

SAMSONITE FORCED AND CHILD LABOUR REPORT 2023

With a heritage dating back to 1910, Samsonite International S.A. (the “Company”), together with its consolidated subsidiaries (the “Group”), is a leader in the global lifestyle bag industry and is the world’s best-known and largest travel luggage company. We are committed to conducting business in a way that is consistent with our traditional values – acting responsibly, honestly, and ethically and complying with the laws of the various countries where we do business.

This report is made pursuant to *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) and constitutes Samsonite Canada, Inc. and Samsonite LLC’s (“we”) – two of the subsidiaries under the Group - forced and child labour report for the financial year ended December 31, 2023.

This report sets out the steps we are taking to identify and mitigate risks of forced and child labour in our business operations and supply chains. It is supplied in both English and French language.

Business Structure, Activities & Supply Chain

The Group is principally engaged in the design, manufacture, sourcing and distribution of luggage, business and computer bags, outdoor and casual bags and travel accessories throughout the world, primarily under the Samsonite®, Tumi®, American Tourister®, Gregory®, High Sierra®, Lipault® and Hartmann® brand names as well as other owned and licensed brand names. As of December 31, 2023, the Group's products were sold in more than 100 countries.

The Company operates using a primarily decentralized structure across four regions: Asia, Europe, Latin America, and North America, including Canada. We sell our products through a variety of wholesale distribution channels, through company-operated retail stores, and through e-commerce. Our principal wholesale distribution customers are department and specialty retail stores, mass merchants, warehouse clubs, and e-retailers.

The Company owns and operates manufacturing facilities in Oudenaarde, Belgium; Szekszárd, Hungary; and Nashik, India. The remainder of our products are manufactured by independently owned and operated facilities. Most of the Company's third-party manufacturers are in Asia, including Taiwan, China, Cambodia, Vietnam, India, Indonesia and Thailand.

To find out more about our company, please see: <https://corporate.samsonite.com>.

Our commitment

The Group has a zero-tolerance approach to the use of forced and child labour, and we are committed to maintaining systems that are designed to reduce the possibility of forced and child labour occurring in our operations and supply chain.

Our policies and due diligence processes in relation to forced labour and child labour

We uphold this commitment through our policies: our Code of Conduct, the Samsonite Ethical Charter and Global Whistleblower Policy, in addition to our governance process which is supported by our leadership team.

Code of Conduct

The Company's Code of Conduct is mandatory and extends to every person working at the Group. Included in it is the Company's corporate commitment to legal compliance, ethical behavior, and support for labour standards enshrined by the International Labour Organization (ILO). The Code of Conduct acknowledges the Company's support for the ILO's central tenet: that people throughout the world should be able to undertake decent and productive work in conditions of freedom, equality, security and human dignity. The Company's policies explicitly include a prohibition on the use of forced or other compulsory labour across our business, as well as our supply chain. Employees who fail to abide by the Group's policies are subject to discipline and dismissal, if warranted.

Samsonite Ethical Charter

We work to ensure that our global supply chain partners follow socially responsible and ethically acceptable practices. The Samsonite Ethical Charter guides our approach to minimum standards in the supply chain. We ask our finished goods and raw material and component suppliers to sign our Ethical Charter, and with that, commit to upholding its ten principles.

In 2022, we enhanced our Ethical Charter and developed an Implementation Guide for suppliers. One of the key updates related to the need for effective grievance mechanisms to be available to workers.

Collectively, these two documents set forth the vision for acceptable business practices related to workers' rights, working conditions, terms of employment, decent work, supplier systems, and worker protections. They are consistent with the ILO Conventions, such as prohibitions against forced labour and child labour. The Company uses these documents as an integral component of our sourcing strategies, including how we evaluate supplier performance, and determine with which factories we will continue to engage and grow our business.

Global Whistleblower Policy

This policy sets out the Group's procedures for receiving, assessing and investigating reports. Subject to applicable law and regulation, employees can submit reports confidentially, and if they wish, anonymously. It is very important to Samsonite that employees who make reports or who are involved or participate in an investigation under the Policy know that they will be free from any retaliation or victimization because of their involvement in that process.

Due Diligence Processes & Risk Management

The Group does not support or knowingly maintain relationships with any business involved or connected in any way with forced and/or child labour. Nevertheless, the Group understands that the greatest risk of forced and/or child labour is in our product supply chain; as such, we have undertaken activities to identify and minimize those risks with our finished goods suppliers, and with certain raw material and component suppliers.

The Company conducts due diligence checks of new and existing suppliers in the form of either WRAP certification - or equivalent - or a compliance audit conducted by or on behalf of the Company as part of our Social Compliance Program. If evidence of forced and/or child labour were to be found, the Group would examine the circumstances and develop the best possible strategy for resolution. The Group may act against those suppliers that do not demonstrate sufficient commitment to Samsonite's Ethical Charter or are in breach of it; subsequent actions can include terminating the supplier.

