

# Fighting Against Forced and Child Labour in Supply Chains Act

---

**Premium**   
UNIFORMS

MAY 30

# Contents

---

<b>1</b>	<b>Introduction</b>	<b>3</b>
<b>2</b>	<b>Company Structure, Activities, and Supply Chain</b>	<b>3</b>
2.1	Company Structure.....	3
2.2	Supply Chains and Risks .....	3
<b>3</b>	<b>Policies and Due Diligence Processes</b>	<b>4</b>
3.1	Policy Development and Commitment .....	4
3.2	Due Diligence Processes .....	4
<b>4</b>	<b>Identification and Management of Risk Areas</b>	<b>5</b>
4.1	Identifying High-Risk Areas.....	5
4.2	Managing and Mitigating Risks.....	7
<b>5</b>	<b>Remediation Measures</b>	<b>7</b>
5.1	Steps Taken to Remediate Forced and Child labour .....	7
<b>6</b>	<b>Training</b>	<b>8</b>
6.1	Employee Training on Forced and Child labour .....	8
<b>7</b>	<b>Measuring Effectiveness</b>	<b>8</b>
7.1	Monitoring and Reporting Effectiveness .....	8
<b>8</b>	<b>Conclusion</b>	<b>9</b>

# 1 INTRODUCTION

---

The garment industry has been widely known to struggle with forced labour and child labour issues, especially in third world manufacturing countries. We are fully committed to maintaining high ethical standards in all our operations, and we seek partners who uphold these same values, and carry these standards throughout their supply chain practices. This report provides an overview of our policies, due diligence processes, and specific actions to address and prevent forced labour and child labour within our garment and institutional linens manufacturing operations. Our strategy emphasizes risk identification, supplier engagement, training, and ongoing remediation efforts.

## 2 COMPANY STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

---

### 2.1 COMPANY STRUCTURE

Premium Uniforms is a Canadian based institutional garment and linen distributor and manufacturer. Coupled with domestic production, Premium Uniforms sources from regions such as Bangladesh, Pakistan, China, and other countries in Asia. Our core activities include the design, production, and distribution of uniforms, work apparel, napery, towels, and other textiles. Our supply chain is composed of fabric mills, manufacturers, logistic providers, and other global and local businesses who purchase and distribute our product.

### 2.2 SUPPLY CHAINS AND RISKS

The garment industry is particularly vulnerable to forced labour and child labour due to the low wages, high demand for cheap labour, and limited labour rights enforcement in certain regions. Key areas of risk in our supply chain include:

- **Fabric Sourcing:** Raw materials such as cotton and silk often originate from regions with documented forced labour practices. For example, cotton sourced from Xinjiang (China) carry elevated risks of coercive labour and underage workers.

- **Garment Manufacturing:** Assembly plants in countries with limited labour law enforcement, such as Bangladesh and Pakistan, can expose workers to exploitative conditions, including excessive overtime, debt bondage recruitment, and unverified underage labour on sewing lines.

To manage these risks, we have instituted a rigorous due diligence process when working with new vendors and stringent auditing procedures on vendors we currently do business with.

### 3 POLICIES AND DUE DILIGENCE PROCESSES

---

#### 3.1 POLICY DEVELOPMENT AND COMMITMENT

Premium Uniforms embeds ethical labour standards into every contract and partnership.

As stated in our Code of Ethics:

##### FRAME 1: CODE OF ETHICS

“We uphold a zero-tolerance policy for non-compliance with laws, regulations, and ethical guidelines.”

This policy exists to:

- **Uphold Ethical Standards:** Reflect the company's commitment to fair treatment and respect for all workers in the supply chain.
- **Protect Supply Chain Integrity:** Minimize disruption and reputational risk by setting clear expectations for labour practices.
- **Support Community Well-Being:** Contribute to local economic and social stability by preventing exploitative practices.

