



Trademango Solutions Inc. (Article) Report re Child & Forced Labour

(January 1, 2023 - December 31, 2023)

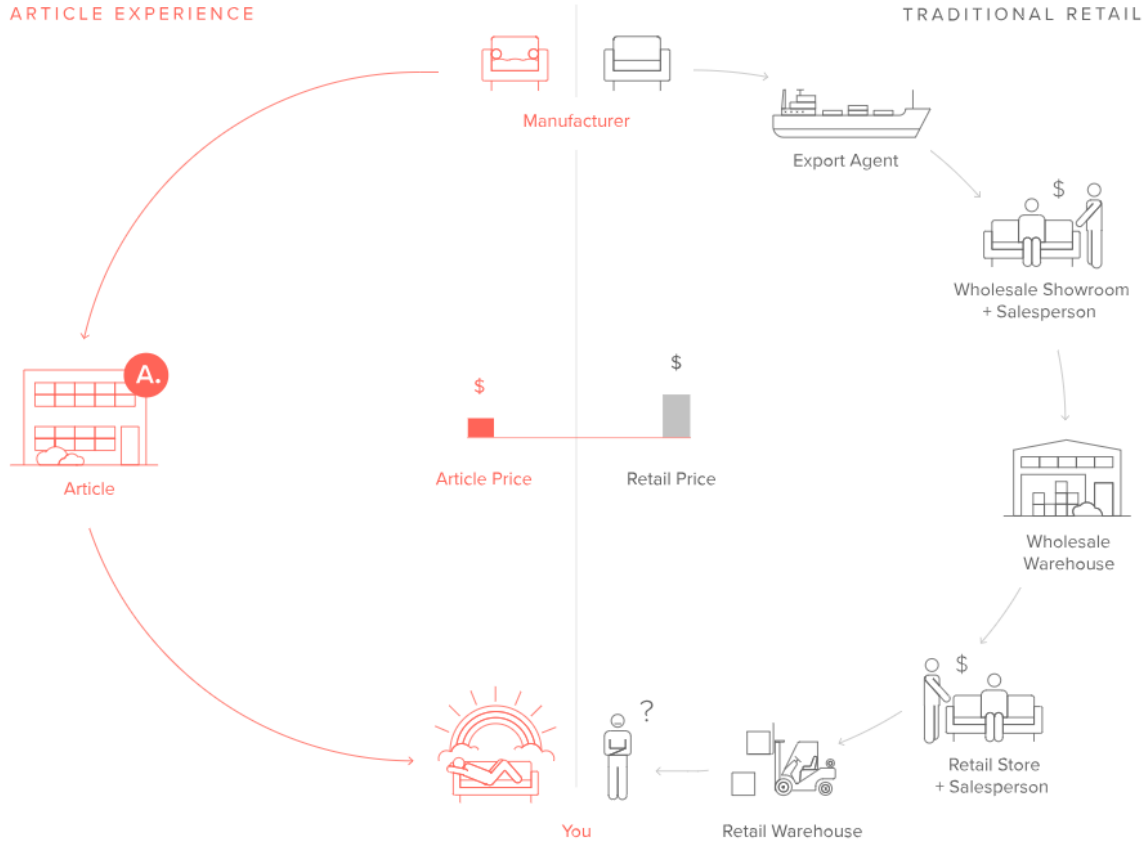
Article Supply Chain Structure

Trademango Solutions Inc. (Article) is a retailer of furniture, lighting fixtures, decor, and other household items. Supply agreements are signed with suppliers from around the world.

Trademango Solutions Inc. is a British Columbia incorporated company that sells goods in Canada and the USA, primarily through Article's website, Article.com. Article's annual revenues are greater than \$40 million and it employs an average workforce of greater than 250 employees.

The head office is located in Vancouver, British Columbia and employees of Article and its subsidiaries are located in Canada, USA, and Vietnam. Article prefers to generally work directly with the manufacturers (suppliers) in order to have more insight and influence on the development, testing, quality, and compliance of its suppliers.

- The following diagram describes the Article experience relative to traditional retail:



Article's current suppliers are located mostly in the following countries of origin:

- Vietnam
- China
- India
- Mexico
- USA
- Indonesia
- Malaysia
- Philippines
- Portugal

Through this network of suppliers, Article can curate and expand its offerings and deliver a distinctive experience to its customers.

This report only addresses external procurement concerning products sold in the market. Internal procurement, such as computers and software, will be addressed in future reports.

Policy

Article has established a robust set of policies for its suppliers. An extract of the current Social Responsibility Policy included in Article's Supplier Manual is set out below.

