

## Olsen Fashion Canada-Bill s-211 report

Olsen Fashion Canada Inc

Fiscal Year: Jan 1, 2023-Dec 31, 2023

Business number: 89999-4735-RC0001

Filed independently as entity with reporting obligations in Europe

Retail sales headquartered in Ontario, Canada.

Olsen Fashion Canada is the subsidiary of Olsen Mode GmbH in Germany.

We import women's apparel from Turkey, China, India, Sri Lanka and sell them in retail outlets and online through our ecommerce platforms in USA & Canada. We have over 300 employees across Canada with our headquarters in Ontario.

## Olsen Fashion Canada-Structure, activities, supply chains

**Training:** Mandatory awareness campaign for retail associates annually.

**Remediation:** We have judged that vulnerable families have not experienced loss of income as a result of steps the we have taken.

**Effectiveness:** We rely on external audits & certifications to judge the effectiveness of our policies on our supply chain ethics. Further information on Amfori is available here:

<https://s3.eu-west-1.amazonaws.com/www-php-media-files.prd.amfori-services.k8s.amfori.org/08/amfori-bsci-system-manual-full-version-2023.pdf>

## SUSTAINABILITY– Our Responsibility

Olsen is participating in amfori BSCI since 2010 and we exclusively work only with suppliers who are either amfori BSCI or SA8000® certified

- amfori BSCI ensures compliance with social standards and working conditions throughout the supply chain
- the amfori BSCI „Code of Conduct“ includes labour principles such as no child- or forced labour, no discrimination, fair remuneration and ethical business behaviour
- Compliance with the amfori BSCI “Code of Conduct” is ensured through regular and independent inspections
- Further information you will find here: [www.amfori.org](http://www.amfori.org)

## SOCIAL STANDARDS– amfori BSCI

# amfori BSCI Code of Conduct

Our enterprise agrees to respect the following labour principles set out in the amfori BSCI Code of Conduct.

## amfori BSCI Principles



### The Rights of Freedom of Association and Collective Bargaining

Our enterprise respects the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.



### Ethical business behaviour

Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.



### Fair remuneration

Our enterprise respects the right of workers to receive fair remuneration.



### No discrimination

Our enterprise provides equal opportunities and does not discriminate against workers.



### Occupational health and safety

Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



### Decent working hours

Our enterprise observes the law regarding hours of work.



### Special protection for young workers

Our enterprise provides special protection to any workers that are not yet adults.



### No child labour

Our enterprise does not hire any worker below the legal minimum age.



### No precarious employment

Our enterprise hires workers on the basis of documented contracts according to the law.



### No bonded labour

Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



### Protection of the environment

Our enterprise takes the necessary measures to avoid environmental degradation.

## amfori BSCI Approach



### Code Observance

Our enterprise is obliged to protect workers' rights as mandated by the law and the amfori BSCI Code.



### Supply Chain Management and Cascade Effect

Our enterprise uses the amfori BSCI Principles to influence other business partners.



### Workers' Involvement and Protection

Our enterprise keeps workers informed about their rights and responsibilities.

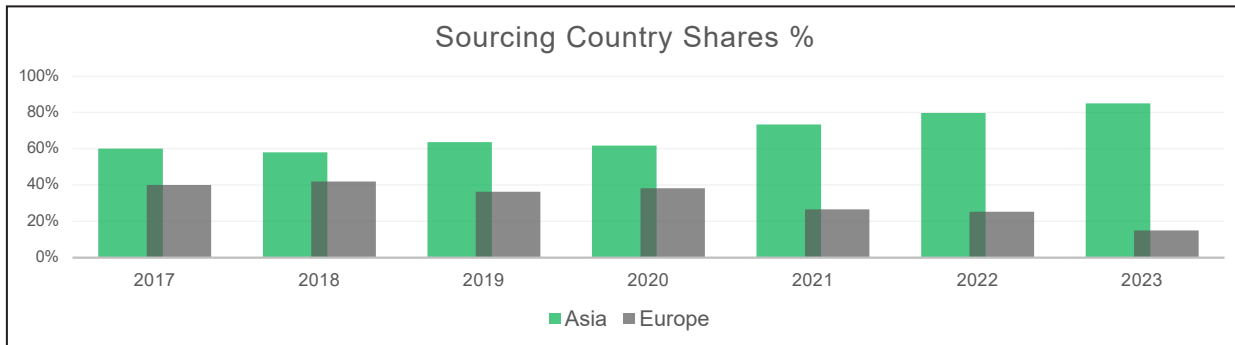


### Grievance Mechanism

Our enterprise provides a system to collect complaints and suggestions from employees.

## CSR- Facts about Olsen

- All our product and procurement departments – design team, product development team, supply chain teams – maintain intensive daily contact with our partner agencies, to ensure the desired product quality and performance
- Olsen generally maintains long-term partner relationships, which is precisely why both our agencies, and our suppliers have a very high level of identification with our products. When selecting our partners, in addition to the certificates, matching values play a decisive role for us
- On average we have been working with our suppliers for 12,7 years and with some suppliers even for 25 years. Our suppliers are medium-sized family businesses with an average of 150 - 350 employees, some of whom are already working for us in the second generation
- We regularly visit our 25 global partner companies several times a year – in order to maintain personal contact and to be able to form our own picture on site
- All our suppliers in China, India, Sri Lanka and Turkey are amfori BSCI certified – in principle, a recognised social standard audit is mandatory for every supplier to co-operate with Olsen



The decline of our Europe sourcing shares from 2021 is due to unfortunate business closures during the Corona crisis and the subsequent high inflation and price rise in Turkey | plan for 2024 onwards to achieve again a 25% sourcing share

## Olsen has its own RSL - Restricted Substance List - “List of materials and substances with restricted use”

- For “Substances of Very High Concern”, we require compliance with the OEKO-TEX® Standard 100, which generally demands stricter limit values than the legal requirements of the EU. The contents of the RSL always comply with the current legal requirements in the EU and Canada
- All tests are carried out at international and certified testing institutes
- We regularly visit our 25 global partner companies several times a year – in order to maintain personal contact and to be able to form our own picture on site
- All our suppliers in China, India, Sri Lanka and Turkey are amfori BSCI certified – in principle, a recognised social standard audit is mandatory for every supplier to co-operate with Olsen

## We know the suppliers in our textile value chain

• Raw material production	25%	• Knitting factories	100%
• Fibre production	65%	• Assembly fabrication	100%
• Finishing & accessories	85%	• Transport	100%

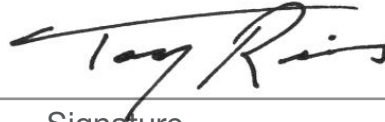
## We pay attention to audits & certificates of our textile value chain

<b>Social audits of our suppliers</b> <ul style="list-style-type: none"> <li>• amfori BSCI</li> <li>• SA8000</li> <li>• GOTS (Global Organic Textile Standard)</li> <li>• Own individual Codes of Conduct</li> </ul>	<b>Social audits of our suppliers</b> <ul style="list-style-type: none"> <li>• amfori BSCI</li> <li>• SA8000</li> <li>• GOTS (Global Organic Textile Standard)</li> <li>• Own individual Codes of Conduct</li> </ul>
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## 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.

Tony Reis



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Full Name

Signature

Managing Director & CEO

May 30, 2024

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Title

Date

I have the authority to bind '*Name of Entity*' and this report covers financial year XXX and applies to '*Name of Entity*' and all entities considered reporting entities in terms of the Act and any controlling subsidiaries of '*Name of Entity*' if they apply.