



Report under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act for Fiscal Year 2026

JR Fashion Holdings Inc.

About this Report

This report is prepared by JR Fashion Holdings Inc. (the "Company") pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") and relates to the fiscal year ending March 31, 2026 ("FY2026").

The information provided in this report applies to the Company and its subsidiary Joseph Ribkoff Inc. References in this report to "Joseph Ribkoff", the "Company", "we," "us," or "our" and similar terms are to the Company, Joseph Ribkoff Inc. and its subsidiaries generally, to one or more of them, or to those who work for them.

This report highlights the key actions of Joseph Ribkoff within the last fiscal year to prevent and reduce the risk of forced labour or child labour in its activities and its supply chain. It builds upon the Company's initial disclosure under the Act and reflects progress made over the past year, including enhancing training efforts, expanding the supply chain oversight and the planning of new policies.

Preventing and Reducing Risks of Forced Labour and Child Labour

At Joseph Ribkoff, we and our employees are committed to ensuring that every business decision in which we are involved promotes social welfare in the countries where we do business. Our objective is to ensure that our manufacturing facilities and factory workers are treated with dignity and respect, and that all manufacturing activity is performed according to applicable labour laws.

During our last fiscal year, we took various steps to prevent and reduce the risk of forced labour or child labour being used at any stage in the production of goods in Canada or elsewhere by us or of goods imported into Canada by us, including the following:

- All new employees engaged in sourcing and vendor management completed mandatory training on the risks of forced and child labour.
- We maintained active engagement with our overseas supply chain partners regarding social audits, including audits recently conducted and those scheduled at their facilities.
- We continued to leverage our integrated supply chain risk management and assessment platform to map, monitor, and mitigate human rights risks across our supply chain.
- We further enhanced our practices and procedures to improve visibility across our Tier 1 and Tier 2 suppliers.
- We conducted ongoing due diligence activities, including supplier auditing and monitoring, and continued to apply risk-based prioritization approach to focus efforts on the most severe risks of forced and child labour.
- We maintained robust recruitment procedures and employment practices and continued to provide training and awareness materials on forced labour to our compliance and supply chains.

Details of the above actions are set out in this report.



Our Business and Structure

Headquartered in Montreal, Quebec, Joseph Ribkoff is engaged in the design, manufacture, distribution, and market of women's apparel in over 60 countries worldwide, with its main distribution centers also located in Montreal and 13 foreign subsidiaries acting as distributors in their respective markets.

Joseph Ribkoff Inc. is incorporated under the Canada Business Corporation Act and is the main operating entity, responsible for the design, manufacturing and procurement of all products sold. All designs are created at the head office and most of the manufacturing is done in Canada, through third party contractors.

The Joseph Ribkoff group employs about 481 employees worldwide, 343 of which work out of our corporate headquarters in Montreal, Quebec.

Our Supply Chain

During FY2026, we reviewed our supply chain structure and confirmed that there have been no material changes. The overview below remains an accurate representation of our operations.

The apparel we design and sell to our Canadian customers are manufactured by our third-party contractors located in Quebec and Ontario. We also rely on manufacturers in Bulgaria and China and, to a lesser extent, in Turkey and India. These finished garments represent Tier 1 vendors in our supply chain. In Bulgaria, the Company has established a subsidiary that is responsible for overseeing the manufacturing operations of our business partners. This arrangement allows us to closely monitor and manage manufacturing processes to ensure quality and efficiency.

Our organization also relies on an established network of sourcing partners for fabrics (e.g. polyester, denim, cotton) and trims (e.g. buttons, zippers), categorized as Tier 2 vendors, who are predominantly located in countries such as South Korea, China, Turkey, and the US.

Although our Vendor Code of Fair Practice, further discussed below, explicitly prohibits the use of forced labour and child labour by our suppliers, including the sourcing of cotton and cotton related products from the Xinjiang region in China, we recognize that visibility into lower tiers of the supply chain remains limited.