1.1. Social Responsibility

Compliance with Laws and Workplace Regulations

All facilities will comply with all legal and regulatory requirements in the country where they do business. This will cover the safeguarding of all workers' rights, including all labour and employment laws, environment, chemicals, hazardous and non-hazardous waste, workers occupational health and safety, workers compensation and benefits, under national and international standards. This also covers rules and standards of ethics dealing with corruption and transparency. When differences or conflicts in standards arise, including Article's Humanity Principles, suppliers are expected to comply with the highest standard to protect the employees.

No Forced or Child labour

In addition to any similar requirements sent forth in the Master Supply Agreement or other similar Terms and Conditions between Article and the Supplier, it should be understood that Article strictly requires that Suppliers not use any forced, indentured, bonded or trafficked labour. Suppliers will not hire any employee under the legal minimum age or any employee whose employment would interfere with compulsory schooling or a child's right to healthy growth, development, and quality education.

This also pertains to total compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and the USA's *Uyghur Forced Labour Prevention Act (UFLPA)* which prohibits the importation of goods made with forced labour.

All Suppliers must complete Appendix 1 to the Supplier Manual (Supplier Forced labour & -Child labour Integrity Declaration).

No Harassment, Abuse, or Discrimination

Article requires its Suppliers to provide a work environment free of physical, sexual, psychological or verbal harassment or abuse, and free of corporal punishment in any form.

Suppliers will ensure a workplace that is respectful of a worker's rights and dignity and will employ, pay, promote, discipline and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. No person shall be subject to any discrimination in employment on the basis of gender, race, colour, religion, age, disability, sexual orientation, nationality, political opinion, national extraction or social origin.

Health and Safety

Suppliers will provide a safe, clean, healthy and productive workplace for their employees. Further, Suppliers shall prioritize worker health and safety above all else, proactively address any safety issues that could arise to prevent

accidents and injury to health, and adequately train all their workers on how to perform their jobs safely.

Fair Working Condition

We require our suppliers to pay their workers fair wages, benefits, and to provide safe working conditions.

Due diligence processes in relation to forced labour and child labour

During 2023, the below processes were implemented in relation to compliance with laws relating to forced and child labour.

- Article's standard supply agreement template was updated to address current requirements relating to forced and child labour. Article is attempting to move all of its suppliers to the new supply agreement template, with the goal of substantially completing this transition by the end 2024. Included in this update are following clauses:
 - Requirement for suppliers to comply with all laws against forced and child labour
 - Article's right to access and inspect premises
 - Article's right to request and obtain information for sub-suppliers and materials
- Supplier Forced labour & Child labour Integrity Declaration forms were required from all finished goods suppliers
 - In 2023, all of Article's finished goods suppliers signed a Supplier Forced labour & Child labour Integrity Declaration Form which requires that suppliers confirm that they comply with and enforce the following principles:
 - Respect for Human Dignity
 - Zero Tolerance for Forced & Child labour
 - Compliance with Laws and Regulations
 - Ethical Business Practices
 - Collaboration and Engagement
 - Monitoring and Reporting
 - Article's goal is to require each finished goods supplier to annually sign a Supplier Forced labour & Child labour Integrity Declaration Form.

Parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps Article has taken to assess and manage that risk

Since a portion of Article's supply chain is based in Asia, this part of the business carries a risk of forced or child labour being used in the manufacturing of products. The steps taken to assess and manage the risk are set out above.

Measures taken to remediate any forced labour or child labour

All of Article's suppliers signed the required Supplier Forced labour & Child labour Integrity Declaration form and Article did not observe any issues with forced or child labour in its supply chain.

Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

No Harassment, Abuse, or Discrimination in the social responsibility policy set out above is designed to assist with eliminating loss of income for vulnerable families. The policy includes requirements to not discriminate based on gender, race, colour, religion, age, disability, sexual orientation, nationality, political opinion, national extraction or social origin

The training provided to employees on forced labour and child labour

In 2023, we Identified within our organization who will be responsible for each task in relation to combating forced and child labour. These tasks include:

- Having the appropriate people to document findings
- Educating the appropriate people on the laws applicable to forced and child labour

Assessing and determining effectiveness in ensuring that forced and child labour are not used in its organization

Suppliers were requested to verify their factory zip codes which are checked against lists of at risk regions. See list provided by the US Government [here](#).

Attestation

In accordance with the requirements, and in particular section 11 of [Forced Labour in Canadian Supply Chains Act](#), 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.

DocuSigned by:

Aamir Baig

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Full name: Aamir Baig

Title: CEO

Date

Signature, accompanied by the statement:

I have the authority to bind Trademango Solutions Inc.