



# Canada Goose Holdings Inc.

## Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Fiscal Year 2025

April 1, 2024 – March 31, 2025

## Introduction

Canada Goose Holdings Inc. is the parent company to Canada Goose Inc., amongst other subsidiaries (“Canada Goose”, “we”, “us”, “our” or “Company”). We are dedicated to upholding fundamental human rights and acting with integrity in all our dealings as a business. We stand firm against all forms of exploitation, including forced labour and child labour, and are dedicated to continually enhancing our internal processes, due diligence, risk assessment, remediation and training. Our commitment extends to advocating for labour practices that safeguard the welfare and rights of workers.

This Report outlines our efforts to address forced labour and child labour within our supply chain in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Act” or “Canada Supply Chains Act”). This Report details our structure, supply chain, policies and due diligence, risks, remediation, training and assessment in relation to the requirement to detail the steps we have taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods or goods imported into Canada in the previous financial year.

## Steps Taken to Prevent and Reduce the Risks of Forced Labour and Child Labour

Protecting and advancing human rights is fundamental to our values, this includes a commitment to freely chosen employment and collective bargaining. We do not tolerate any form of modern slavery, forced labour or child labour in our operations or supply chain. We recognize our responsibility to protect these values and to ensure that we are preventing and addressing these risks within our operations and supply chain. We expect our business partners and suppliers to uphold the same principles within their operations and adhere to applicable human rights and employment standards laws.

In FY25, Canada Goose took the following steps to prevent and reduce the risk that forced labour or child labour is used within our own operations and within our supply chain:

- Conducted annual compliance training for salaried team members on our Code of Business Conduct & Ethics, Human Rights Commitment and our Supplier Code of Conduct;
- Conducted ongoing Social Performance audit monitoring of suppliers;
- Completed the Higg Facility and Social Labour Module (FSLM) self-assessments for all our owned and operated Canadian facilities;
- Hosted comprehensive supplier business reviews to provide feedback to our suppliers and vice versa;

- Regularly verified our list of active suppliers against an external database for risks of Forced Labour and Child Labour through our Supplier Traceability Platform; and
- Continuously engaged with our Unions who represent a majority of our workforce.

## **Structures, Activities, and Supply Chains**

Founded in 1957, Canada Goose is a publicly traded company (NYSE/TSX: GOOS) that designs, manufactures, distributes and sells luxury performance outerwear for men, women and children. We are headquartered in Toronto, Ontario and have operations across the United States, Asia and Europe. We operate primarily through two segments: direct to consumer (retail and ecommerce) and wholesale.

Led by our Chairman & CEO, Dani Reiss, the Board of Directors is comprised of ten directors who are elected by shareholders. Certain members of our Board also comprise our Environmental and Social Committee, which is a component of our ESG Governance. Our Executive Team is comprised of global executives who oversee the key pillars of our business. Across our manufacturing, corporate and retail employee groups, we employ 4,429 people as of March 31, 2025.

Canada Goose oversees and coordinates our production and sourcing activities among stakeholders to ensure quality, timely production and compliance with regulatory standards. We directly control the design, innovation, engineering and testing of our products through our vertically integrated supply chain, which we believe allows us to achieve greater operating efficiencies and deliver high-quality products. We manage our production through a combination of in-house manufacturing facilities, and long-standing relationships with third-party sub-contractors, licensees and other finished goods manufacturers. Our products are sold directly to consumers around the world through our brick-and-mortar and online stores, as well as to wholesale distributors. Even though we have a global supply chain comprised of various business partners, in fiscal year 2025 (FY25), ending March 31, 2025, 75% of our products were made in Canada, 23% in Europe and 2% in Asia, by volume. Our core down-filled jackets are made in our seven owned and operated Canadian manufacturing facilities (Winnipeg, Toronto, Scarborough, and Montreal), while other products including, but not limited to, rainwear, knitwear, footwear and accessories are made in Europe and in Asia. In 2018, Canada Goose acquired Baffin Inc., a footwear manufacturer headquartered in Stoney Creek, Ontario. Baffin operates separately from Canada Goose and has its own report which can be found on its website. To the extent that references to Canadian facilities are mentioned in this report, it does not

include Baffin. In 2023, we acquired the operating assets of Paola Confectii Manufacturing, a knitwear manufacturer located in Romania.

