

Fighting Against Forced Labor and Child Labor in Supply Chains Act

Annual Report for Fiscal Year 2025

Zumiez Inc.

1. Structure, Activities and Supply Chains

1.1 Structure

Zumiez Inc. 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. does not make procurement decisions regarding product manufactured for or sold in Zumiez Canada stores or on the www.zumiez.ca website.

1.2 Activities

Product sold in Zumiez Canadian stores and product distributed by Zumiez in Canada is generally procured through the following channels:

- Purchase of branded products from third-party brands
- Manufacturing of products in Zumiez's wholly owned print operation in the United States
- Sourcing of private label and licensed products from third-party suppliers

1.3 Supply Chains

Zumiez's supply chain includes third-party brands, private-label suppliers, and contracted manufacturers involved in the production of apparel, footwear, accessories, and hardgoods.

2. Policies and Due Diligence Processes

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

The Zumiez Code of Conduct outlines Zumiez's commitments to socially responsible and ethical business practices, including the protection of the rights and well-being of individuals, the promotion of equal opportunity, and compliance with applicable laws and regulations relevant to apparel and related industries and the environment.

Zumiez's due diligence processes are designed to identify and respond to real and potential risks related to forced labor and child labor within its supply chain. These processes include the application of supplier requirements, the use of third-party social compliance audits, and the review of audit outcomes to inform corrective actions where necessary.

Oversight of forced labor and child labor risk management is exercised through Zumiez's internal governance structure. The Social Compliance function reports on all social compliance matters, including audit outcomes and remediation activity, through established internal reporting processes to senior management. Decisions related to supplier remediation or business termination are escalated internally as appropriate based on audit findings and assessed risk severity. As part of this process, the Social Compliance function engages with the Chief Legal Officer on a periodic basis and on an ad hoc basis when escalation or guidance is warranted.

4. Areas of Risk and Risk Management

Zumiez identifies potential risks of forced labor and child labor within its supply chain through a combination of risk assessment activities and third-party social compliance audits. Risk indicators are applied to inform the prioritization of audit activities and to determine where additional review or remediation may be required.

5. Measures Taken to Remediate Forced Labor and Child Labor

Zumiez requires social compliance audits and corrective actions where necessary as part of its efforts to remediate potential instances of forced labor or child labor within its supply chain.

Responsibility for identifying, assessing, and responding to potential risks of forced labor and child labor sits within the Social Compliance function. This function is responsible for implementing supplier requirements, coordinating third-party social compliance audits, reviewing audit findings, and coordinating corrective actions as appropriate.

Where non-compliances are identified through social compliance audits, Zumiez requires suppliers to develop and implement corrective action plans. Corrective actions may include remediation of identified issues within defined timelines. Continued business relationships are contingent upon satisfactory remediation outcomes, and failure to remediate may result in escalation, including suspension or termination of the business relationship.

Remediation expectations are communicated to suppliers primarily through audit reports, corrective action plans, and direct engagement with suppliers. Zumiez has not identified confirmed instances of forced labor or child labor requiring remediation during the reporting period.

6. Measures Taken to Remediate the Loss of Income

Zumiez does not currently monitor or evaluate loss of income resulting from remediation actions.

7. Training Provided on Forced Labor and Child Labor

During the reporting period, Zumiez did not provide formal employee training programs specific to forced labor and child labor. Zumiez relies on defined sourcing policies, supplier requirements, and third-party audit processes to manage related risks within its supply chain.

8. Assessing Effectiveness

Zumiez evaluates effectiveness primarily through audit outcomes.

Zumiez assesses the effectiveness of its approach to preventing and reducing risks of forced labor and child labor through review of social compliance audit outcomes, recurrence of non-compliances, and the effectiveness of corrective action implementation. Zumiez uses this information to inform decisions related to audit prioritization, supplier engagement, and ongoing improvements to its social compliance program.

9. Approval and Attestation

This report has been reviewed and approved by the governing body of the entity.

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 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 authority to bind Zumiez Inc.

Full Name: Janelle Harding

Title: Senior Manager, Sourcing & Social Compliance

Date: 5/11/26

Signature: 

