



This Statement is made on behalf of Knix Wear Inc. pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

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Modern slavery, including forced and child labour, is contrary to Knix's mission and values. Knix does not tolerate forced labour or child labour within its organization or within those of its suppliers.

At Knix, we hold ourselves to the highest standards and expect our employees and suppliers to act with integrity and comply with applicable laws and regulations in the jurisdictions within which we operate.

### **About Knix**

Knix is a Canadian-founded intimate apparel brand that is re-inventing intimates for real life. Through its innovative products and engaged community, Knix empowers people everywhere to live unapologetically free.

### **Our Structure, Operations and Supply Chain**

Headquartered in Toronto, Knix's principal supply chain involves the purchase of goods from international suppliers.

Knix manages modern slavery risk through a variety of policies, processes and practices which are outlined in this Statement.

### **Risks of Modern Slavery in our Operations and Supply Chain**

Knix recognizes that forced and child labour are known risks within the apparel industry. To date, Knix has not identified any forced labour or child labour in our activities and supply chain.

Knix's Ethical Supply Chain Guidelines prohibit forced and child labour by its suppliers. All suppliers are required to sign Knix's master supplier agreement and Ethical Supply Chain Guidelines. Knix engages a reputable, independent third-party to perform an annual social compliance audit of its suppliers. In addition, Knix employees, including senior executives, frequently travel to suppliers' facilities for in-person site visits.

### **Our Framework and Policies**

#### **Supplier Code of Conduct**

Knix's Ethical Supply Chain Guidelines prohibit forced and child labour.

#### **Contractual Clauses**

Knix has developed and implemented anti-forced and child labour contractual clauses which suppliers are required to agree to. Knix maintains the right to monitor supplier compliance and audit their practices accordingly.

#### **Independent Third-Party Audit**

Knix engages a reputable, independent third party to perform an annual audit of supplier partner practices.

### **Our Training**

Select segments of Knix employees who oversee and engage with its supply chain are trained on the Supplier Code of Conduct and independent third-party audit process. Knix leverages its third-party audit to assess the effectiveness of its frameworks and policies.

### **Conclusion**

Knix remains committed to preventing modern slavery from taking place in our business and supply chain. Knix will continue to review its policies, procedures and practices periodically to determine any enhancement it can make to help prevent modern slavery.

### **Approval**

This Statement was approved by the board members of Knix Wear Inc. on March 27, 2024.

**RESOLUTIONS OF THE DIRECTORS OF  
KNIX WEAR INC.  
(the "Corporation")**

Dated: March 27, 2024

**APPROVAL OF REPORT TO MINISTER OF PUBLIC SAFETY**

**WHEREAS** certain measures have been introduced through *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the "Act") to increase industry awareness and transparency regarding forced labour and child labour through global supply chains of business

**AND WHEREAS** the Corporation has prepared the attached report addressing the legal requirements set out in subsections 11(1) and 11(3) of the Act for the 2023 reporting year (the "Report").

**RESOLVED THAT:**

1. The attached Report is hereby confirmed and approved.
2. These resolutions may be signed and delivered electronically and in any number of counterparts, each of which is an original, and all of which taken together constitute one single document.

**[SIGNATURE PAGE FOLLOWS.]**

The undersigned have the authority to bind the Corporation and hereby consent to the foregoing resolutions pursuant to the provisions of the Business Corporations Act (Ontario).

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 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.

EXECUTED as of the date first written above.

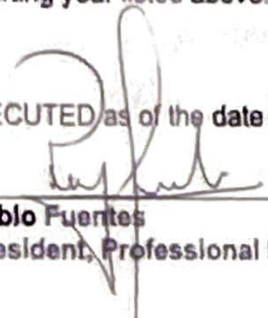


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Joanna Griffiths  
CEO, Knix Wear Inc.

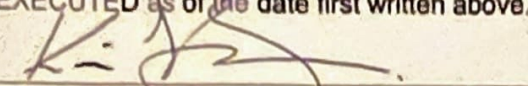
In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

EXECUTED as of the date first written above.

  
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**Pablo Fuentes**  
**President, Professional Hygiene, Essity**

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.

EXECUTED as of the date first written above.



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Kevin S. Gorman  
VP Legal and General Counsel, Essity

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EXECUTED as of the date first written above

A handwritten signature in dark ink, appearing to read 'Saphore', is written over a horizontal line. The signature is stylized and somewhat cursive.

Thibault Saphore  
VP Marketing & Digital Americas, Essity