

PARIAN LOGISTIC INC.

Modern Slavery Report

For the Financial Year Ended February 25, 2023

2023 Modern Slavery Report

1. Introduction

This is the 2023 Modern Slavery Report (“**Report**”) issued by Parian Logistics Inc. (“**Parian**” or the “**Company**” or “**our**” or “**we**”), for the activities during its financial year ended February 25, 2023 (the “**Reporting Period**”), in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the “**Act**”). This Report only covers the activities and actions of Parian.

2. Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

During the Reporting Period, Parian considered the risks of forced and child labour in its activities and its supply chain and concluded that the risks of forced and child labour in its activities and operations, including supply chains, was extremely low.

3. Structure, Activities, and Supply Chains

Structure

Parian is a Canadian private corporation headquartered in Winnipeg, Manitoba.

Activities

Parian Logistics Inc. is a Canadian corporation that provides 3PL logistics, e-commerce, IT, marketing, finance and real estate management services to its retailer affiliates, including Ricki’s Fashions Inc., Bootlegger Clothing Ltd., cleo fashions inc. and Warehouse One Clothing Ltd. These services are provided out of the company’s warehouse facilities and office space located in Winnipeg, Manitoba.

Parian Logistics Inc. has over 250 employees, all of whom are located in Canada, with the vast majority of them working out of the company’s Winnipeg headquarters. The Company maintains strong controls to ensure that all its employees are legally entitled to work and complies with all applicable laws and regulations with respect to employee welfare and safety.

Supply Chains

Parian Logistics Inc. is a provider of services only, and accordingly, its supply chain is limited to sourcing of certain warehouse equipment, which is sourced entirely within Canada. Accordingly, the Company judges the risk of child or forced labour in its supply chain as extremely low.

4. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

Parian maintains a number of policies to ensure the health, safety and well-being of its employees, including health and safety policies, anti-bullying and harassment policies. In addition, we comply with all applicable laws and regulations with regard to occupational health and safety, human rights, employment standards and workers' compensation. These policies and legislation are targeted at the Company's employees and since we have determined the risk of child and forced labour in our limited supply chain is extremely low, we do not have any policies specifically addressed to child and forced labour in our supply chain.

5. Forced labour and child labour risks

As noted above, Parian has a limited supply chain, which is sourced entirely within Canada. We have strong controls to ensure compliance with applicable legislation that addresses employee welfare and robust policies to support the wellbeing of our employees. We are confident that by complying with applicable Canadian laws, which are contain some of the strongest employee protections worldwide, we have effectively no risk of child and forced labour in our own workforce.

6. Remediation Measures

Parian has determined that the activities within its supply chains carry a low risk of forced labour or child labour being used and has not identified any instances of child or forced labour and as such, has not undertaken any remediation measures, including for loss of income.

7. Training

Because of the low risk nature of its activities, Parian did not conduct training specifically on forced labour and child labour during the Reporting Period.

8. Effectiveness Assessment

During the Reporting Period, Parian did not take any actions to assess its effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains.

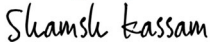
9. Approval and Attestation

This Report was approved by the Board of Directors of Parian Logistics Inc. for the financial year ended February 25, 2023, pursuant to paragraph 11(4)(a) 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 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 make the above attestation in my capacity as President of Parian Logistics Inc.

Shamsh Kassam
President
May 31, 2024

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I have authority to bind Parian Logistics Inc.