

STATEMENT REGARDING MODERN SLAVERY

INCLUDING FORCED LABOUR, CHILD LABOUR, AND HUMAN
TRAFFICKING

ABOUT THIS REPORT

This report is made by Aritzia Inc. on behalf of itself and its subsidiary Aritzia LP (the **Canadian Reporting Entities**) for the period of February 27, 2023–March 3, 2024, our fiscal year (**FY24**). This report details our efforts to combat Modern Slaveryⁱ which includes Child Labourⁱⁱ, Forced Labourⁱⁱⁱ, human trafficking, and slavery in our supply chain pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **Canadian Act**) and United States of Aritzia Inc. pursuant to the *California Transparency in Supply Chains Act*. The Canadian Reporting Entities, with United States of Aritzia Inc., are referred to in this report as **Aritzia, we, and our**.

This report outlines the steps Aritzia has taken during FY24 to prevent and reduce the risk that Forced Labour or Child Labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity. Notably, the sections Our Supply Chain Human Rights Due Diligence, Policies, and Governance starting on page 6 and Our Actions to Address Risks of Modern Slavery starting on page 9 provide clear details on the steps taken in FY24.

INTRODUCTION

Aritzia is committed to accelerating our positive impact for People and the Planet through our Aritzia Community™ Strategy. In 2016, Aritzia established a stand-alone Sustainability Department responsible for addressing environmental and social (**E&S**) topics. Subsequently, a Social Impact Team and programs were introduced to focus on respecting and upholding human rights along Aritzia’s supply chain.

Our Supplier Code of Conduct (**our Code**) is regularly updated to align with industry best practices. It sets the minimum expectations for suppliers including with respect to fair and safe working conditions, equity, inclusion and diversity, and human rights. We have established policies and procedures for evaluating social risks at both a country and facility level. Notably, in 2017 we introduced a monitoring program, our Supplier Workplace Standards Program, for our exclusive brands’ Tier 1 suppliers’ facilities to help ensure that our expectations are met. In FY24, we maintained this Program and continued our expansion into Tier 2 of the supply chain. We also initiated a pilot Worker Voice Program which seeks to amplify the voices of the people in our supply chain.

We recognize Forced Labour and Child Labour are complex topics rooted in a number of causes, including systemic inequalities. This report focuses on our activity to address these topics. In 2022, we established an Environmental and Social Committee of the Board of Directors to help oversee the identification, management, and mitigation, where appropriate, of E&S risks and opportunities. We also established an executive Community Committee as a central body to review and advise on certain business activities in relation to E&S risks and opportunities. We are committed to continuous improvement in our efforts to do business responsibly and our progress and investment to date demonstrates our continued commitment to delivering positive impacts in the year ahead.

Also beginning in 2022, we conducted an Environmental, Social and Governance (**ESG**) Materiality Assessment with the guidance of an external specialist consultancy to understand the salient E&S topics to our business, and this assessment was refreshed in 2023. We have conducted a Supply Chain Risk Assessment, with a focus on Forced Labour, which considered the materials in our products, the processing and manufacturing location, and our relationship with the supplier.

OUR STRUCTURE, OPERATIONS, AND SUPPLY CHAIN

OUR STRUCTURE AND OPERATIONS

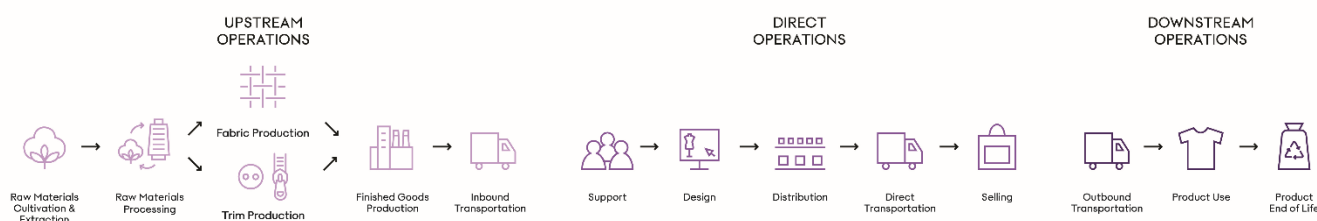
Aritzia was founded in 1984 in Vancouver, Canada. Aritzia Inc. was formed on December 1, 2008, by an amalgamation under the *Business Corporations Act* (British Columbia) of 0840243 BC Ltd., Aritzia Capital Corporation, and ARZ Investment GP Inc. On August 10, 2016, we changed our name to Aritzia Inc. In 2016, we successfully completed our initial public offering and shares of Aritzia Inc. were listed for trading on the Toronto Stock Exchange under the symbol “ATZ.” In 2021, we completed an acquisition of CYC Design Corporation (**CYC**), a leading designer and manufacturer

of premium athletic wear – the brand known as Reigning Champ. Aritzia’s operations are carried out by the Canadian Reporting Entities and other consolidated subsidiaries which are not reporting entities under the Canadian Act. Aritzia Inc. is our publicly traded parent company, our Canadian operations are carried out by Aritzia LP, and our US operations are carried out by United States of Aritzia Inc.

