

**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**")

## **1. INTRODUCTION**

This is a statement made by Oak and Fort Corp. in respect of the Act, as referenced above, on behalf of the reporting entity listed in section 2 below for the financial year ended March 23<sup>th</sup>, 2025.

## **2. REPORTING ENTITY**

This statement is being filed with respect to the activities of the Oak and Fort Corp., and its subsidiary Oak and Fort US Group, Inc. (collectively, the "**Oak and Fort Corp**" or the "**Companies**"). Oak and Fort Corp. is a corporation incorporated pursuant to the laws of British Columbia. This report is being filed for Oak and Fort Corp, in accordance with section 11(2) of the Act.

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

Oak and Fort Corp is a fashion retailer with store locations in cities across Canada and the United States and an e-commerce website through which it sells its goods. The Canadian operation operates under the Oak and Fort Corp and the operations in United States operate under a wholly owned subsidiary Oak and Fort US Group, Inc.

Oak and Fort Corp sells clothes, accessories and home goods to a wide range of customers including both men and women. In connection with being able to sell clothes, accessories and home goods, Oak and Fort Corp buys and procures these goods necessary to conduct its business. Oak and Fort Corp buys products from a number of established and reputable regional and international suppliers across numerous countries across North America, Asia and Africa.

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

Oak and Fort Corp is committed to respecting human rights principles aimed at promoting and protecting human rights. Our success is reliant on our relationship with our employees, customers, and investors. Conducting our business with strong ethics and integrity is a critical part of earning and maintaining their trust. We do not tolerate any behavior that deviates from our ethical standards.

Consistent with the principles set forth in Oak and Fort Corp's internal policies, the companies strive to eliminate forced labour, child labour, and discrimination in the workplace.

As part of the Companies' commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address, and mitigate potential adverse human rights impacts. Various of these mechanisms are described below:

**Our Code of Conduct:** Our values guide our business and help ensure that our operations and supply chain are aligned with our ethical standards. Our Code of Conduct guides our employees throughout our business and reflects our commitment to maintaining a culture of honesty, integrity and accountability. Pursuant to the Code of Conduct all employees must be aware of and comply with all applicable laws, whether domestic or foreign, which govern the areas of business within their responsibilities and their own conduct as employees. These include laws governing forced labour and child labour.

**Open Door Policy:** Oak and Fort Corp encourages a transparent "Open Door" culture that encourages employees to speak up about a workplace concern. This culture helps build a healthy, ethical, and legally compliant company.

To promote this culture, Oak and Fort Corp encourages employees to promptly speak up and raise questions and concerns without a fear of retaliation about any situation that may concern a violation of:

- Oak and Fort Corp's Code of Conduct, and other policies;
- The laws, rules and regulations that govern our business operations;

We strive to achieve an environment that fosters honest, good faith communications about matters of conduct related to our business activities, whether that conduct occurs within Oak and Fort Corp or involves one of our suppliers, business partner, or customers, or any other party with a business relationship with the Oak and Fort Corp.

**Supply Chain:** In our Supply Chain we hold our suppliers to the same level of ethics aligned with our values and adhere to all laws including those related to child labour and forced labour.

## **5. 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**

Based on publicly available reporting, there is reason to believe that certain elements of the fashion supply chains may pose a risk of forced and/or child labour.

Oak and Fort Corp makes efforts to manage the potential risk of forced labour and child labour by working with a select number of reputable suppliers who have strong internal processes with regards to following laws with regards to forced labour and child labour.

Oak and Fort Corp further mandates an audit of the supplier's facilities, by independent 3rd party reputable audit companies to further manage the risk of forced labour and child labour.

## **6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR**

Oak and Fort Corp has not identified any instances of forced labour or child labour in its supply chains. Consequently, no remediation measures were required for the fiscal year ended March 23th, 2025, in respect of any modern slavery – including forced labour or child labour.

**7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR**

As noted above, Oak and Fort Corp has not identified any instances of forced or child labour in its activities and it's supply chain and hence not taken any associated measures to remediate loss of income to the most vulnerable families that result from measures taken to eliminate the use of forced or child labour in their supply chains.

**8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR**

At Oak and Fort Corp, we prioritize ethical conduct and recognize the critical role of our employees in shaping our company culture and driving our business success. Therefore, we are dedicated to enhancing employees' understanding of our policies and procedures. Employees are introduced to the Oak and Fort Code of Conduct from when they join.


**9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS**

Oak and Fort Corp is committed to understanding and managing social, ethical, and environmental issues in a responsible manner. While Oak and Fort Corp currently does not employ formal metrics in order to assess its effectiveness in ensuring that forced labour and child labour is not being used in its business and supply chains, we do actively consider business ethics – including the practices of our suppliers – as part of our assessment. Oak and Fort Corp continues to examine various policies, processes and technical deliverables needed to address critical business risk.

**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. For clarity, I am providing this attestation in my capacity as a director and officer of Oak and Fort Corp., and not in my personal capacity.

*Signature* 

By:

Name: Min Kang

Title: CEO and Director

*I have authority to bind Oak and Fort Corp.*

Date: May 27rd, 2025