

STORMTECH PERFORMANCE APPAREL LTD - Bill S-211 Reporting

1. Report Scope:

This report pertains to STORMTECH PERFORMANCE APPAREL LTD., addressing the reporting requirements outlined in Bill S-211 for the financial year spanning June 1st, 2022, to May 31st, 2023.

2. Entity Information:

Legal Name: STORMTECH PERFORMANCE APPAREL LTD

Business Number (CRA): 103970406RC0001

Joint Report: No

Revised Version: No

3. Financial Details:

Financial Reporting Year: June 1st, 2022, to May 31st, 2023

4. Entity Categorizations:

Canadian Business Presence:

- Has a place of business in Canada
- Does business in Canada
- Has assets in Canada

Size-related Thresholds:

- At least \$20 million in assets for at least one of the two most recent financial years
- Generated at least \$40 million in revenue for at least one of the two most recent financial years

5. Sector and Industry:

Operational Sectors/Industries:

- Manufacturing/processing
- Wholesale trade
- Retail trade
- Warehousing and distribution

6. Location Details:

- Headquarters/Principally Located: Canada
- Province/Territory: British Columbia

7. Additional Reporting:

Subject to Reporting in Other Jurisdictions: No

8. Annual Report - Prevention of Forced Labor and Child Labor:

In the previous financial year, STORMTECH took comprehensive measures to prevent and mitigate the risk of forced labor and child labor at all stages of production and import.

Below are the specific steps and initiatives undertaken:

Mapping Activities:

STORMTECH initiated an in-depth mapping of its activities and supply chains to identify potential areas of risk related to forced labor and child labor.

Conducting Internal Risk Assessment:

An internal assessment was conducted to evaluate and identify risks associated with forced labor and child labor within the organization's activities and supply chains.

Due Diligence Policies and Processes:

STORMTECH implemented due diligence policies and processes aimed at identifying, addressing, and prohibiting the use of forced labor and child labor in its activities and supply chains.

Supplier Requirements:

STORMTECH instituted policies mandating suppliers to have their own comprehensive measures, including policies and procedures, to identify and prohibit the use of forced labor and child labor in their activities and supply chains.

Standards, Codes, and Compliance:

STORMTECH established and adhered to anti-forced labor and child labor standards, codes of conduct, and compliance checklists to ensure ethical practices throughout its supply chain.

Supplier Auditing and Monitoring:

Regular audits of suppliers were conducted by third parties to assess compliance with established standards, with ongoing monitoring to track and address any deviations.

Engagement with Supply Chain Partners:

STORMTECH is actively engaged with supply chain partners to collaborate on addressing the critical issue of forced labor and child labor, fostering a collective commitment to ethical practices.

9. Entity Structure and Activities:

The structure of STORMTECH PERFORMANCE APPAREL LTD. is accurately described as a Corporation.

Entity Activities:

STORMTECH is engaged in various activities related to the production and distribution of apparel, bags, and accessories, both within Canada and outside Canada.

10. Forced Labor and Child Labor Policies and Due Diligence:

Existence of Policies and Due Diligence Processes:

STORMTECH currently has robust policies and due diligence processes in place related to forced labor and child labor.

Elements of Due Diligence Process Implemented:

Embedding Responsible Business Conduct into Policies and Management Systems:

STORMTECH has integrated responsible business conduct principles into its policies and management systems, aligning business practices with ethical standards.

Identifying and Assessing Adverse Impacts:

The company has implemented processes to identify and assess potential adverse impacts associated with forced labor and child labor.

Tracking Implementation and Results:

STORMTECH has established mechanisms to track the implementation of its policies and due diligence processes, ensuring effective execution and documenting results for continuous improvement.

Communicating How Impacts are Addressed:

STORMTECH places a strong emphasis on transparent communication regarding how impacts related to forced labor and child labor are addressed, both internally and externally.

11. Identification of Forced Labor and Child Labor Risks:

STORMTECH has diligently identified parts of its activities and supply chains that potentially could carry a risk of forced labor or child labor. The Company acknowledges that this identification is ongoing and commits to continuously striving to recognize emerging risks.

To the best of our knowledge, STORMTECH has identified risks, recognizing that the landscape of forced labor and child labor is dynamic. Continuous efforts will be made to stay vigilant and responsive to emerging risks.

Identification of Risks in Supply Chain:

STORMTECH has not identified forced labor or child labor activities related to any specific aspects of its activities and supply chains.

Measures to Remediate Forced Labor or Child Labor:

Not applicable. STORMTECH has not identified any instances of forced labor or child labor in its activities and supply chains. Consequently, no specific measures for remediation have been taken.

Measures to Remediate Loss of Income to Vulnerable Families:

Not applicable. The Company has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in its activities and supply chains.

12. Employee Training on Forced Labor and Child Labor:

STORMTECH currently attends annual webinars and seminars, providing training on forced labor and child labor. Educational material is shared with selected employees.

Mandatory Training:

The training is mandatory for employees who are involved in making sourcing decisions and responsible for factory compliance, emphasizing the critical role of these employees in ensuring ethical practices throughout the supply chain.

13. Policies and Procedures to Assess Effectiveness:

STORMTECH has established procedures to assess its effectiveness in ensuring that forced labor and child labor are not being used in its activities and supply chains.

14. Methods Used to Assess Effectiveness:**Regular Review or Audit:**

STORMTECH conducts regular reviews or/and audits of its policies and procedures related to forced labor and child labor.

Tracking Performance Indicators:

Relevant performance indicators are tracked from Independent third-party and factory audit reports, including levels of employee awareness, numbers of cases reported and solved through grievance mechanisms, and the number of contracts with anti-forced labor and child labor clauses.

Independent Review or Audit:

STORMTECH partners with external organizations to conduct independent reviews or audits of its actions related to forced labor and child labor.



Collaboration with Suppliers:

STORMTECH collaborates with its suppliers to measure the effectiveness of their actions in addressing forced labor and child labor. This includes tracking relevant performance indicators to ensure alignment with Company standards.

This comprehensive approach underscores the commitment of STORMTECH to ongoing assessment, improvement, and collaboration in the efforts to eradicate forced labor and child labor from its activities and supply chains.

This report aims to fulfill the requirements mandated by Bill S-211 and reflects STORMTECH PERFORMANCE APPAREL LTD.'s compliance with the specified parameters during the stated financial reporting period.

Note: This information is accurate as of the reporting period mentioned and is subject to change based on any future amendments.

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.

Full name; Blake Annable

Title; President and CEO

Date; APRIL 9, 2024

Signature;

I have the authority to bind STORMTECH.

Full name; Shane Brett

Title; COO

Date APRIL 9TH, 2024

Signature.

I have the authority to bind STORMTECH.