Aritzia designs, distributes, and sells an extensive portfolio of exclusive brands for every function and individual aesthetic. We pride ourselves on providing immersive and highly personal shopping experiences. We’re about good design, quality materials, and timeless style that endures and inspires, all with the wellbeing of People and the Planet in mind. We call this Everyday Luxury. As at March 3, 2024, Aritzia and its subsidiaries had over 7,400 employees (excluding seasonal employees), of which over 4,270 were employed in our Boutiques, over 330 were employed with our Concierge Team, over 1,770 were employed in our Support Offices, and over 1,030 were employed at our Distribution Centres in the Greater Vancouver Area, British Columbia, and Vaughan, Ontario.

ARITZIA’S VALUE CHAIN

Aritzia collaborates with third-party suppliers to develop and manufacture products sold through our retail network and global eCommerce platform. At Aritzia, we refer to this direct and indirect scope of business activities as our value chain, which is summarized in the infographic below.



OUR BRAND AND PRODUCTS

Aritzia both designs and develops exclusive fashion products which form our exclusive brands. We also retail selected brands and collaborations. Our exclusive brands are supported by in-house design teams focused on creating beautiful, quality products that align with the unique positioning, look, and feel of each brand.



Our exclusive mix of fashion brands and products currently represent approximately 96% of Aritzia’s net revenue. Our broad product assortment includes t-shirts, blouses, sweaters, jackets, coats, pants, shorts, skirts, dresses, denim, intimates, accessories, and menswear for each season. We complement our exclusive product mix with a strategically chosen selection of premium denim, accessories, and footwear from leading contemporary third-party brands.

OUR SUPPLY CHAIN

The apparel industry navigates complex and dynamic supply chains. For Aritzia’s exclusive brands’ products, we work with suppliers^{iv} across the globe. The supply chain for each product can be bespoke in terms of the number of suppliers and their locations of operation. Our suppliers range in size and complexity, with certain suppliers being independently owned and operated while others are members of multinational corporate families.

This report covers the supply chain for the production of goods for Aritzia's exclusive brands' products, representing approximately 96% of Aritzia's net revenue. For selected non-Aritzia brands and collaborations that we retail, please refer to these companies and their respective websites. In line with the apparel industry, our exclusive brands' supply chain can be summarized into four tiers:

- **Finished Goods Production Suppliers (Tier 1):** Companies that Aritzia works with directly, from whom Aritzia's final product is sourced (e.g. cutting, sewing, labelling, finishing, and packing)
- **Fabric Suppliers (Tier 2):** Companies that manufacture textiles and other fabric products using raw materials (e.g. weaving, knitting, washing, dyeing, and printing)
- **Trim Suppliers (Tier 2):** Companies that manufacture materials or components used in apparel products that are not the main fabric (e.g. zippers, snaps, buttons, labels, and hangtags)
- **Raw Material Suppliers (Tier 3):** Companies that process raw materials to produce yarns or filaments (e.g. spinning, and tanning)
- **Commodity (Tier 4):** Companies that are the original source from which raw materials or chemicals are produced, extracted, or cultivated from earth, plants, or animals (e.g. harvesting, shearing, extraction, and cultivation)

We aim to collaborate with finished goods, fabric, and trim suppliers for our exclusive brands whose value is defined not only by the quality of the product but also by how they work. Under our Code, suppliers must advise and receive written approval by Aritzia of any subcontracting relating to the production of our exclusive brands' products and ensure such subcontractors abide by our expectations, including those outlined in our Code. For more information, see pages 7-8.

In FY24, our exclusive brands supply chain for Tier 1 suppliers included 15 countries, with a workforce consisting of approximately 76% women and 24% men. Details on the exclusive brands Tier 1 suppliers' facilities are summarized in the table below.

Tier 1 Facilities		
Country	% Total Tier 1 Facilities	% of Workers in Tier 1 Facilities
Austria	1%	<1%
Cambodia	3%	5%
China	34%	18%
Guatemala	1%	1%
India	7%	6%
Italy	2%	<1%
Peru	1%	2%
Philippines	2%	3%
Portugal	4%	1%
Romania	6%	3%
Slovenia	1%	<1%
Sri Lanka	13%	19%
Turkey	4%	2%
United States of America	4%	<1%
Vietnam	17%	39%

MODERN SLAVERY RISKS IN SUPPLY CHAINS

For this report, we use the umbrella term Modern Slavery^v to include the risks of both Forced Labour and Child Labour which may present along the apparel industry supply chain.

