

## **JOHNSON OUTDOORS CANADA INC. REPORT (FISCAL YEAR 2024)**

### **FIGHTING AGAINST FORCED AND CHILD LABOR (CANADIAN ACT)**

The Fighting Against Forced Labor and Child Labor in Supply Chains Act requires companies doing business in Canada that meet certain thresholds to disclose their efforts to prevent forced and child labor in their supply chain and, if such practices are present, to disclose what they are doing to eradicate those practices from their supply chain. Johnson Outdoors Canada Inc. (JOCI) has no reason to believe that its supply chain is engaged in forced or child labor and it is taking the following actions to prevent forced or child labor from its direct supply chain for tangible goods offered for sale in compliance with the Fighting Against Forced Labor and Child Labor in Supply Chains Act:

#### **Steps Taken to Prevent or Reduce Risks of Forced or Child Labor (FCL)**

JOCI is committed to fair labor practices within its supply chain. As a subsidiary of Johnson Outdoors Inc., all of JOCI's suppliers are required to agree and comply with its Supplier Statement of Basic Standards as part of JOCI's contracting process ([https://www.johnsonoutdoors.com/sites/default/files/2024-08/JOI\\_statement\\_of\\_basic\\_standards\\_August\\_2024.pdf](https://www.johnsonoutdoors.com/sites/default/files/2024-08/JOI_statement_of_basic_standards_August_2024.pdf) ). The Supplier Statement of Basic Standards includes prohibitions against child labor, forced or prison labor, and mandates that suppliers provide appropriate compensation and work environments for their workers. JOCI's expectation is that suppliers will abide by its Statement of Basic Standards and that they will hold their suppliers to similar standards as well.

Furthermore, JOCI has implemented a multi-disciplinary, and multi-tiered approach and assessment for detecting and taking corrective action against slavery and trafficking in its supply chain. Suppliers are sent an annual communication regarding their obligation to comply with the Statement of Basic Standards, which requires adherence to worldwide slavery and human trafficking laws.

#### **Structure, Activities, and Supply Chains**

JOCI is incorporated in Canada with its headquarters located at 4180 Harvester Road, Burlington, ON L7L 6B6 Canada. JOCI is an importer and distributor of branded seasonal, outdoor recreation products used primarily for fishing from a boat, paddling, hiking and camping. The supply chain for those products involves a range of goods and services from various international suppliers. JOCI identifies, assesses and monitors areas in its supply chain where there may be a risk of slavery and human trafficking.

#### **Policies and Due Diligence in Relation to FCL**

All of JOCI's suppliers are required to agree and comply with the Statement of Basic Standards, and JOCI, through its affiliates, routinely conducts pre-engagement audits and periodic on-site assessments of suppliers as part of initial supplier screening and selection.

Additionally, under its standard terms and conditions of purchase, JOCI requires direct suppliers to declare that the materials incorporated in the products they supply to JOCI comply with all applicable laws, including those prohibiting forced labor and child labor. This declaration is included in the Statement of Basic Standards to which all suppliers are required to adhere.

This requirement applies to JOCI active suppliers through the Statement of Basic Standards and the requirement to adhere to this standard is repeated annually to suppliers through a pro-active supplier communication plan. This plan reiterates the need for suppliers to comply with the Statement of Basic

Standards. Additionally, this requirement is applicable to all affiliates as mandated per either the Purchase Order or Terms and Conditions of doing business with JOCI.

Additionally, the Statement of Basic Standards includes specific certification from suppliers that any parts, materials, products or assemblies supplied comply with applicable laws regarding forced labor or child labor of the country or countries in which suppliers are doing business.

JOCI maintains internal accountability standards and procedures for employees failing to abide by the Supplier Statement of Basic Standards. Additionally, every JOCI employee is required to demonstrate that they received, read and understand an employee Code of Conduct, which commits JOCI and its employees to following the law wherever JOCI conducts business, and to behave with the utmost integrity. All new hires must review and acknowledge receipt of the Code of Conduct and all existing employees are required to re-acknowledge it every two to three years.

