

Fighting Against Forced Labor and Child Labor in Supply Chains Act Report for Fiscal Year 2024

Executive Summary

Zumiez Inc. is subject to reporting requirements defined in the Fighting Against Forced Labor and Child Labor in Supply Chain Act (referred to as “the Act” hereafter).

The following report addresses the Zumiez business policies and procedures in place ensuring compliance with the requirements defined in the Act. The report also discusses the efforts Zumiez has undertaken to improve its approach to identifying potential risks in the supply chain and appropriately addressing those risks.

A signed attestation, as required by law, is included at the end of this report.

Company Overview

Zumiez is a retailer of apparel, footwear, accessories and hardgoods for young men and women.

Zumiez uses its subsidiary, Zumiez Canada Holdings Inc., to manage real estate leases and staffing operations for its Canadian retail stores. Zumiez Canada Holdings Inc. makes no procurement decisions regarding the selection of product to be manufactured for or sold in Zumiez Canada Stores nor on the www.zumiez.ca website.

Product sold in Zumiez Canadian stores and product distributed by Zumiez in Canada, is generally procured in three (3) channels:

- Zumiez purchases branded products directly from third-party brands.
- Zumiez manufactures product in its wholly owned print operation in the U.S.
- Zumiez sources private label and licensed products from third-party suppliers.

Company Commitment to Responsible Sourcing and Ethical Manufacturing Practices

All suppliers doing business with Zumiez are required to follow our Code of Conduct. This commitment is confirmed through a signed agreement, either the Zumiez Sourcing Agreement for suppliers of our private label and licensed products, or the Vendor Services Guidelines for brands providing their own branded products.

The Zumiez Code of Conduct outlines Zumiez’ commitments to socially responsible and ethical business practices including protection of the rights and well-being of individuals, promotion of equal opportunity, and respect for all laws and regulations applicable to apparel and related industries and to the environment.

Company Policies and Procedures for Assuring Compliance with Responsible Sourcing Commitment

Zumiez maintains policies and procedures for establishing new business relationships with both third-party private label and licensed suppliers and third-party brands. Both supplier types are subject to information collection requirements and contractual obligations for adherence with all Zumiez business standards and requirements.

Zumiez Social Compliance Program

Zumiez requires suppliers and their contracted manufacturers of private label and licensed products to comply with the Zumiez Code of Conduct and all applicable national, federal, state and local laws, ordinances and regulations.

Zumiez engages a third-party audit provider to conduct onsite social compliance audits at the contracted manufacturer's facilities of its private label and licensed suppliers to assess adherence to the Zumiez Code of Conduct. We evaluate the effectiveness of our efforts primarily through the outcomes of these audits.

When contracted manufacturer's production facilities fall short of these standards, corrective action up to and including termination of business is taken. Presently, Zumiez does not monitor for or evaluate lost income due to adverse observations.

Updates in 2024

Zumiez expanded the information it collects on the suppliers it uses to better understand their resources and specialized certifications.

Zumiez conducted a benchmark assessment of third-party auditing providers and transitioned to a partner offering more comprehensive and in-depth evaluations of factory conditions, including labor practices. Building on the enhanced factory profile introduced in 2023, Zumiez operationalized its risk indicators by applying them within a structured risk matrix to inform audit prioritization. These actions are expected to further strengthen the accuracy and impact of Zumiez's social compliance program across its global sourcing and manufacturing network.

ATTESTATION

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Senior Manager, Sourcing & Social Compliance, attest that I have reviewed the information contained in the report on behalf of the governing body of 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 within this report.

Full Name: Janelle Harding

Title: Senior Manager, Sourcing and Social Compliance

Date: 5/30/25

Signature:  I have the authority to bind Zumiez Inc.