Since 2017, Aritzia has aligned its definition of Child Labour with the International Labour Organization's (ILO) conventions, notably the ILO Minimum Age Convention (No. 138) and the ILO Worst Forms of Child Labour Convention (No. 182). That is, Child Labour is work conducted by children under the local legal working age or 15 years old^{vi}. We also aligned our definition of Young Workers with the ILO Worst Forms of Child Labour Recommendation (No. 190), that is as people between the local legal working age and under 18 years old.

IDENTIFYING MODERN SLAVERY RISKS IN THE APPAREL SUPPLY CHAIN

Modern Slavery exists worldwide in various forms and is a complex topic rooted in several causes, including systemic inequalities. To help inform how we identify Modern Slavery risks along the apparel industry supply chain, we have reviewed industry best practice data and reports^{vii}. We have included examples of how vulnerability to exploitation (including Modern Slavery) may present and/or increase risks for people in the apparel supply chain below:

- Poor working conditions may increase vulnerability to exploitation (e.g. hazardous work, limited access to fair employment or decent work)
- Unauthorized subcontracting arrangements may increase vulnerability to exploitation (e.g. unauthorized homeworking arrangements where working standards have not been reviewed)
- Deceptive recruitment practices may increase vulnerability to exploitation (e.g. migrant workers may not have employment contracts or may have employment contracts provided in a language they don't understand)
- The use of temporary workers or workers in countries with high internal migration patterns may increase vulnerability of exploitation (e.g. identification documents may be withheld from workers in the harvesting and cultivation of raw materials)

Since 2017, we have built our Supplier Workplace Standards Program by taking a risk-based approach, seeking to understand the risks where we work directly with our exclusive brands' Tier 1 suppliers, as this presents the most leverage and significant business relationships to Aritzia. However, we recognize these risks may be present in any tier of the apparel supply chain and may increase in the lower tiers of the supply chain where supply chain networks become more complex and opaque.

From 2021, we have begun expanding our Supplier Workplace Standards Program into Tier 2 of the supply chain, based on level of the business relationship and/or those producing key materials for our exclusive brands' products. We continue to take steps to increase our transparency. As we build capacity in FY25, we will look to work with our exclusive brands' Tier 1 and Tier 2 suppliers to expand our transparency further along the supply chain. Our risk-based approach to the Supplier Workplace Standards Program reflects the findings of our Materiality Assessment and Human Rights Impact Assessment.

OUR MATERIALITY ASSESSMENT AND HUMAN RIGHTS IMPACT ASSESSMENT

In FY23^{viii}, Aritzia conducted an Environmental, Social, and Governance (ESG) Materiality Assessment with the guidance of an external specialist consultancy. In FY24, it was reconfirmed that two of the topics identified in our Materiality Assessment, notably "Human Rights" and "Working Conditions" for the people in our supply chain, remain material ESG topics for Aritzia and our stakeholders. Based on the data and insights drawn from this assessment, Aritzia has maintained and evolved programs of work, including the Supplier Workplace Standards Program, to help proactively address human rights risks in our supply chain.

Additionally, we conducted a Human Rights Impact Assessment across our value chain. The results help inform our Social Impact programs and guide our risk mitigation strategies to focus on addressing the most important human rights topics. This assessment, coupled with our due diligence process, identified "the right to enjoy just and favorable conditions at work" as one of the most salient human rights topics across our value chain.

Considering the results of both assessments, we understand that upholding human rights for people along our value chain, specifically along the supply chain, to be one of the most important topics for Aritzia from an ESG perspective.

Throughout FY24, we continued to prioritize risk mitigation activities along the supply chain, with our exclusive brands' Tier 1 and Tier 2 suppliers, where we have the most significant impact and leverage.

OUR SUPPLY CHAIN LABOUR RISK ASSESSMENT

In FY22, to help strengthen our ongoing assessment of labour-based risks, we conducted a Supply Chain Risk Assessment, focusing on Forced Labour risks with the support of an expert third-party provider. The assessment was multi-layered, firstly drawing on country and sector risk factors which were overlayed with Arizia-specific factors, including proximity, nature of work, the materials in our products, and our relationship with the supplier. Throughout FY23 and FY24, we continued implementing the recommendations identified to help mitigate and manage supply chain risks, including implementing additional controls, helping ensure suppliers have accepted and comply with Arizia's policies, reviewing audit protocols, and supporting due diligence practices.

OUR SUPPLY CHAIN HUMAN RIGHTS DUE DILIGENCE, POLICIES, AND GOVERNANCE

At Arizia, we are committed to doing business responsibly, and as such, we use the United Nations Guiding Principles on Business and Human Rights (**UNGPs**) to help guide our human rights approach.

HOW WE ASSESS RISK BEFORE ENTERING A NEW COUNTRY

We assess potential new sourcing countries for exclusive brands' Tier 1 suppliers. This cross-functional assessment, led by our internal Enterprise Risk Management team, is conducted against criteria including human and labour rights, environmental stewardship, manufacturing excellence, international trade, and logistics and geopolitical metrics. The outcome of this assessment informs our decisions when exploring new countries from which to source finished goods products for our exclusive brands. Once we have entered a country, we maintain ongoing communication with suppliers, internal cross functional partners, and external industry stakeholders to help ensure effective monitoring of our sourcing countries' conditions and mitigation of potential risks.