Lastly, we have implemented a Slavery and Human Trafficking Grievance Mechanism, which allows us to receive any additional relevant information from internal and external parties that may not have been uncovered through the due diligence process in supply chain transparency as it relates to slavery and human trafficking. This Grievance Mechanism is located in the Corporate Governance section of our website: [https://www.johnsonoutdoors.com/sites/default/files/2022-10/conflict-minerals\\_and-slavery-and-human-trafficking-grievance-mechanism.pdf](https://www.johnsonoutdoors.com/sites/default/files/2022-10/conflict-minerals_and-slavery-and-human-trafficking-grievance-mechanism.pdf)

#### **Parts of Business or Supply Chain that Carry a Risk of FCL and Steps Taken to Eliminate FCL**

If certain suppliers are located in suspect regions known to potentially have forced or child labor, we may execute a supplier audit.

Supplier pre-engagement audits and subsequent on-site assessments provide the opportunity to: evaluate capability, capacity and quality controls; observe working conditions; and may include visits to living conditions and eating facilities. The Statement of Basic Standards, which suppliers must agree to in order to do business with JOCI, also provides JOCI with the ability to access supplier facilities to ensure compliance with our labor and work environment standards.

These pre-engagement audits and on-site assessments vary in frequency based on a number of factors, including: the nature of the products involved, the relevant country risks for where the supplier is located, supplier past performance and other factors, such as JOCI's relationship with a supplier, or whether JOCI has any reason to suspect that the supplier is not living up to its expectations.

#### **Measures Taken to remediate FCL**

Through JOCI's due diligence and execution of its policies and routine audits with its suppliers to ensure adherence to these policies, such as the Statement of Basic Standards, JOCI has not become aware of any forced or child labor within its supply chain. Therefore, no measures have been taken to remediate any forced labor or child labor in JOCI's supply chains. If JOCI were to become aware of any forced or child labor within its supply chain, JOCI would undergo the appropriate remediation measures based on the circumstances.

#### **Measure Taken to Remediate the Loss of Income to the Most Vulnerable Families that Results from Any Measures Taken to Eliminate FCL**

Through JOCI's due diligence and execution of its policies and routine audits with its suppliers to ensure adherence to these policies, such as the Statement of Basic Standards, JOCI has not become aware of any forced or child labor within its supply chain. Therefore, JOCI has not been required to take steps to eliminate

forced labor or child labor risks, and in its judgment is not required to remediate any loss of income by vulnerable families due to forced or child labor. If JOCI were to become aware of any forced or child labor within its supply chain, JOCI would evaluate those risks and determine any remediation, if necessary, for vulnerable families as a result of addressing those risks based on the circumstances.

### **Training Provided to Employees on FCL**

Internal training has been performed with company employees and management who have direct responsibility for supply chain management on forced labor and child labor, particularly with respect to mitigating risks within the supply chains of products. These internal groups include individuals from management, purchasing, and engineering departments.

JOCI has created awareness and training for the relevant supply chain employees regarding forced and child labor through specific and repetitive internal activities that include but are not limited to: initial and follow up training sessions; publication of training slides, reference guides, best practice guides, and FAQs for access to all relevant supply chain employees; and, implementation, management, and publication of a detailed project plan to continue efforts to prevent forced labor and child labor from entering its supply chain.

Additionally, understanding and complying with the Code of Conduct is required for all employees.

### **Assessing Effectiveness in ensuring FCL is not used**

The requirement for all suppliers to adhere to our Statement of Basic Standards is repeated annually through our pro-active supplier communication plan. This plan reiterates the need for suppliers to comply with our Statement of Basic Standards, and includes an internal audit of the distribution of this information to evaluate and ensure supplier understanding, acknowledgment, and adherence to this policy.

### **Identifying Information**

**Reporting entity's legal name:** Johnson Outdoors Canada Inc.

**Financial reporting year:** FY 24 (October 2, 2023 to September 27, 2024)

**Identification of a revised report:** N/A

**Business number(s), if applicable:** N/A

**Identification of a joint report:** N/A

**Identification of reporting obligations in other jurisdictions:** N/A

**Entity categorization according to the Act:** At least \$20M in assets and at least \$40M in revenue

**Sector/industry:** Transportation and warehousing (Distributor of outdoor recreational products)

**Location:** Ontario, Canada

**Approval**

This report was approved by the board members of Johnson Outdoors Canada Inc. on May 9, 2025.

**Attestation Pursuant to Section 11 of the Canadian Act**

In accordance with the requirements of the Canadian 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 aspects for the purposes of the Act, for the reporting year listed above.

Jonathan Rothe \_\_\_\_\_  
Name

Treasurer \_\_\_\_\_  
Title

May 15, 2025 \_\_\_\_\_  
Date

 \_\_\_\_\_  
Signature

I have authority to bind Johnson Outdoors Canada Inc.