For finished goods and certain raw material and component suppliers that are not enrolled onto Samsonite's Social Compliance Program, supply contracts require the suppliers to sign Samsonite's Ethical Charter and Supplier Implementation Guidance and accept unconditionally all announced and unannounced audits to be conducted by Samsonite's Social Compliance Team or its agents. Failure to remedy violations of the Samsonite Ethical Charter may result in termination of the relationship with the supplier. In addition to Social Compliance Audits, post-certification audits and surveillance audits are standard features of the audit process. These may be semi-announced or unannounced and are conducted by the Social Compliance Team.

Monitoring activities, such as factory visits, may be conducted by the Quality Assurance (QA) team who maintains a frequent presence in the finished good factories. A check list of high-risk non-compliance behaviours can be used by the QA team that can be trained by the Social Compliance team.

In 2023, we audited 166 finished goods factories across the Group, with a further 56 achieving Worldwide Responsible Accredited Production (WRAP) certification. We also audited 47 of our key raw material and component factories (those that make raw materials for our finished goods suppliers and owned factories), with an additional six obtaining WRAP certification. No material human rights issues or indicators forced and/or child labour were identified in these audits. All our supply chain partners, internal stakeholders, and suppliers receive regular feedback on where they are meeting the minimum standards and where they can improve – such as excessive work hours, workplace safety & health, and longer-term welfare of their workers.

For more information, please refer to the Company's 2023 ESG Report, available at <https://corporate.samsonite.com/en/reports-policies.html>

Grievance Mechanisms and Remedy

We have not identified any instances of forced labour or child labour in our supply chain, nor have we identified the loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. We therefore have not been required to apply any remediation during the financial year ended December 31, 2023.

The Group maintains and enforces accountability procedures for employees and suppliers who fail to meet our standards to prevent the incidence of forced and/or child labour in our operations and/or supply chain. In order to prevent the occurrence/recurrence of forced labor, child labor, and related harms, we identify suppliers necessitating Corrective Action Plans (CAP) through our audit process. These CAPs must be completed within three months of the original audit date.

Samsonite maintains a zero-tolerance policy towards any conditions posing a threat to life, requiring factories to address all violations before resuming production. If a zero-tolerance violation, such as prison, child or forced labor, is uncovered through an audit, immediate action is taken. Factories must remediate all violations before existing production is resumed. Suppliers can request a Social Compliance re-audit 60 days from the date of the first incident. If a second incident is detected, factories will be barred from supplying to Samsonite.

We provide the opportunity for everyone who works in the Group, and starting from 2023, third parties like customers and suppliers, to report suspected breaches of the Code of Conduct and the Ethical Charter, including via an anonymous confidential hotline and website reporting service. The hotline is available toll-free and is publicized to employees electronically, in our Code of Conduct, and through posters and in worker handbooks throughout our operations. Members of the Group's management team in the finance, legal, human resources and internal audit departments review any information that is submitted via the hotline. Employees and third parties using the hotline are protected against retaliation. Reports are investigated and appropriate remedial actions taken as needed.

Training provided to employees on forced labour and child labour

We recognize the need to raise awareness among our employees on their responsibility to respect human rights and how to identify potential or actual forced and child labour issues. The Company's direct employees are introduced to the Code of Conduct during their corporate induction orientation. Through this training, we educate our suppliers about the prohibition on human trafficking, child labour, and other violations of our standards by requiring adherence to the Code of Conduct and through our on-site monitoring and verification processes.

In addition, the Social Compliance team conducts various activities (e.g., training/seminars, review of audit status, post-audit debrief) with internal stakeholders, and suppliers throughout the year to raise further awareness and reinforce key requirements of our Ethical Charter and Social Compliance Program. These activities are intended to promote a greater understanding

of social compliance issues – including forced and child labour - and improve supplier performance in subsequent certification and audits.

Program Evaluation to assess its effectiveness in ensuring that forced labour and child labour are not being used in the business or supply chains

Evaluation of the effectiveness of our efforts to ensure that no forced or child labour is present in the Company and/or our supply chain rests with the country and regional management for employees, and with sourcing and production staff in the supply chain; this process is reviewed periodically by the Samsonite's Internal Audit team. Additionally, our Social Compliance Team monitor instances of forced and child labour through audits and assess the effectiveness of the Corrective Action Plans implemented by our suppliers.

We know that our work to ensure we are appropriately tackling the issues of forced and child labour requires our ongoing commitment. We are committed to playing our part to identify and tackle issues of forced and child labour that touch our business.

Report Approvals

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Managers of Samsonite LLC.

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.

Full name: Lynne Berard

Title: President

Date: 5.30.24

Signature: 

I have the authority to bind Samsonite LLC.

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Samsonite Canada, 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 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: Lynne Berard

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Signature: 

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