

# VIRTUE™

Real science. True beauty.

**Canadian Statement Against Forced Labour and Child Labour in Supply Chains**  
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in  
Supply Chains Act and to amend the Customs Tariff,  
referred to as Canada's "*Modern Slavery Act*" (the "**Act**")  
for the year ending December 31, 2023

## **INTRODUCTION**

This is a statement made by Virtue Labs, LLC ("Virtue Labs") in respect of the Act, as referenced above. Virtue Labs is a corporation incorporated pursuant to the laws of Delaware, with its principal place of business in North Carolina, U.S.A.

## **REPORTING ENTITY**

Virtue Labs is reporting on behalf of itself.

## **STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

Virtue Labs is a United States (US) based manufacturer of hair care products that exports goods for sale in Canada. All of Virtue Labs' formulas are manufactured in the United States by third-party manufacturers. Raw materials are sourced by Virtue Labs, and via our third-party manufacturers, from suppliers that meet Virtue Labs' guidelines with respect to ethical sourcing. Packaging is globally sourced by Virtue Labs from well known, reputable vendors. Maintaining a standard of excellence in our products is of the utmost importance.

## **POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR**

Virtue Labs maintains policies which help to mitigate risks of forced labour or child labour in its supply chains. Sourcing agreements require compliance with all relevant US regulations, including US regulations associated with forced labour and child labour. Site visits of our third-party manufacturer are conducted periodically to ensure compliance with all relevant US regulations. Virtue Labs also conducts employee training on its internal ethics code of conduct, which addresses fair labour standards.

## **PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK**

Virtue Labs has not identified any incidents or specific risks of forced labour or child labour in its supply chains. Virtue Labs is not aware of any such issues with respect to its suppliers and, as outlined in this report, has taken various steps to mitigate this risk where it may exist. Virtue Labs would take swift action to terminate a relationship with a supplier if it were to learn of forced labour or child labour in the supply chain of said supplier.

## ATTESTATION

This report has been approved by the Board of Directors of Virtue Labs.

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. For clarity, I am providing this attestation in my capacity as a Chief Executive Officer of Virtue Labs, and not in my personal capacity.

Signature: 

Name: Jose Luis Palacios

Title: Chief Executive Officer

*I have authority to bind Virtue Labs, LLC*

Date: May 31, 2024