HOW WE ONBOARD OUR SUPPLIERS

We seek to work collaboratively with our suppliers across the globe. Since 2016, when the Sustainability Department was established, this has included assessing the workplace standards of our exclusive brands' Tier 1 supplier facilities before we begin to work with them. We build the relationship, help ensure they meet our standards, and regularly assess their compliance with our Code (i.e. our Supplier Workplace Standards Program). For each exclusive brand's Tier 1 supplier facility, a pre-onboarding assessment is conducted, including a review of the supplier facility's employment practices, labour rights, and working conditions. At onboarding, exclusive brands' Tier 1 and Tier 2 suppliers are issued key policies and procedures for acceptance, see pages 7-8. Additionally, we set a requirement for suppliers to sign a certification confirming there is no use of any Forced Labour in the manufacturing of goods for Arizia and no sourcing of materials or products for Arizia derived from any type of Forced Labour.

OUR SUPPLIER WORKPLACE STANDARDS PROGRAM (AUDITS)

In FY24, we maintained our Supplier Workplace Standards Program, which has a strong emphasis on trust, transparency, and continuous improvement. We monitor exclusive brands' Tier 1 and in-scope^{ix} Tier 2 supplier facilities against our Code with the support of independent third-party specialty service providers. Supplier Workplace Standards Program audits are always conducted by independent third-party specialty service providers.

We conduct announced audits but may also commission unannounced audits on a case-by-case basis. Through our relationship with the ILO – International Finance Corporation Better Work Programme (**Better Work**) we work to create lasting, positive change to supply chains through annual unannounced facility assessments. The Better Work Programme also includes ongoing advisory services and training. Following all assessments conducted, findings which require remediation are documented in a Corrective Action Plan (**CAP**). Our teams monitor each CAP progress to agreed timelines, provide support where appropriate, and conduct site visits to build relationships and trust with our suppliers and their facilities.

In FY24, third-party assessments were conducted at 92% of our in-scope^x exclusive brands' Tier 1 supplier facilities. The remaining in-scope facilities requiring assessments are being scheduled in the first quarter of FY25. 88% of these FY24 assessments were announced. The remaining 12% were unannounced.

For more information on our auditing practices including the Supplier Workplace Standards Rating Framework, associated action items, and scheduling cadence, please refer to the [Aritzia Community™ | ESG Report](#) or our [website](#).

OUR SUPPLIER WORKPLACE STANDARDS PROGRAM

If an opportunity for improvement is identified or remediation is required, Aritzia takes a collaborative approach and supports facilities in developing a CAP where suppliers are accountable for the remediation and implementation of lasting solutions. CAP's are tailored to help remediate suppliers' facilities specific non-compliance(s), including root-cause analysis, short-term remediation actions, and long-term corrective actions. These conversations are facilitated by an internal subject matter expert who has been trained on key human rights topics, see page 6. In FY25, we will continue to maintain our Supplier Workplace Standards Program for our exclusive brands' Tier 1 suppliers and plan to continue to expand across Tier 2, with the overall goal to expand along our supply chain in the coming years.

OUR SUPPLIER SOURCING AND MANUFACTURING SCORECARD

In FY24, we maintained our approach of providing social performance feedback to suppliers through sourcing and manufacturing supplier scorecards. This process helps ensure our suppliers understand the importance of social performance in our sourcing strategy, as well as how it is incorporated into our corporate decision making. Facilities are graded according to the severity of non-compliance with Aritzia's expectations, including the Code. In the case of a serious issue having been identified, that is those that pose a risk to workers or result in a human rights violation, the relationship between Aritzia and the supplier will be terminated. When this occurs, a responsible exit strategy will be put into place which aims to mitigate the negative impact on workers.

OUR ANNUAL SUPPLIER RELATIONSHIP REVIEW SURVEY

In 2021 and 2022, we conducted an annual feedback survey with our exclusive brands' Tier 1 suppliers on how we work with them across multiple dimensions, including lead-times, forecasting, and communication, amongst other topics. This survey allowed suppliers to share feedback on how Aritzia is performing throughout the business relationship and where we have opportunities to better support them. The survey included questions to help us understand the extent to which our business practices support or hinder their ability to meet our Supplier Workplace Standards Program expectations. We used the findings to understand how we can improve in these business relationships and how to best enable effective and responsible operations with our suppliers. In 2023, we paused the survey to review the insights drawn over the past two years and determine the next phase. We anticipate we will send a revised survey in 2024.

OUR ONGOING IMPLEMENTATION OF SUPPLY CHAIN POLICIES AND PROCEDURES

Aritzia continues to evolve its policy and procedure documentation for Sustainability to help ensure that our expectations are in line with industry best practices. Our most recent updates were launched in early FY25 (March 2024).