This multi-tiered structure underscores the complexity of our supply chain, reinforces the importance of ongoing monitoring and oversight to ensure compliance with labour standards and mitigate risks of forced labour and child labour across all tiers of production.

Codes, Policies, and Processes

Alignment with International Standards

At Joseph Ribkoff, our commitment to social responsibility and fairness is integral to our business practices and continues to play a key role in our Social Compliance Strategy. Our Vendor Code of Fair Practice outlines our commitments, expectations, and guidelines for conducting due diligence on forced labour and child labour. Our activities are aligned with applicable laws and regulations related to human rights and are informed by internationally recognized standards, including The United Nations (UN) Guiding Principles on Business and Human Rights, The International Labour Organization (ILO) Fundamental Conventions, and The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

The policies we develop are aligned with these internationally recognized standards, supporting both compliance and the adoption of best practices across our operations.



Values on Human Rights and commitment on Forced Labour and Child Labour

At Joseph Ribkoff, we are committed to respecting and upholding human rights across all aspects of our operations and supply chain. Our values are grounded in integrity, fairness, and a keen sense of responsibility. We promote diversity, foster inclusivity, and are committed to maintaining a work environment and supply chain in which fundamental rights and dignity of all individuals are respected.

This commitment extends across our workplace and our broader global community, and we aim to contribute positively to the societies in which we operate.

Our approach to responsible conduct is supported by a range of established human resources policies, including a conflict-of-interest policy, and a Customs Trade Partnership against Terrorism (CTPAT) policy. We maintain recruitment procedures and employment practices designed to support compliance with applicable employment, labour, and human rights laws.

Whistleblower Policy

Our Whistleblower Policy provides a secure and confidential mechanism for employees to report concerns related to unethical or illegal activities, including harassment, workplace violence, and matters that may pose a risk to employee health and safety. All reports are reviewed and investigated, and appropriate actions are taken where necessary, without fear of retaliation.

This policy is currently applicable to internal stakeholders. The Company intends to extend awareness of this mechanism to external stakeholders, including suppliers, in the next fiscal year to improve access to grievance mechanisms across the supply chain.

Human Rights Policy and Due Diligence Policy

During FY2026, Joseph Ribkoff finalized additional governance policies intended to strengthen transparency and enhance the Company's ability to identify and address human rights risks:

- The Human Rights Policy affirms the Company's zero-tolerance approach to forced labour and child labour.
- The Due Diligence Policy outlines procedures to identify, prevent, and mitigate risks related to forced labour and child labour within our operations and supply chain.

These policies are informed by internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance.

Formal deployment of these policies is scheduled for the first quarter of FY2027.

Vendor Code of Fair Practice

At the outset of each supplier relationship, our expectations are communicated through the Vendor Social Compliance Manual, which includes our Vendor Code of Fair Practice. The Code establishes requirements that prohibit forced labour and child labour, as outlined below:

*"b. **Child Labour:** No person shall be employed that is under 15 years of age, or under the age interfering with compulsory schooling laws, or under the minimum age established by law, whichever is greater. The engagement of young workers under the age of 18 in hazardous work or under challenging conditions, including prolonged hours or nighttime labour is prohibited.*

*c. **Forced Labour:** Forced labour is prohibited whether in the form of prison labour, indentured labour, bonded labour, or labour obtained through slavery or human trafficking."*



In FY2025, we strengthened the integration of our Vendor Code of fair Practice into supplier onboarding and monitoring processes by onboarding key Tier 1 factories onto the amfori BSCI platform. This facilitates the tracking of audit status and corrective action plans.

This approach was maintained in FY2026. Supporting ongoing oversight of supplier compliance and remediation efforts.

At Joseph Ribkoff, we are committed to the fair and respectful treatment of employees and expect the same from our vendors. Our Social Compliance team establishes guidelines focused on labour conditions within manufacturing facilities to support adherence to our Vendor Code of Fair Practice.

