within the textile industry. This risk is due to the combination of the complex supply chains and low skill of the labor involved in the manufacture of clothing. In addition, manufacturers and other participants in the supply chain operate in areas where worker rights and protections are sometimes less formalized or enforced, most notably Xinjiang, China.

We take a targeted risk-based approach in identifying child and forced labor risks and acknowledge that there are several types of risks associated with the apparel industry to consider, including:

- Geographical risks – procuring materials or services where there are low governance standards, conflicts, or poverty.



- Lower transparency in supply chains – as supply chains can be multi-tiered, multi-jurisdictional, and complex, there can be a lack of transparency.
- Production of low margin products may incentivize suppliers to use low skilled or low paid workers, child labor, or forced labor.

#### **Measures Taken to Remediate any Forced Labor or Child Labor**

To date Jockey has not identified any cases of child or forced labor. Jockey maintains and enforces internal accountability procedures based on Jockey's Code of Conduct for employees and contractors which includes the prohibition of human trafficking, child labor, and forced labor. If an employee or contractor does not comply with Jockey's standards, Jockey reserves the right to examine the situation and resolve the non-compliance in the best manner available. When non-compliances are not remedied in a timely manner, or are repeated by the same employees or contractors, Jockey may terminate the employment or business relationship.

#### **Measures Taken to Remediate the Loss of Income to the Most Vulnerable Families that Result from any Measure Taken to Eliminate the Use of Forced Labor or Child Labor in its Activities and Supply Chains**

To date Jockey has not identified any cases of child or forced labor.

#### **Training Provided to Employees on Forced Labor and Child Labor**

Jockey employees within the Supply Chain Operations, Materials, Sourcing, and Logistics departments receive training at least annually on supply chain risks which includes child and forced labor. Jockey employees involved in the Supply Chain and Materials departments also participate in external training programs and seminars on social compliance issues, human trafficking, slavery, forced labor, and child labor. Employees are to report any discovered instances of child and forced labor to their manager and the Legal department.

#### **Assessing the Effectiveness in Ensuring Forced Labor and Child Labor are Not Used Internally or Within Supply Chains**

Jockey's Global Supply Chain Risk Assessment Committee continuously reviews current mitigation strategies to prevent child and forced labor within Jockey's supply chains. In addition, Jockey conducts ongoing risk assessments of child and forced labor from a wide variety of sources. The sources used are also continuously assessed in order to use the most effective methods.



I attest that I have reviewed the information contained in the report for Jockey International, Inc. 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 reporting year listed above.

Mike Scuglik  
*Signature*

5/28/2024  
*Date*

Mike Scuglik  
*Print Name*

Director Legal Compliance  
*Title*