We are members of several organizations that are actively working to support responsible and safe supply chains: the American Apparel and Footwear Association (AAFA), Textile Exchange (TE), United Nations Global Compact (UNGC), Cascale, bluesign® and the Canadian Association of Importers and Exporters.

## **Policies and Due Diligence Processes**

At Canada Goose, we are committed to ensuring that forced labour and child labour does not exist within our supply chain.

In FY25, our Tier 1 suppliers as well as Tier 2 and Tier 3 suppliers that were identified as Sustainability Strategic Suppliers, continued their participation in our Social Performance Program through ongoing monitoring, supplier self assessments, third-party assessments, and corrective action plan submissions. The foundation of the Social Performance Program is our Supplier Code of Conduct (“the Code”) which includes 13 Code Principles – or our mandatory requirements – and are further expanded upon in our Supplemental Guidelines. The Code is also embedded in our supplier contracts (Tier 1 - Master Services Agreement, Tier 2+ - Supplier Agreement), and is signed at the beginning of the sourcing relationship. The suppliers also receive our Supplier Manual, which provides detailed guidance on our Policies and Due Diligence Processes, outlining specific requirements, expectations, and best practices for responsible sourcing.

Canada Goose has a Code of Business Conduct and Ethics that embodies the Company’s commitment to conduct its business and affairs with integrity and in accordance with high ethical and legal standards. It applies to all employees without exception. All business partners, suppliers and service providers are held to the same standards by agreeing to comply, in writing, through their contract with the Company. The Canada Goose Human Rights Commitment is our key corporate statement on human rights and demonstrates our commitment to the United Nations Declaration of Human Rights, the United Nations’ Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises (MNEs). Our Human Rights Commitment extends to all business activities and operations, including trade and non-trade procurement. The Human Rights Commitment, Supplier Code of Conduct and Supplemental Guidelines were developed with international law and industry best practices in mind, and provide guidance on preventing impacts on human rights, including human trafficking, forced labour and slavery, and are reviewed regularly in response to issues pertaining to social responsibility.

In 2019, to underscore our commitment to sourcing responsibly, our Sourcing Team developed a thorough supply chain mapping exercise requiring suppliers to identify all their factories, subcontractors, and vendors who are directly contracted suppliers of Canada Goose. In 2023, our Supplier Traceability team enhanced our commitment to sourcing responsibly by implementing a Supplier Traceability platform. Our Supplier Traceability platform houses the supply chain information suppliers are required to provide and is updated on an annual basis and/or as new suppliers are onboarded. This list of suppliers is screened regularly against an external database to proactively detect risks of forced labour and child labour within our supply chain.

We also continued our commitment to source Preferred Fiber and Materials (PFM) for our products, adapted from the Textile Exchange's Preferred Fiber and Material Matrix, that guides our raw material sourcing decisions for improved traceability and to reduce environmental and social labour impacts.

Our sourcing and new supplier onboarding process incorporate activities that encompass critical measures to ensure responsible practices of our suppliers and pre-emptively identify risks prior to production. We require suppliers to submit a pre-assessment and to provide third-party social compliance audit documentation and certification audits, if available, and allow a factory visit by a Canada Goose representative.

For ongoing monitoring in FY25, all our owned and operated Canadian facilities completed the Higg Facility and Social Labour Module (FSLM) self-assessments. We collected third-party social compliance audit reports, which involve a combination of announced, semi-announced, and unannounced audits, from suppliers for review. Cross-functional teams regularly visit suppliers to assess factory conditions and capacity. As part of continuous supplier engagement, we hosted comprehensive supplier business reviews so cross-functional teams could provide feedback to our suppliers and vice versa.

