

Executive Summary

Zumiez Inc. is subject to reporting requirements defined in the Fighting Against Forced Labor and Child Labor in Supply Chain Act (referred to as “the Act” hereafter).

The following report addresses the Zumiez business policies and procedures in place ensuring compliance with the requirements defined in the Act. The report also discusses the efforts Zumiez has undertaken to improve its approach to identifying potential risks in the supply chain and appropriately addressing those risks.

A signed attestation, as required by law, is included at the end of this report.

Company Overview

Zumiez is a retailer of apparel, footwear, accessories and hardgoods for young men and women.

Zumiez uses its subsidiary, Zumiez Canada Holdings Inc., to manage real estate leases and staffing operations for its Canadian retail stores. Zumiez Canada Holdings Inc. makes no procurement decisions regarding the selection of product to be manufactured for or sold in Zumiez Canada Stores nor on the www.zumiez.ca website.

Product sold in Zumiez Canadian stores and product distributed by Zumiez in Canada, is generally procured in three (3) channels:

- Zumiez purchases product directly from third-party brands.
- Zumiez manufactures product in its wholly-owned print operation in the U.S.
- Zumiez sources product from third-party suppliers.

Company Commitment to Responsible Sourcing and Ethical Manufacturing Practices

Zumiez has a Code of Conduct all vendors and contractors are obligated to adhere through signed acknowledgement in the Zumiez Sourcing Agreement (vetted Zumiez Suppliers) or the Vendors Services Guidelines (Brands).

The Zumiez Code of Conduct outlines Zumiez’ commitments to socially responsible and ethical business practices including protection of the rights and well-being of individuals, promotion of equal opportunity, and respect for all laws and regulations applicable to apparel and related industries and to the environment. The Code of Conduct was most recently updated in 2023.

Company Policies and Procedures for Assuring Compliance with Responsible Sourcing Commitment

Zumiez maintains policies and procedures for establishing new business relationships with both private label suppliers and external branded goods companies. Both vendor types are subject to information collection requirements and contractual obligations for adherence with all Zumiez business standards and requirements.

Zumiez Social Compliance Program

Zumiez requires suppliers and their contract manufacturers of sourced product to comply with the Zumiez Code of Conduct and all applicable national, federal, state and local laws, ordinances and regulations.

Zumiez engages a third-party audit provider to perform onsite audits of its private label suppliers’ production facilities for adherence with its Code of Conduct.

When production facilities fall short of these standards, corrective action up to and including termination of business is taken. Presently, Zumiez does not monitor for or evaluate lost income due to adverse observations.

Updates in 2023

During 2023, Zumiez examined its approach to monitoring compliance with its Code of Conduct, the channels used to collect and manage information and how to better utilize the information collected.

Zumiez also updated the Code of Conduct to better define the expectations of its suppliers and manufacturers related to labor practices.

Additionally, Zumiez expanded the information it collects on the factories it uses so as to better understand their resources and specialized certifications.

Zumiez benchmarked its audit program against those of industry peers, accreditation bodies offering social responsibility and ethical manufacture process credentials, and its business-to-business customers.

Zumiez utilizes a risk-based assessment to identify facilities for audit. Zumiez has tasked its audit provider to move reporting operations to a digital platform that will allow for automated measurement of audit metrics and reporting.

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: Janelle Harding

Title: Senior Manager, Sourcing and Social Compliance

Date: 5/31/24

Signature: Janelle Harding, I have the authority to bind Zumiez Inc.