

G-III Canada Forced Labor Report 2025

For fiscal year ending January 31, 2025

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1. Structure, Activities, and Supply Chains

This report was prepared by the G-III Apparel Group, Ltd. and its relevant subsidiaries, (collectively, “G-III”) under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* to provide information on G-III’s efforts of to mitigate the risk of forced labor in our supply chain.

G-III is a NY-headquartered corporation formed in 1974. We design, source and market an extensive range of apparel, including outerwear, dresses, sportswear, swimwear, women’s suits and women’s performance wear, as well as women’s handbags, footwear, small leather goods, cold weather accessories and luggage. G-III has a substantial portfolio of more than 30 licensed and proprietary brands, anchored by our key brands: DKNY, Donna Karan, Karl Lagerfeld, Nautica and Halston, as well as other major brands that currently drive our business, including Calvin Klein and Tommy Hilfiger. We distribute our products through multiple channels and in markets located in a variety of geographies.

Our own proprietary brands include DKNY, Donna Karan, Karl Lagerfeld, Karl Lagerfeld Paris, Vilebrequin, G.H. Bass, Eliza J, Jessica Howard, Andrew Marc, Marc New York, Wilsons Leather and Sonia Rykiel. We have an extensive portfolio of well-known licensed brands, including Calvin Klein, Tommy Hilfiger, Nautica, Halston, Levi’s, Guess?, Kenneth Cole, Cole Haan, Vince Camuto, Dockers and Champion. Through our team sports business, we have licenses with the National Football League, National Basketball Association, Major League Baseball, National Hockey League and over 150 U.S. colleges and universities. We also source and sell products to major retailers for their own private label programs.

Our products are sold through a cross section of leading retailers such as Macy’s, including its Bloomingdale’s division, Dillard’s, Hudson’s Bay Company, including its Saks Fifth Avenue division, Nordstrom, Kohl’s, TJX Companies, Ross Stores, Burlington and Costco. We also sell our products using digital channels through retail partners such as macys.com, nordstrom.com and dillards.com, each of which operates significant digital businesses. In addition, we sell to leading online retail partners such as Amazon, Fanatics, Zalando and Zappos.

We also distribute apparel and other products directly to consumers through our own DKNY, Karl Lagerfeld, Karl Lagerfeld Paris and Vilebrequin retail stores, as well as through our e-commerce sites for our DKNY, Donna Karan, Karl Lagerfeld, Karl Lagerfeld Paris, Vilebrequin, G.H. Bass, Wilsons Leather and Sonia Rykiel brands.

Organizational Leadership:

Name	Age	Position
Morris Goldfarb	73	Chairman of the Board, Chief Executive Officer and Director
Sammy Aaron	64	Vice Chairman, President and Director
Neal S. Nackman	64	Chief Financial Officer and Treasurer
Jeffrey Goldfarb	47	Executive Vice President and Director
Dana Perlman	43	Executive Vice President and Chief Growth and Operations Officer

As of January 31, 2025, we employed approximately 3,500 persons on a full-time basis and approximately 1,100 on a part-time basis.

2. Policies and Due Diligence Process

G-III strives to ensure that its products are produced in a legally and socially responsible manner and to prevent complicity in abusive employment practices such as human trafficking and slavery. In addition to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, G-III is subject to the California *Transparency in Supply Chains Act*, The United Kingdom's *Modern Slavery Act 2015*, and Australia's *Modern Slavery Act 2018*. We ensure that we align with regulation through the methods below:

- i. *Verification of Supply Chain* – We have developed a vendor compliance program that requires vendors to comply with applicable employment and human rights laws, as well as adhere to G-III's own standards intended to eliminate abusive employment practices, including child labor, forced labor, human trafficking, and slave labor. Vendors must also certify their compliance with such laws and G-III's own standards. We verify compliance using internal and third-party auditors.
- ii. *Supplier Audits* – During the reporting period, we have conducted audits of suppliers' facilities using independent third parties to determine whether these facilities are in compliance with laws and our standards. We also used internal auditing personnel to periodically verify compliance. Verification of the product supply chain to determine whether facilities are in compliance with laws and our standards include both announced and unannounced audits of vendor facilities. These assessments are reviewed and utilized in informing the decision-making process, when it comes to placing production.
- iii. *Supplier Certifications* – We require our direct suppliers to certify that they comply with all appropriate laws and our standards prior to the placement of an order by us. This certification of compliance includes materials incorporated by our direct suppliers in products they produce for us. These requirements remained in place throughout the reporting period.
Standards – We maintain internal accountability standards and procedures for employees or contractors failing to meet company standards. Failure of our employees to abide by G-III's Code of Ethics & Conduct can result in corrective action up to and including termination of employment. No employees or contractors were identified as having failed to meet standards in 2024.

Our Vendor Code of Conduct sets forth the social and environmental requirements that all G-III's vendors and factories must agree to and meet in order to do business with the Company. Failure of vendors to abide by our standards can result in corrective action plans and other disciplinary measures for vendors who are found to violate applicable laws or our standards up to and including termination of our business relationship with the vendor.

