



Kamik Canada Inc.

FY2023/24 – Report on Modern Slavery and Child Labour

About Kamik Canada inc.

Inspired by the elements, we craft durable, quality products that allow you and your loved ones to embrace being outdoors.

Founded on Montreal's south-shore in the 1890s, we've been committed to local manufacturing for over a century. It's simply how we do things. We believe in being responsible corporate citizens, and our factories in Quebec, Ontario, and New Hampshire, have allowed us to continue manufacturing in North America and to support the communities that support us. Local production has also allowed us to focus our efforts on innovation and finding new ways to create a more sustainable product.

We have over 400 employees worldwide and are strongly committed to industry-leading labour and environmental practices throughout our operations and supply chains, in accordance with a comprehensive ESG strategy embedded into our long-term business plan.

About This Report

Kamik Canada Inc. is fully committed to upholding and respecting human rights, to maintaining high ethical standards in all our operations, and to incorporating these values into our supply chain practices. Kamik Canada Inc. does not tolerate modern slavery, child labour, or human trafficking in any form.

This Report on Modern Slavery and Child Labour is issued by Kamik Canada Inc, and all its subsidiaries, for the period of March 1, 2023 to February 28, 2024.

We are reporting under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. This law requires transparency about efforts undertaken to identify and eradicate modern slavery and child labour from supply chains and operations. This Report has been approved by the CEO of Kamik Canada Inc.

Kamik Canada Inc's Supply Chain

The Kamik family owns and operates manufacturing, warehousing and office facilities located in North America and Europe. The facilities are strategically located to efficiently service our diverse global customer base. Kamik's manufacturing model allows us to have greater control over the majority of our supply chains from our sourcing of raw material partners to distribution of our finished goods. In fact, in 2023, only 30% of Kamik's products consist of goods manufactured outside of our factories. This gives us much visibility and control over processes and risks in our supply chains.

Our Compliance Framework

Kamik's unwavering commitment to ESG (Environmental, Social, and Governance) compliance is at the core of our corporate values. We are dedicated to conducting our business responsibly, ethically, and sustainably, ensuring that we meet or exceed all relevant laws and regulations. We prioritize environmental stewardship through sustainable practices, reduce our environmental footprint, and promote eco-conscious products. Our commitment extends to the well-being and inclusivity of our workforce, fostering a diverse, safe, and fair workplace. We believe in transparency and accountability in all our operations, and our governance practices reflect our dedication to responsible business conduct. Our promise to our employees, customers, and

stakeholders is to continue striving for excellence in ESG compliance, making a positive impact on the world around us. We are committed to protecting the rights of all persons who manufacture Kamik's products worldwide, as well as enforcing the fair and ethical treatment of the individuals throughout our supply chain.

Kamik Canada Inc. has also been certified by AMFORI – BSCI since 2014. To maintain our accreditation, we are subject to periodic audits to ensure that we have implemented systems and procedures that uphold their human rights standards in all our factories.

Our Policies

Corporate Policies

- **Equal Opportunity Employment Policy:** This policy ensures that all employment decisions are made without regard to race, color, religion, gender, age, sexual orientation, disability, or any other protected status. It sets the foundation for a workplace free from discrimination and bias.
- **Inclusive Leadership:** Leaders and managers must foster an inclusive culture. This may include workshops on unconscious bias, cultural competency, and effective communication. Leaders play a critical role in setting the tone for Diversity and Inclusion in the workplace.
- **Flexible Work Environment:** Offer flexible work arrangements to accommodate different employee needs, including remote work options, part-time schedules, or flexible hours when possible. These policies can enhance work-life balance and attract a diverse talent pool.
- **Pay Equity Reviews:** Regularly review compensation practices to identify and rectify any gender or minority pay gaps. Ensure that employees are compensated fairly for their skills and contributions.
- **Whistleblower Protection:** We ensure that employees feel safe reporting any instances of discrimination or bias without fear of retaliation.

Our Suppliers Code of Conduct

- **Employment Relationship:** Respect for human dignity and compliance with internationally recognized human rights and labour standards. Ban of unlawful punishment, abuse, harassment, or undignified treatment of employees. Ban on forced labour and child labour. Non-discrimination in hiring, employment, salary, benefits, promotions, termination, or retirement.
- **Regular Employment:** All employees are entitled to a written employment contract in their national language, specifying working conditions. No excessive use of temporary contracts, subcontracts, or training programs to dodge employee rights.
- **Ban on Forced Labour:** Prohibition, of any form, of forced labour, including modern slavery. All business partners must not be in violation of Canada's Bill S-211. In brief, forced labour means labour (or service provided or offered) by a person under circumstances that could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or constitute forced or compulsory labour as defined in article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930.