#### 3.2 DUE DILIGENCE PROCESSES

To translate our policy commitment into effective practice, Premium Uniforms employs a targeted due diligence framework that systematically assesses and strengthens labour

standards across our supply chain. These processes enable us to identify risks early, verify compliance against our forced-and-child-labour policies, and work collaboratively with suppliers to drive continuous improvement:

- **Third Party Audits:** We require our vendors to undergo regular audits through independent third-party inspectors to ensure ongoing compliance with ethical and safety standards. Third-party inspections are critical for maintaining objectivity, transparency, and accountability across the supply chain.

There are many types of audits and compliance certifications recognized in different countries. Below are examples of the certifications and audit programs that our suppliers provide for us:

- **Amfori BSCI Audit:**

*What it does:* Evaluates a supplier’s entire social compliance system, covering workers’ rights, health & safety, and management practices against a standardized code.

*Why it matters:* Provides a consistent, internationally recognized benchmark that helps us compare performance across regions and drive improvements where gaps exist.

- **SMETA (Sedex) Audit:**

*What it does:* Conducts a comprehensive ethical trade review, including labour standards, environmental practices, and business integrity, using both documentation checks and worker interviews.

*Why it matters:* Uncovers hidden risks, such as falsified records or coercive recruitment, by combining document review with direct worker feedback, enhancing our transparency.

- **LRQA Audit:**

*What it does:* Delivers an independent, risk-based inspection focusing on factory floor conditions, chemical handling, and fire & structural safety, with detailed technical reporting.

*Why it matters:* Offers deep technical insight into operational hazards, enabling us to ensure safe, compliant working environments and to prioritize corrective actions efficiently.

- **Corrective Action Plans (CAPs):** When non-compliance issues are identified, we collaborate with suppliers to develop time-bound corrective action plans that include specific milestones. These plans help translate audit results into measurable improvements, strengthen supplier performance, and reduce the risk of recurring violations.

## 4 IDENTIFICATION AND MANAGEMENT OF RISK AREA

---

### 4.1 IDENTIFYING HIGH-RISK AREAS

At Premium Uniforms, we rely on a network of trusted vendors across Asia to supply our core product lines, including workwear, napery, towels and other textile products. We are acutely aware of the high-risk areas that are often associated with forced labour and social compliance risks. As such, we have identified some key high-risk areas that our factories must monitor closely.

#### **Geographic Risk:**

In the countries where the majority of garment and textile sourcing occurs, the risk for exposure to forced and child labour is high. This is due to the weak enforcement of labour laws, corruption, and limited transparency into business practices. Bangladesh and Pakistan are known for issues around worker documentation and oversight, while certain regions in China—particularly Xinjiang—raise concerns about forced labour.

#### **Employment Terms and Recruitment Practices:**

Due to the lack of documentation and enforcement, many businesses engage in problematic employment and recruitment practices at the expense of their employees. Common practices include the retention of identity documents by employers, a lack of transparency in employment terms, and the use of third-part labour brokers. These labour brokers are often unregulated and use any means to recruit labour, including debt

bondage, illegal fees, and misrepresenting the job conditions. With problematic and illegal practices like the ones mentioned, workers are often left vulnerable to mistreatment.

### **Living and Working Conditions:**

Many of the factory workers reside in employer-provided dormitories. Without proper care and management, the workers' living space can become an unsafe environment.

Overcrowding, restriction on movement, and inadequate access to grievance mechanisms leave workers in poor positions with limited options and opportunities.

Along with living conditions there is the potential for poor working conditions. Unsafe factory environments can lead to real harm to the employees and with limited access to resources, they are often left helpless.

### **Worker Voice and Gender-Based Risks:**

A large portion of the workforce is made up of women who are particularly vulnerable to sexual harassment, discrimination in pay and promotions, and pregnancy-related discrimination. Workplaces often do not set policies or enforce any existing policies in place to protect women in the workforce from other employees or management.