Our objective is to ensure that workers in our manufacturing facilities are treated with dignity and respect, and that all manufacturing activities comply with applicable local labour laws. We require our vendors to uphold standards related to occupational health and safety, freedom of association and collective bargaining, non-discrimination, diversity and inclusion, and equal opportunity.

Vendors are also expected to provide fair wages and benefits, comply with working hour requirements, maintain a workplace free from harassment, and ensure that these standards are upheld by their own vendors and subcontractors.

Due Diligence Processes

Joseph Ribkoff recognizes that the embedding of responsible business conduct into our policies and practices is essential to strengthening its ability to assess human rights risks and evaluate the effectiveness of its actions.

We apply a risk-based approach to assess and manage the risks of forced labour and child labour within our supply chain. This approach enables us to prioritize efforts, focus due diligence activities on the most severe risks and adapt our actions accordingly.

Our supplier onboarding protocols support consistent evaluations aimed at identifying and mitigating human right risks within our supply chain. As part of this process, all suppliers undergo an initial vetting prior to engagement. Suppliers (and, where applicable, their subcontractors) are required to acknowledge and commit to our Vendor Code of Fair Practice and complete a risk assessment questionnaire. Where elevated risks are identified, we may decide not to proceed with the supplier relationship.

We conduct regular audits and on-site visits at the production facilities of our Tier 1 suppliers. Suppliers are expected to provide recent third-party audit reports, or we may mandate independent third-party audits. These audits support the identification and management of compliance, as well as the assessment of potential impacts within our operations and supply chain.

In FY2026, we continued to apply these due diligence processes. We also maintained our use of an integrated supplier risk management assessment platform to evaluate country and material risk exposure, including supplier onboarding assessments and the tracking of improvements across key risk categories.



Monitoring and Addressing Risks

In our business operations, we recognize that various aspects of our activities may present risks related to forced labour and child labour. At Joseph Ribkoff, transparency, accountability, and continuous improvement remain central as we work to embed respect for human rights across our organization.

We maintain regular communication on progress, challenges, and improvements among relevant teams, with key information escalated to management based on materiality.

In FY2025, Joseph Ribkoff continued to strengthen its engagement with suppliers in relation to audit processes, including participation in pre-and post-audit follow-ups to monitor corrective action plans. This approach was maintained in FY2026.

We also continued to leverage our integrated supplier risk management and assessment platform to evaluate supplier exposure across priority geographies.

Risk Classification

As part of our ongoing commitment to ethical business practices and building a traceable value chain, we assess, monitor, and mitigate risks related to forced labour and child labour across our supply chain. This includes identifying key risk factors such as geographic location, vendor relationships, applicable local regulations, and any past incidents or allegations.

We reference external sources, including the [Global Slavery Index | Walk Free](#), to remain informed of global trends and to support the identification of higher-risk regions and sectors within our supply chain.

During the vendor evaluation process, suppliers are assessed and assigned a risk level. These classifications range from low to high risk and inform the level of due diligence and monitoring applied.

We maintain an initiative-taking approach to risk management through regular oversight of production activities at our facilities in Canada and Bulgaria. On-site assessments are conducted prior to production, and any issues identified are escalated to corporate management.

Social audits are typically conducted every 12-24 months at most Tier 1 suppliers' overseas facilities. While audits are scheduled in advance to support collaboration, Joseph Ribkoff reserves the right to conduct unannounced audits. Audit frequency is determined based on risk level, including prior audit outcomes.

In FY2025, we engaged with overseas supply chain partners to review audit findings and plan upcoming audits. This approach was maintained in FY2026.

Instances of forced labour or child labour identified at production site are treated as zero-tolerance violations and are subject to immediate escalation.

Through our social audit program, vendors are expected to address identified issues and implement corrective actions to support safe, compliant, and respectful workplaces.