In FY24, to ensure compliance with evolving global regulations enacted to prevent the import of products made with forced labour, our Trade Compliance team completed a risk analysis that included in-depth research on major raw material suppliers at the time to determine if they or their subsidiaries were subject to government sanctions. In FY25, new finished goods suppliers were reviewed to determine if they were subject to government sanctions. We are committed to continuing to review these areas to ensure ongoing best practices. Additionally, a cross-functional working group continues to use a Country Risk Classification adapted from BSI Group's Supply Chain Solutions Country Level Risk Analysis to further support ongoing efforts. New sourcing countries are assessed against supply chain risk indicators providing us with a high-level tool to assess country risk as it relates to security, social responsibility and business continuity. We have processes in place to manage

sourcing from vendors and/or regions that are subject to regulatory restrictions or elevated risk.

Canada Goose's Environmental, Social and Governance (ESG) strategy and progress to our ESG goals can be found in our annual ESG Report.

### **Forced Labour and Child Labour Risks**

Our supply chain is global and workers across the world are impacted by our business decisions. We have a process of identifying risks in our own activities and supply chains, and we will continue to proactively work with our suppliers and other sourcing partners to mitigate these risks. As an apparel brand and manufacturer, we are aware of the forced labour and child labour risks present in our industry, such as those relating to:

- Suppliers beyond Tier 2 (especially in countries where migrant labour is prevalent or where suppliers may be using unauthorized outsourced or subcontracted labour); and
- Raw materials processing (e.g., cotton, recycled plastic used in synthetic yarns).

In FY25, we continued to manage our risk by relying on our supply chain map, supplier risk analyses, Social Performance Program, industry recognized certification standards like the Global Recycled Standard and the Responsible Down Standard, and external civil society organizations who represented and advocated for garment workers around the world. Collectively, these have enabled us to better understand where we sourced and from whom we sourced.

### **Remediation Measures**

We have not identified any forced labour or child labour in our activities and supply chains; however, we recognize the importance of having measures in place to remediate if instances do occur. Our Whistleblower Policy sets out the procedures we would follow in the event any allegations of forced labour or child labour is brought to our attention via our online and

### **Remediation of Loss of Income**

We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. If an incident is identified, we will address it.

## **Training**

All new corporate Canada Goose employees are given mandatory training to familiarize them with our policies and procedures, including our Supplier Code of Conduct and Human Rights Commitment. Employees are required to undergo annual training that includes our Code of Business Conduct and Ethics.

## **Assessing Effectiveness**

In FY25, Canada Goose had several procedures in place to assess effectiveness in ensuring that forced labour and child labour were not being used in our activities. Our Board received regular reports from our whistleblower hotline to ensure that employees, customers, third-party workers, and members of the public have access to our grievance mechanism system, ClearView Connects™. Our Supplier Traceability Platform regularly verified our list of active suppliers against an external database for risks of Forced Labour and Child Labour. Our Social Performance Program tracked relevant performance indicators covered under the 13 Code Principles within our Supplier Code of Conduct at factories. This includes non-compliances and timely remediation efforts through corrective action plans (CAP) for social labour issues such as Health & Safety, Wages and Benefits and Working Hours, which may also be used to identify higher risk non-compliances, such as forced labour and child labour. Actions were monitored through follow-up assessments, repeated progress updates and factory visits by Canada Goose representatives. Additionally, we engaged suppliers through our collaborative and cross-functional supplier scorecards and annual business reviews with high-performing suppliers recognized as preferred partners for potential development and possible volume allocation.

## **Attestation by Board of Directors**

This report was approved by the Board of Directors of Canada Goose Holdings Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Director of the Board of Directors of Canada Goose Holdings Inc., attest that I have reviewed the information contained in the report on behalf of the governing body of the 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.



Dani Reiss (May 26, 2025 13:06 EDT)

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**Dani Reiss**

Chairman and CEO

May 31, 2025

*I have the authority to bind Canada Goose Holdings Inc.*