Aritzia requires its suppliers to agree to our Code, and in doing so, commit to compliance with legal requirements, including, without limitation, ensuring all work is voluntary, and no forced, trafficked, illegal, prison, indentured, bonded, or other forms of Forced Labour or Child Labour have been used. Additionally, in FY24 we introduced a new Homeworker Policy which requires safe and hygienic working conditions and aims to address the risks of Child Labour in homeworking spaces. These policies, and others which guide our exclusive brands' Tier 1 and Tier 2 suppliers' adherence with our Supplier Workplace Standards Program, are listed in the table on the next page.

Policy	Purpose and Overview
Aritzia Supplier Code of Conduct	<ul style="list-style-type: none"> • Sets the minimum expectations of suppliers and their facilities in addressing E&S topics • In FY24, the Code remained publicly available, and published in English, Sinhala, Vietnamese, Simplified Chinese, and Khmer
Migrant Worker Policy	<ul style="list-style-type: none"> • States expectations of suppliers and their facilities in addressing specific risks for migrant workers in their workforce • Includes provisions to protect against forced or involuntary labour in the supply chain specific to migrant workers • Requires that if suppliers or their facilities choose to use a third party to recruit and hire employees, we require that only registered employment agencies be used • Requires that all payment of fees associated with the recruitment and employment of workers remain the sole responsibility of the supplier
Child Labour & Young Worker Policy	<ul style="list-style-type: none"> • States expectations of suppliers and their facilities regarding Child Labour and Young Workers • Prohibits all forms of Child Labour and includes provisions to protect against hazardous work for Young Workers • Includes standards relating to implementation, monitoring, and remediation procedures • Drafted in consideration of the ILO Minimum Age Convention (No. 138), the ILO Worst Forms of Child Labour Convention (No. 182), and the ILO Worst Forms of Child Labour Recommendation (No. 190)
Homeworker Policy	<ul style="list-style-type: none"> • States our expectations of suppliers and their facilities regarding the subcontracting of tasks to homeworkers • Includes standards for safe and hygienic working conditions and reinforces the prohibition of Child Labour • Provides a supplementary Homeworker Mapping Checklist to guide suppliers and their facilities on what homeworker-related information they must collect, monitor, and report to Aritzia as requested

MAINTAINING GOVERNANCE AND OVERSIGHT OF OUR E&S RISKS

In FY24, we maintained our strategic approach to the management of all E&S related work, led by Aritzia's Chief Executive Officer and Chief Financial Officer. Leadership and execution of E&S priorities are shared across several areas of the business, including Sustainability, which covers social impact across our supply chain and environmental impact across our operations and supply chain.

The Environmental and Social Committee of the Board helps oversee Aritzia's E&S topics and guides Aritzia's E&S strategies. In FY23, Aritzia formed an executive Community Committee, comprised of cross-functional leaders, to act as a central body to execute all business activities relating to E&S topics, including human rights.

Forum	Remit	Membership	Frequency of Meeting
Aritzia Board	Oversight and decision-making authority with respect to E&S risks and opportunities across Aritzia's organizational structure	<ul style="list-style-type: none"> • Board Membership List 	Quarterly and otherwise as needed
Environmental and Social Committee of the Board	Help oversee E&S topics	<ul style="list-style-type: none"> • E&S Committee Membership List 	Quarterly and otherwise as needed

Community Committee	Review and advise on certain business activities in relation to E&S topics	<ul style="list-style-type: none"> • Interim Chief Marketing Officer • Chief Impact Officer • Vice President, Sustainability • Senior Vice President, Manufacturing • Senior Vice President, Creative, Marketing 	Monthly <i>Note: Committee composition, meeting cadence, and scope were under review in Q3 and Q4 of FY24, and evolved in FY25 to expand the membership, while maintaining participation at the executive level</i>
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OUR ACTIONS TO ADDRESS RISKS OF MODERN SLAVERY

As part of our commitment to fair and safe employment conditions across our value chain, outlined in our Code and other key policies on pages 7-8, we aim to build meaningful business relationships with exclusive brands' suppliers who share our values, and work to develop long-lasting improvements that extend along the supply chain.

OUR WORKER VOICE PROGRAM

In FY24, we initiated a Worker Voice Program pilot to help strengthen our collaborative approach when working with our suppliers. Effective and accessible communication channels for people in the supply chain are key to informing how we work. Supporting our suppliers and their facilities in maintaining appropriate communication channels that allow for anonymous feedback and two-way dialogue is a top priority.