Risk Mapping and Ongoing Assessment

While our risk-mapping practices have progressed, assessing human rights risks within complex global supply chains remains an ongoing effort. We recognize that visibility challenges persist, particularly in lower tiers of the supply chain, and that some gaps in our assessments remain.

Our risk identification efforts consider factors such as the industry in which we operate, the types of goods produced and sourced, geographic locations, the use of raw materials and commodities, and the presence of outsourced or subcontracted labour, including migrant labour.

We also recognize that the risk of forced labour and child labour exists within the textile manufacturing sector, particularly in certain higher-risk regions where our supply chain may extend.

Supply chain risks will continue to be further assessed as our due diligence processes evolve in FY2027 and beyond.

Remediation Measures

Joseph Ribkoff is committed to addressing any identified human rights concerns within its supply chain. Where non-compliance is identified, we collaborate with suppliers to establish mutually agreed corrective action plans and timelines for implementation. Additional audits may be conducted to verify that corrective actions have been effectively implemented.

At this time, we have not identified cases of forced labour or child labour within our operations or supply chain. As a result, there have been no instances requiring remediation related to forced labour or child labour, including any associated loss of income to vulnerable families.

Should any instances of forced labour or child labour be identified or reported, the Company is committed to taking timely and appropriate action, including the implementation of corrective measures to prevent recurrence.

We collaborate closely with our vendors to address non-compliance identified through audits and apply an escalation process where necessary. This may include corrective action follow-up and, in cases of persistent non-compliance, termination of the business relationship.

During FY2026, the Company initiated the development of a formal remediation framework to further strengthen its approach to addressing human rights risk. This framework is currently under review and is expected to support a more structured and consistent remediation process upon implementation.

Employee training

At the core of our commitment to addressing forced labour and child labour is a culture of accountability and continuous training. Our Social Compliance team works closely with business units and global supply chain teams to support alignment with our social compliance commitments. The team also leads on-the-ground assessments, supports remediation efforts, and is responsible for internal and external reporting on social compliance matters.

In FY2025, all employees involved in sourcing and vendor management completed mandatory training on forced labour and child labour, including Canadian legal obligations, supplier risk indicators, and internal escalation protocols.

In FY2026, this requirement was maintained for new hires involved in sourcing and vendor management, ensuring continued awareness and understanding of forced labour and child labour risks.

Members of the Social Compliance team also continue to participate in external training programs and seminars related to ethics and compliance, including forced and child labour.

More broadly, employees in key roles are required to complete compliance and ethics training, including the review and acknowledgement of core policies upon hire and on an annual basis thereafter.



Ensuring the effectiveness of our actions

Joseph Ribkoff assesses the effectiveness of its actions to address forced labour and child labour through a combination of monitoring, training, and continuous improvement practices. This includes the implementation of clear policies and standards, which are communicated to suppliers, along with support to facilitate the adoption of best practices.

Our due diligence processes are designed to identify, assess, and address risks of forced labour and child labour. These processes include supplier assessments, risk mapping, and regular audit and inspections. We also collaborate with industry peers and leverage available resources to strengthen our approach to share best practices.

We maintain channels through which employees and stakeholders can report concerns. Reported issues are reviewed, investigated, and addressed in a timely manner. To monitor effectiveness, we track supplier risk scores, audit outcomes, and corrective action progress, and conduct periodic reviews to identify areas for improvement.

We are committed to continuous improvement and will continue to refine our policies and procedures to enhance the effectiveness of our approach and support long-term sustainability of our operations.

Approval and Signature

This report was approved by the Board of Directors of the Company on May 26, 2026, pursuant to paragraph 11(4)(b)(ii) of the Act and constitutes our report for the fiscal year ending March 31, 2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for 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 and constitutes the Company's report for the applicable fiscal year.

I have the authority to bind JR Fashion Holdings Inc.

Signed (D. Mancini)

Domenico Mancini
Chair of the Board of Directors
JR Fashion Holdings Inc.
May 28, 2026