

## **Modern Slavery Statement for the Financial Year 2025**

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. This statement outlines the approach and initiatives by Indochino Apparel Inc. to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing January 28, 2024 and ending January 27, 2025.

At Indochino Apparel Inc., we are driven by our commitment to safety, respect of our associates, compliance with all applicable laws and regulations, and good stewardship of resources as we conduct business. Our success is dependent on our reputation with our associates, customers, suppliers, investors and the communities where we work and live.

We support the principles articulated in the United Nations Guiding Principles on Business and Human Rights and are committed to respecting all of the rights articulated in the United Nations Universal Declaration of Human Rights.

### **Group Structure**

Indochino Apparel Inc. was established on March 30, 2007. It trades under the business name Indochino Apparel Inc. with its Head Office at 300-720 Robson Street, V6Z 1A1, Vancouver, BC, Canada.

Indochino Apparel Inc. utilizes a conventional Functional reporting structure with the CEO & President leading the C-Suite and reporting to the Board of Directors. Each of its 2 Chief Officers has direct reports that run sub-sections of their respective divisions.

An Organization Chart will be supplied upon request.

### **Supply Chain**

Items are produced and distributed from Dayang, China using DHL Couriers exclusively.

Our Partner company in Dayang, China is the sole producer of our primary goods. Products are packaged at the factory and shipped to customers' homes via DHL Courier.

### **Risks in Supply Chain**

While listing Suppliers is not required, the only potential risk to Modern Slavery is in the fabric supplier's Supply Chain.

### **Actions Taken**

Indochino Apparel Inc.'s Statement of Human Rights is attached to the report.

### **Risk Assessment**

Indochino Apparel Inc. only uses well-established and respected suppliers and distributors in the manufacturing and distribution of our goods.

An Annual Questionnaires is being developed and will be a mandatory requirement of any new and existing supplier.

### **Remediation**

No current Remediation Policy or Modern Slavery Policy is in place but are being researched and drafted. Once approved by the Board of Directors, these policies will be put into effect as well as included in the company handbook.

### **Training**

The Modern Slavery Policy will be included in every New Hire Orientation once published and distributed and signed off on by all current employees of Indochino Apparel Inc.

The policies will be reviewed on an annual basis.

### **Sign off**

This statement is made pursuant to Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending January 28, 2025. It has been issued on behalf of Indochino Apparel Inc. and approved by Indochino Apparel Inc. board of directors.

Signed,



Kris Ford,  
Head of People & Culture  
May 30, 2025