This program seeks to amplify the voices of the people in the supply chain Aritzia works with, while supporting our suppliers in maintaining effective communication channels. The pilot is supported by multiple expert third-party providers with on-the-ground experience, and includes:

- A designated workers' hotline, allowing confidentiality, and providing people in the supply chain an additional channel to ask questions, provide feedback, and report concerns
- Survey tools to gather insights anonymously from people in the supply chain
- Third-party consultancies to support factories in evaluating and enhancing their communication channels

The pilot is expected to help deepen our understanding of the lived experiences of the people in our supply chain and help inform the next phase of the Worker Voice Program. Additionally, we expect the pilot will help further inform our programming and due diligence practices, focusing on enhancing worker wellbeing by implementing effective management systems and mitigation strategies.

OUR TRAINING PROGRAMS

In FY24, Aritzia continued its focus on developing our own employees and building a culture of trust and transparency to effectively implement our values in our supply chain. In FY24, Aritzia took a risk-based approach to training our People, prioritizing those at all levels who interact and have relationships with our suppliers. The training seeks to build capability for our People to understand the risks associated with manufacturing in a global supply chain and to be aware of the systems and processes in place should any issues be identified.

Since 2017, our Introduction to Human Rights training continues to be mandatory for new employees in selected roles^{xi}. This training is reviewed, updated, and presented by a subject matter expert annually. In FY24, the content of the training was deepened to introduce the language of Modern Slavery and further highlight Child Labour risks in the apparel industry. This module explores:

- Overview of human rights and the role and responsibility of governments and companies
- Examination of what Forced Labour and Child Labour is and the various forms it may take
- An overview of our approach to supply chain management through a human rights lens
- Consideration of various scenarios to put the learnings into practice

To help maintain a robust Supplier Workplace Standards Program, our internal team of subject matter experts has also been trained in human rights topics, including risk indicators of Modern Slavery. In FY25, we will continue to prioritize awareness raising and capability building for our employees by developing and delivering role-specific human rights training to personnel who work with our suppliers.

OUR MEMBERSHIPS AND CERTIFICATIONS

In FY24, we continued to play an active role in several forums focused on supporting companies to improve their Modern Slavery approaches. Understanding that we make the greatest social impact by collaborating with organizations that are dedicated to making systemic change across our industry, we're intentional about aligning with initiatives that reflect our values and foster positivity in the communities we impact locally and across the globe. We shared our insights and experiences with suppliers, investors, peers, and civil society representatives. This included the following organizations and members:

Type	Organization	Description of the Organization	Aritzia's Relationship to the Organization
Membership	American Apparel & Footwear Association (AAFA)	Since 2022, Aritzia has been a member of the AAFA, the United States' national trade association representing apparel, footwear, and other sewn products companies and their suppliers. The AAFA is a trusted public policy and political voice for the apparel and footwear industry, its management, shareholders, and workers.	At Aritzia, Sustainability and other key stakeholders participate in the Social Responsibility Committee and Forced Labour Working Group. Working with AAFA helps inform our work, including our Social Impact program and activities, in line with apparel industry standards and helps us stay abreast of current events.
Membership	Better Work	Since 2017, Aritzia has been a Buyer Partner of Better Work, a partnership between the United Nation's International Labour Organisation and the International Finance Corporation, a member of the World Bank Group that brings together governments, employers, workers, and international buyers to improve working conditions and respect for labour rights for workers, while boosting the competitiveness of apparel businesses.	At Aritzia, our membership with Better Work forms part of our Supplier Workplace Standards Program by monitoring exclusive brands' Tier 1 supplier facilities against our Code.
Membership	Fair Factories Clearinghouse (FFC)	Since 2017, Aritzia has been a member of FFC, an organization that facilitates informed responsible business decisions through an online platform designed to support the monitoring of factories on labour, health, and safety.	At Aritzia, we partner with FFC as part of our Supplier Workplace Standards Program to provide data management and reporting capabilities for accurate and timely performance review and information analysis.
Membership	Responsible Labor Initiative (RLI)	Since 2020, Aritzia has been a member of RLI, a multi-industry, multi-stakeholder community of practice focused on ensuring the rights of workers vulnerable to Forced Labour in supply chains are respected and promoted.	At Aritzia, our membership with RLI provides industry-specific information on various social topics, which helps inform our Social Impact program and activities.

Membership	United Nations Global Compact (UN Global Compact)	Since 2021, Aritzia has been a member of the UN Global Compact, a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support the United Nations goals. The Ten Principles of the UN Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.	At Aritzia, our membership provides industry-specific information on various E&S topics, which helps inform our Social Impact program and activities. As a participant to the UN Global Compact Network we submit, on an annual basis, our Communication on Progress which demonstrates Aritzia's continued commitment to the Ten Principles for responsible business.
Certification	Customs Trade Partnership Against Terrorism (CTPAT)	Since 2008, Aritzia has been a certified partner of CTPAT, a voluntary public-private sector partnership program coordinated by the US Customs and Border Protection (USCBP) . The program requires partners to identify security gaps and implement best practice security measures throughout its supply chain.	As part of Aritzia’s annual security review under CTPAT, we submit evidence to the USCBP to confirm we have a current social compliance program in place (i.e. Supplier Workplace Standards Program, see pages 6-7).
Certification	Partners in Protection (PIP)	Since 2011, Aritzia has been a certified member of PIP, a voluntary public-private sector partnership program coordinated by Canada Border Services Agency (CBSA) . The program requires partners to identify security gaps and implement best practice security measures throughout its supply chain.	As part of Aritzia’s annual security review under PIP, we submit evidence to the CBSA to confirm we have a current social compliance program in place (i.e. Supplier Workplace Standards Program, see pages 6-7).