There are numerous risks, but by understanding the realities of how our vendor partners operate in a complex, high-pressure environment, we can take meaningful steps to promote transparency, accountability, and better conditions for the workers behind our supply chain.

## **4.2 MANAGING AND MITIGATING RISKS**

To mitigate risks, we have taken the following actions:

- **Third-Party Audits:** Engage independent third-party organizations to conduct annual audits of key suppliers and factories, ensuring compliance with labour standards (as detailed in our Due Diligence Processes)

- **Worker Interviews (as part of the audits):** Anonymous interviews are conducted with workers to assess whether they are experiencing forced or child labour conditions.
- **Supplier Training:** We insist that our suppliers provide ongoing training for their staff, to constantly improve their labour practices and ensure updated social compliance.

## 5 REMEDIATION MEASURES

---

### 5.1 STEPSTAKEN TO REMEDIATE FORCED AND CHILD LABOUR

In the last fiscal year, **Premium Uniforms did not identify any instances of forced labour or child labour** within our supplier network. However, we maintain clear policies and procedures to respond swiftly and effectively should such a violation occur. These protocols are designed to protect the rights and well-being of affected individuals and to preserve the integrity of our supply chain.

If an incident is identified, the following actions will be taken:

- **Immediate Supply Chain Disengagement:** Any manufacturing facility found to be involved in forced or child labour will be immediately suspended or removed from our approved supplier list. This decisive action ensures that we do not support or enable exploitative practices in any form.
- **Worker-Centered Remediation:** We are committed to supporting affected individuals through appropriate remediation efforts. These may include financial assistance, safe repatriation (if applicable), legal advocacy, and access to education or alternative employment opportunities.

These response measures are an essential component of our broader ethical sourcing strategy and reflect our ongoing commitment to upholding human rights throughout our global operations.

#### FRAME 2: SUPPORTING VULNERABLE FAMILIES

We have not identified any loss of income to vulnerable families resulting from our policies against forced and child labour. However, if in the future, this is discovered, we will use the remediation described above.

## 6 TRAINING

---

### 6.1 EMPLOYEE TRAINING ON FORCED AND CHILD LABOUR

We provide mandatory training for all employees to recognize the signs of forced labour and child labour and understand the legal and ethical implications of such practices:

- **Annual Training:** All employees, particularly those involved in procurement and supply chain management, undergo annual training on labour standards, human trafficking, and ethical labour practices.
- **Supplier Training:** Suppliers are required to complete training programs on the prevention of forced labour and child labour, as well as compliance with our Code of Conduct.

## 7 MEASURING EFFECTIVENESS

---

### 7.1 MONITORING AND REPORTING EFFECTIVENESS

To ensure the continuous compliance and ethical integrity of our operations and supply chain, Premium Uniforms has implemented a structured system for monitoring and documenting labour standards, including the elimination of forced labour and child labour. The methods used include:

- **Audit Outcomes (Corrective and Preventive Action Monitoring):** All supplier audits are logged, with detailed findings noted in our records. Identified violations are assessed for risk and managed through documented Corrective Actions (CA) and Preventive Actions (PA), in accordance with our risk evaluation protocols.
- **Third-Party Independent Verification:** External auditors are engaged to validate the effectiveness of our labour practices. These third-party verifications serve as independent confirmations of internal audit findings and are used to satisfy transparency requirements, as well as support our compliance obligations under applicable labour and human rights legislation.

## 8 CONCLUSION

---

Premium Uniforms is committed to maintaining a supply chain that is free from forced labour and child labour. Through a robust strategy of risk identification, supplier engagement, audits, training, and remediation, we aim to uphold the highest ethical standards in our garment manufacturing and distribution operations. We remain focused on continuously improving our approach, fostering collaboration with suppliers, and ensuring that the rights and dignity of the workers in our supply chain are protected.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of Premium Uniforms Inc, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.



I have the authority to bind 'Premium Uniforms Inc'

Hassan Khimani

Executive Director

May 30, 2025