- **Prohibition of Child Labour and Protection of Young Workers:** All business partners must not be in violation of Canada's Bill S-211. In brief, child labour means labour or services provided or offered to be provided by persons under the age of 18 years and that: are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada; are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them; interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or constitute the worst forms of child labour as defined in article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999. All workers must be at least 18 years of age. If 17 or under, must follow local law and are encouraged to have limited working hours. Protection of young workers' rights and well-being.
- **No Discrimination:** Ensuring that no employee is discriminated against based on gender, skin color, religion, age, disability, sexual orientation, nationality, political opinion, or social/ethnic origin.
- **Freedom of Association and Collective Bargaining:** Recognition and respect for workers' right to join or not join organizations and unions. No discriminatory actions against workers seeking to organize or join a union.
- **Wages and Benefits:** Compliance with statutory or collectively agreed provisions on remuneration. Adequate and clear communication of wages, benefits, and payment arrangements. Full compensation for all hours worked, with adjustments based on experience, qualifications, and work commitment.
- **Working Hours:** Limitation of working hours to 48 hours per week (plus a maximum of 12 hours of overtime). Provision of at least 24 consecutive hours of rest within a seven-day period. Compliance with applicable laws on breaks, holidays, and leave.
- **Health and Safety:** Compliance with national and international regulations for a safe working environment. Prevention of accidents and damage to health through safety concepts. Adequate facilities and conditions for employee living facilities.
- **Protection from Harassment:** Promotion of a workplace free from physical, sexual, psychological, or verbal harassment or abuse.
- **Respect for Human Rights:** We respect and promote human rights within our operations and supply chain. This includes ensuring the dignity, safety, and fair treatment of all individuals, irrespective of their role within or outside the company.
- **Confidentiality:** We safeguard confidential information, both our own and that of our customers, employees, and partners. We do not disclose or misuse sensitive information for personal gain or unauthorized purposes.
- **Whistleblower Protection:** Employees and stakeholders must be allowed to report ethical violations or concerns without fear of retaliation. Reports must be treated confidentially and investigated impartially.

Monitoring Kamik-Operated and Supplier Facilities

We take measures to identify, prevent, and mitigate the risk of human rights violations in both our own operations and in the operations of our domestic and overseas suppliers. When initiating a relationship with a new supplier, they will be required to sign our Code of Conduct agreement. We expect our suppliers to not only comply with the minimum requirements stated but also to

embrace a commitment to excellence in social, environmental, and ethical responsibilities. We will ensure our code of conduct is well adopted by using; self-auditing, 3rd party auditing arrangements, Kamik auditing, certifications and/or corrective actions and continuous improvement programs.

Risk Mitigation

Kamik Canada Inc. is currently in the process of developing its "Partner Risk Assessment Matrix" to identify specific areas and suppliers that have a higher risk of modern slavery, child labour and human rights violations. Child Labour is a general human rights risk in the manufacturing industry and in footwear assembly. Forced Labour and Human Trafficking have evolved over time to cover a number of situations. Today, debt bondage is one of the most common forms of forced labour. A worker may be bonded to employment as a condition of repaying terms of a debt to a third-party or to an employer. Compulsory overtime is another form of forced labour risk that Kamik's supply chain partners face. Compulsory overtime occurs when workers find themselves without the power to decline or refuse overtime without fear of repercussion or reprisal. Our Code of Conduct clearly states that overtime must be limited to 12 hours per week, and we will investigate all allegations to the contrary of this and all aforementioned statements.

Steps Taken to Prevent Forced and Child Labour

Training

Employees will participate in our Code of Conduct and ESG Compliance awareness training. Certain employees in supervisory positions or in non-supervisory positions must attend this presentation. New employees will be asked to read, acknowledge, and attest that they will comply with our Code of Conduct when they join the Kamik Canada Inc. family. Our Code of Conduct includes our forced labour and child labour principles and aligns with internationally recognized standards.

Domestic Supply Chain

Due to clear Canadian and American laws and regulations, the risk of violations domestically is significantly reduced. Nevertheless, we uphold rigorous standards by requiring all domestic suppliers to sign our Code of Conduct. We retain the right to audit these suppliers at our discretion, employing either reputable third-party firms or our own dedicated representatives. Our suppliers are fully aware that any failure to comply with our child labour and forced labour policies can result in the immediate termination of our business relationship unless they promptly and effectively address the issues. This proactive approach ensures that our domestic supply chain remains ethical, responsible, and aligned with our core values.

Finished Product Contractors

As previously mentioned, we mandate that all our finished product contractors provide written agreements to adhere to Kamik's Code of Conduct and comply with all applicable laws. Since we believe audits alone may not be sufficient for overseas monitoring, we are developing more precise action plans to combat the risks of modern slavery and child labour within our Asian sub-contractors, located particularly in China, Vietnam, and India. Acknowledging that the footwear industry is at high risk for such violations, we are committed to establishing a more structured and

robust strategy in the near future. This approach underscores our dedication to upholding ethical practices across our entire global supply chain.

Remediation Measures and Remediation of Loss of Income

At present, Kamik Canada Inc. finds remediation measures and loss of income remediation not applicable to our supply chain. However, we are committed to developing these measures in the future and will report on their implementation as they are addressed.

Conclusion

The policies and practices outlined in this report are crucial to keeping our supply chains and operations free from modern slavery, child labour, and human trafficking. Kamik Canada Inc. recognizes that the risks related to these issues are ever-changing and that the best methods for monitoring and addressing them are continually evolving. As a result, we will continuously monitor how we assess those risks.

Looking Ahead

- As we increase our sub-contracting capacity in Asia, we will continue to roll-out social compliance audits to further strengthen supply chain traceability and obedience around all human rights.
- Kamik's Code of Conduct, ESG Compliance Policy and this report are expected to be published on our website.
- We will update this Report annually

Approval

In my capacity as a CEO, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

"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."



Gillian Meek - Chief Executive Officer

May 29th, 2024

"I have the authority to bind Kamik Canada Inc."