Our Internal Compliance Monitoring Program audits our Tier 1 suppliers to ensure our requirements and those of our various distribution partners, brands, and regions are met. We work closely with the supplier to develop and implement strategies that align with our standards. We follow up on all audits to ensure that any gaps or risk factors are immediately addressed through formalized Corrective Action Plans. In rare cases where a supplier shows egregious noncompliance, we typically pause business until adequate actions are taken.

During the reporting period, we conducted annual and semi-annual audits at the facilities of our suppliers in accordance with our Internal Compliance Monitoring Program audit schedule.

3. Forced Labor and Child Labor Risks

International Organizations such as the ILO and NGOs have identified the garment and fashion industries as sectors of high risk for forced and child labor. Specific areas of risk:

- i. ***Migrant Labor*** - The use of migrant labor in our supply chain opens us up to a number of situations where the workers could be at risk of forced labor.
- ii. ***Raw Materials*** – Due to the complexity of supply chains in our industry we face the risk of exposure of forced labor and child labor at the raw materials level.
 - a. ***UFLPA*** – The US government has identified that the apparel industry carries a risk of exposure to cotton produced with forced labor.

These risks exist both in the operations of our direct suppliers, as well as in the upper tiers of our supply chains with respect to materials sourced by our suppliers. Cotton as a material, for example, carries the potential for Forced Labor and Child labor when sourcing globally

In 2024, we took significant efforts to strengthen tracking and tracing around cotton, specifically to tackle forced labor risks in our supply chain. These efforts included working with a third-party testing firm to arrange testing to verify the origin of our cotton, reviewing our supply chain to ensure these tests were backed up by a robust internal system maintaining the integrity of our supply chain.

4. Risk Mitigation Measures

During the reporting period we actively pushed to alleviate risks in several ways:

- i. ***Auditing***
 - a. As outlined above, we used both internal and third-party audits to verify working conditions in our supply chain. During these audits, worker interviews, personnel paperwork reviews, and factory observations were conducted to verify that all workers are employed legally and understand their terms of employment.
- ii. ***Forced Labor in Materials***
 - a. We have established a comprehensive materials traceability program, particularly regarding cotton, to ensure a supply chain free of forced labor. We track materials from an origin level and conduct testing to verify the information. These procedures were followed during the reporting period.
- iii. ***Trainings***
 - a. G-III conducted internal training with respect to our vendor compliance program and our standards to ensure that personnel involved in supply chain management are made aware of how to identify potentially abusive situations, in accordance with our regular training schedule. We are particularly aware of risks of forced labor conditions in countries with large number of migrant laborers.
- iv. ***Education***
 - a. During the reporting period, we encouraged our factories to join programs which educate workers in matters of finance, reproductive health, and labor organization such as ILO Better Work, Nirapon, and others.
- v. ***Strong Sourcing partnerships***
 - a. We encourage our long-term sourcing partners to take an active role in combating risks of forced labor and child labor. During the reporting period, our teams worked with

suppliers through the corrective action process to reinforce the internal management systems of key partners, establishing additional measures against forced labor risks.

5. Remediation Measures

During the reporting period, G-III did not identify any instances of forced or child labor in its activities or supply chains and therefore no corrective actions were required.

6. Remediation of Loss of Income

During the reporting period, G-III did not identify any instances of vulnerable families having experienced loss of income as a result of efforts taken to eliminate forced labor or child labor risks in our supply chain, as no such instances were identified, and accordingly no measures have been taken in this area.

7. Training Employees

During the reporting period, we have conducted training in a variety of methods depending on the team involved. Our auditing team has been trained on finding evidence of forced labor. As forced labor can take on many forms, our auditors are trained to assess workers freedom of movement, access to employment contracts in their language, any presence of recruitment fees or wage garnishing/debt entrapment. They are also trained in checking age and working records, both present and historical for evidence of child labor.

Our sourcing teams have been trained in the regional sensitivities around forced labor and child labor and are cognizant of such when placing orders and adding new manufacturing partners. They are informed of the results of audits pertaining to their respective factory bases. During 2024, we had no new employees requiring such training.

8. Training from External Sources

During the reporting period, G-III has actively engaged with numerous industry groups and initiatives from which our teams also received training. As members of industry groups such as the American Apparel and Footwear Association (AAFA), Fair Labor Association (FLA), Sustainable Apparel Coalition, we continuously monitor industry standards and best practices. During the reporting period, our Compliance team completed annual training as part of our FLA membership, and attended individual workshops, conferences, and webinars to continue to ensure best practices.

9. Assessing Effectiveness of Measures

Our procedures are designed to monitor risk indicators on an ongoing basis. During the reporting period we assessed our effectiveness, by evaluating our auditing system and comparing it to third party, industry groups and that of our comparable business partners.

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.
I have the authority to bind G-III Apparel Group, Ltd.**

- **Full name:** Jeffrey Goldfarb
- **Title:** Executive Vice President and Director
- **Date:** 5/30/2025
- **Signature:**

Signed by:

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