OUR APPROACH TO REMEDIATION

In FY24, through our human rights due diligence, policies, and governance, and our actions to help address our Modern Slavery risks, we did not find, and were not made aware of, any Modern Slavery in our business activities and supply chains. From time-to-time we may become aware of potential concerns in our supply chain. Our practice is to promptly investigate such concerns and, if required, take appropriate action.

Accordingly, in FY24 Aritzia did not take any measures to remediate any Forced Labour or Child Labour, or any measures to remediate the loss of income to the most vulnerable families that resulted from any measure taken to eliminate the use of Forced Labour or Child Labour in our business activities and supply chains.

For our People, we outline the consequences if employees and contractors do not abide by laws, rules, regulations, and any relevant Aritzia policies in Aritzia’s Corporate Code of Conduct. To enable the reporting of violations of the Corporate and Supplier Code of Conducts and other Aritzia policies, we have a Whistleblower Policy and a confidential Hotline (which can be reached at +1-844-488-5677). Our Whistleblower Policy permits employees, directors, officers, and contractors to submit complaints confidentially, and anonymously and without fear of retaliation. Complaints reported pursuant to the Whistleblower Policy are regularly reviewed by the Audit Committee of the Board.

For people in the supply chain, Aritzia requires that each supplier and their facilities have a properly functioning grievance management system for internal and external stakeholders. We also require that all workers are informed on how to use these mechanisms and associated procedures in a language they understand. This is particularly important with suppliers’ facilities which have migrant workers within their workforce. These grievance management systems must be widely advertised, and suppliers' facilities must maintain records of the grievances received and how they were remediated. These expectations are outlined in our Code and Migrant Labour Policy, see pages 7-8. In relation to Child Labour and Young Workers found to work in hazardous conditions, Aritzia has drawn its key principles for remediation from industry best practices.

Furthermore, the audit practices conducted under the Supplier Workplace Standard Program may identify opportunities for supplier’s and their facilities improvements for a fair and safe working environment. If opportunities are identified or remediation required, Aritzia will collaborate with suppliers’ facilities to develop a CAP, see page 7.

HOW WE MEASURE THE EFFECTIVENESS OF OUR ACTIONS

At Aritzia, we’re committed to upholding human rights in line with international standards and industry best practices, including the UNGP’s. We recognize that measures of effectiveness which monitor, verify, and validate our progress are critical to supporting continuous improvement. We have established metrics for our Supplier Workplace Standards Program, and for FY25, have introduced metrics for our training and on the use of our grievance mechanisms.

Our Due Diligence	<ul style="list-style-type: none"> • Ongoing risk review and assessment to identify human rights risks • Update of our ESG Materiality Assessment
Our Ongoing Implementation of Supply Chain Policies and Procedures	<ul style="list-style-type: none"> • Our Code is issued to our exclusive brands’ Tier 1 and Tier 2 suppliers at onboarding • Selected policies are reviewed annually to help ensure they are fit for purpose
Maintaining Governance and Oversight	<ul style="list-style-type: none"> • Board maintains oversight of E&S topics • Reporting and progress updates are provided to the executive Community Committee and the Environmental and Social Committee of the Board • Key internal stakeholders remain abreast of key E&S topics
Our Supplier Workplace Standards Program	<ul style="list-style-type: none"> • 100% of in-scope finished goods supplier facilities assessed by a third-party annually • 100% of in-scope fabric and trim supplier facilities assessed by a third-party by FY27 • 100% of in-scope finished goods supplier facilities with worker voice programs by FY28
Our Training Programs	<ul style="list-style-type: none"> • 100% of selected employees complete internal Introduction to Human Rights training • Seek feedback from participants to identify opportunities to strengthen training
Grievance Mechanisms and Remediation	<ul style="list-style-type: none"> • Number of channels available to raise concerns of human rights issues in the supply chain

We will continue to explore opportunities to build measures, indicators, and advance our programs of work addressing human rights in FY25.

