

Human Rights Position Statement

APRIL 2026



ARITZIA

Purpose & Scope

The purpose of this Position Statement is to outline the approach of Aritzia and its affiliates (collectively, "Aritzia") in upholding internationally recognized human rights across our value chain.

Commitment

We are guided by our community purpose statement, **A Better Everyday. Together.™** This encompasses the two-way impact between Aritzia, People, and Planet across our value chain and the surrounding environments and communities. Respecting and upholding human rights is not only foundational to this work, but also a business imperative that we strive to embed into everything that we do.

Aritzia is committed to respecting and upholding human rights throughout our value chain in line with international standards and industry best practices. This commitment extends along our value chain, including to our employees, the people in our supply chain, those we have business relationships with, our customers, and the communities along our value chain that may be impacted by our business activities.

We aim to work with organizations that share our values and commitment to respecting and upholding human rights. We use the United Nations Guiding Principles on Business and Human Rights as the basis of our approach. To inform our commitment to human rights and to develop our standards, we reference the guidelines of the Ethical Trading Initiative Base Code, United Nations Universal Declaration of Human Rights, International Labour Organization conventions, and the United Nations Global Compact's Ten Principles.

Implementation

We are committed to conducting ongoing human rights due diligence across our value chain. Our due diligence includes cross-functional engagement to review our operations and activities and the impacts they may have on human rights. Human rights due diligence is led by our People & Culture, Impact (including Sustainability), and Enterprise Risk Management Departments and implemented throughout the organization.

Aritzia's due diligence includes:

- **Assessment:** Ongoing impact assessments to identify and address salient human rights.
- **Implementation:** Integrating the assessment findings throughout our business, including workplace-specific training, policies, and processes to identify, prevent or mitigate, and remedy human rights risks.
- **Review:** Regularly reviewing and evolving our approach to respecting and upholding human rights by engaging in dialogue with both internal and external stakeholders.
- **Addressing and Remediating Human Rights Impacts:** We have a responsibility to take appropriate steps to identify, understand, and address the impacts we may have. This includes ongoing human rights due diligence and dialogue with our employees and external stakeholders.

We understand the importance of effective and well-functioning grievance mechanisms and people's access to remedy. We are committed to providing multiple channels for our employees to provide feedback or raise concerns, and work with our supply chain partners to ensure each have their own grievance mechanisms.

We will continue to build awareness and knowledge for our employees, management, and those we have business relationships within our supply chain on human rights. This includes the ways for employees to provide input without consequences and the ways management can effectively respond to concerns raised.

Governance

This Position Statement has been approved by Aritzia's Board of Directors (**Aritzia's Board**), and overall responsibility for oversight resides with Aritzia's Chief Executive Officer.

The governance of our human rights' due diligence, encompassing our Human Rights Position Statement, includes:

- Aritzia's Board reviews and approves Aritzia's strategic plan which considers, among other things, the opportunities, and risks of Aritzia's business and affairs — including sustainability-related risks, and opportunities.
- Oversight of environmental and social (**E&S**) impacts are the responsibility of the Environmental and Social Committee of the Board, providing guidance and informing Aritzia's E&S strategies.
- Chief Executive Officer and the Chief Impact Officer have accountability for Aritzia's Impact strategy, activities, and performance.

Looking Ahead

Aritzia is committed to leading with purpose, accelerating our positive impact for People and Planet, and working cross-functionally with internal and external stakeholders to build solutions together. We will continue to evaluate and evolve our approach to respecting and upholding human rights. We will publicly report on our work annually in the Aritzia Impact Report and other public disclosure initiatives as required.

ARITZIA