



(888) 512-0886 | 28109 North 160<sup>th</sup> Street | Scottsdale, Arizona 85262 | [kimesranch.com](http://kimesranch.com)

## Forced Labor Report

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labor and Child Labor in Supply Chains Act (the “Act”) by LJC Apparel LLC dba Kimes Ranch (“Kimes”) an Arizona limited liability company.

This report has been prepared for the calendar year ending December 31, 2023.

### Who We Are: Vision, Mission, and Values

Kimes Ranch is a western apparel company based in Scottsdale, Arizona, United States. As the western wear leaders of quality in style, product and service, we celebrate the enduring appeal of Western fashion, offering timeless designs that capture the spirit of the West. Kimes Ranch has made function and fit a priority, making our classic jean a standout necessity for all cowboys and girls. Our value proposition is superior fit with a classic style.

At Kimes, we are committed to innovation, continuous improvement, and unsurpassed customer satisfaction. Ours is a culture of service, respect, authenticity, and innovation and our goal is to create a work environment that embodies this. Our customers are the heart of our business, and our goal is to provide the most positive experience possible for them when interacting with our company. We’re committed to responsibly using resources, as well as safeguarding the communities and environments in which we operate.

### Our Supply Chain

We work with a few select suppliers to provide goods and services to support the delivery of our business objectives. Our supply chain is narrow and focused. We work with both US domestic and import suppliers in the manufacturing of our own products to sell, as well as to support our general operations.

### Risks of Forced Labor or Child Labor in Our Supply Chain

Kimes Ranch is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment for their employees. Suppliers are expected to remain in compliance with all health and safety laws applicable to the operation and use of the facilities at which products are manufactured or stored on our behalf. Like with many global businesses, risks in our supply chain arise because of our limited visibility into our own suppliers’ downstream supply chains.

Although Kimes’ exposure to forced labor and child labor risks is considered low, the nature of business requires procuring a large number of supplies and materials from international manufacturers. These products are typically sourced from direct suppliers. Our current ability to trace the origin of specific products remains constrained due to our role as a downstream purchaser. Our limited visibility into the full supply chain of upstream suppliers underscores the need for enhanced due diligence and transparency within our supply chains.



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### **How We Work to Ensure Our Supply Chains Are Free of Forced Labor and Child Labor**

Kimes is committed to supporting responsible sourcing of its materials from suppliers that share our values around human rights and ethics. Suppliers are expected to be familiar with the business practices of their sub-suppliers and contractors and, with them, operate within the guidelines of the Supplier Manual. Kimes takes its values seriously. We view it as the foundation and critical element of any supplier relationship and require that suppliers do not engage in or support the use of child labor or forced or involuntary labor.

Our terms and conditions for procurement further require suppliers to certify that all goods have been produced in compliance with all applicable requirements of Sections 6, 7 and 12 of the Fair Labor Standards Act of 1938, as amended, and of regulations and orders of the Administrator of the Wage and Hour Division issued under Section 14 thereof, and in accordance with all applicable state and federal laws and regulations governing general conditions for labor employed in the production of such goods. Moreover, we support the modern slavery statement in accordance with the California Transparency in Supply Chains Act of 2010.

Kimes Ranch publishes relevant policies on our website. Furthermore, Kimes Ranch provides additional information and training resources posted to our internal employee website in addition to other applicable labor laws. Such information and training resources, including awareness to and prevention of modern slavery and child labor, is provided to our employees annually.

We request external audit reports from our suppliers on an annual basis and remain steadfast in maintaining internal accountability standards and procedures to address employees, contractors and/or suppliers who fail to meet company standards regarding slavery and human trafficking. Credible information regarding a potential violation of human rights or forced labor whether discovered by Kimes, its employees, agents, or suppliers, and their employees and agents, should be promptly reported to the Kimes' Human Resources Department.

To date, Kimes Ranch has not faced situations of forced labor or child labor and has therefore not had to remedy and rectify such situations. None of the supplier inspection reports provided have revealed any indication of child or forced labor. Additionally, Kimes has had no cause to terminate any supplier relationship in the past due to human rights violations.

### **Attestation**

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. I have the authority to bind LJC Apparel LLC dba Kimes Ranch.

A handwritten signature in black ink, appearing to read "Amanda Kimes", is written over a horizontal line.

Amanda Kimes | Vice President | May 28, 2024