HOW OUR WORK WILL CONTINUE IN FY25 AND BEYOND

As an organization committed to continuous improvement in our efforts to do business responsibly, based on our activities and findings to date, we currently plan to strengthen the following seven priority areas:

- Increasing visibility and traceability into the supply chain
- Continuing human rights due diligence work across our value chain, including the supply chain
- Strengthening grievance mechanisms and worker voice with our exclusive brands’ Tier 1 suppliers
- Continuing to expand our Supplier Workplace Standards Program across our supply chain
- Evolving our Social Impact program work beyond compliance and the supply chain to encompass Equity, Diversity & Inclusion and Community Wellbeing

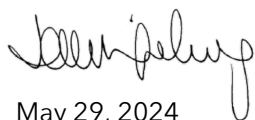
- Understanding the impacts of Aritzia's business decisions on suppliers and the needs of workers in the supply chain
- Enhancing internal cross-functional partnerships to embed responsible sourcing practices into decision making

For more information on our approach, impact, and initiatives, please visit our [Community page](#) and the [Aritzia Community™ | ESG Report](#).

ATTESTATION

In accordance with the requirements of the Canadian Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in the report for the Canadian Reporting Entities. 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 Canadian Act, for the reporting year listed above. This report has been approved by the Board of Directors of Aritzia Inc. on behalf of the Canadian Reporting Entities on April 29, 2024.

For clarity, I have provided the attestation above in my capacity as a Director of Aritzia Inc. and not in my personal capacity.



May 29, 2024

Jennifer Wong

Chief Executive Officer of Aritzia Inc.

I have the authority to bind Aritzia Inc.

FORWARD-LOOKING INFORMATION

Certain statements made in this document may constitute forward-looking information under applicable securities laws. Although Aritzia believes that the forward-looking statements are based on information, assumptions, and beliefs that are current, reasonable, and complete, such information is necessarily subject to a number of business, economic, competitive, and other risk factors that could cause actual results to differ materially from management's expectations and plans as set forth in such forward-looking information. Specific forward-looking information in this document include, but are not limited to, statements relating to: our commitments and efforts and the results thereof; the expansion of supply chain transparency and the Supplier Workplace Standards Program; our approach to supplier exits; the supplier relationship review survey; new policy and procedure documentation for Sustainability and the status thereof; future phases of the Worker Voice Program; and priority areas for FY25 and beyond.

These statements are based upon the current expectations and beliefs of management and are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in the "Risk Factors" section of our Fiscal 2024 Management's Discussion & Analysis and Fiscal 2024 Annual Information Form which are incorporated by reference into this document. A copy of these documents and Aritzia's other publicly filed documents can be accessed under Aritzia Inc.'s profile on SEDAR+ at www.sedarplus.com.

Readers are urged to consider the risks, uncertainties, and assumptions carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information. The forward-looking information contained in this document represents our expectations as of the date of this document (or as of the date they are otherwise stated to be made) and are subject to change after such date. We disclaim any intention, obligation, or undertaking to update or revise any forward-looking information, whether written or oral, as a result of new information, future events, or otherwise, except as required under applicable laws.

ENDNOTES

ⁱ Modern Slavery is an umbrella term that includes, without limitation, human trafficking, forced labour, debt bondage, child labour, forced marriage, and situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.

ⁱⁱ Aritzia's existing policies and procedures which use the term Child Labour are aligned with the ILO definition; that is "work which deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. This may include, without limitation, work that is mentally, physically, socially, or morally dangerous and harmful to children and interferes with their schooling, depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Under the Canadian Act, child labour means labour or services provided or offered to be provided by persons under the age of 18 years and that:

(a) Are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada

(b) Are provided or offered to be provided under circumstances that are mentally, physically, socially, or morally dangerous to them

(c) Interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work

(d) Constitute the worst forms of child labour as defined in Article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999

Additionally, Aritzia's existing policies and procedures are aligned with the ILO definition of Young Worker as people between the local legal working age and under 18 years old.

ⁱⁱⁱ Forced Labour is defined as all work or service that is conducted under menace of penalty and for which the person has not offered themselves voluntarily.

Under the Canadian Act, forced labour means labour or service provided or offered to be provided by a person under circumstances that:

(a) Could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or

(b) Constitute forced or compulsory labour as defined in Article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930

^{iv} Companies that we source goods and services from for Aritzia's exclusive brands' products.

^v See endnote i.

^{vi} See endnote ii.

^{vii} Ethical Trading Initiative, Human Rights Due Diligence Framework, published 2016, accessed via https://www.ethicaltrade.org/sites/default/files/shared_resources/eti_human_rights_due_diligence_framework.pdf.

^{viii} FY23 means the 52-week period ended February 26, 2023. FY22 means the 52-week period ended February 27, 2022. FY25 means the 52-week period ending March 2, 2025.

^{ix} In-scope Tier 2 suppliers refers to fabric and trim suppliers' facilities selected to participate in Aritzia's Supplier Workplace Standards Program based on level of partnership and/or those producing key materials.

^x In-scope Tier 1 suppliers refers to finished-goods suppliers' facilities that meet or exceed Aritzia's production unit threshold, have production with Aritzia in FY24, and, in respect of which an audit is required within a specified time period as per Aritzia's Supplier Workplace Standards Program.

^{xi} Selected roles include those in our production, sourcing, and manufacturing teams who may engage with our suppliers and their facilities.