



S&S Activewear Statement on Forced Labor, Human Trafficking, and Modern Slavery

This statement (updated in May 2023) on Forced Labor, Human Trafficking and Modern slavery reflects S&S Activewear’s commitment and ongoing efforts to identify, mitigate, prevent, and remedy human trafficking, slavery, servitude, or forced, compulsory, or involuntary labor, and the Worst Forms of Child Labor (as defined by International Labor Organization (“ILO”) standards) in our supply chain and our own operations.

S&S Activewear is committed to treating everyone with dignity and respect, and to protecting the planet we all share. We recognize our responsibility to distribute our products in a legal, ethical, and responsible manner consistent with the highest standards. We expect the same from our suppliers, and we focus on building long-term partnerships with strategic suppliers who demonstrate a commitment to engaging their workers and providing safe working conditions. This includes working to combat the risks of forced labor. We are growing our business responsibly through relationships with suppliers who are committed to our standards of sustainability and human rights, product excellence and compliance with local laws.

Embedded in our Code of Conduct is our commitment to our zero-tolerance policy to ensure that no forced labor or trafficked persons are being used in any part of our business or in our supply chain. Business partners must not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

Specifically, based on region wide Withhold Release Order on products made by forced or slave labor in Xinjiang region, issued by US Customs and Border Protection, we prohibit the manufacture of any product or the use of any cotton from the Xinjiang Uyghur Autonomous Region (XUAR) in China, as well as other areas where forced labor is knowingly practiced, including Uzbekistan.

We continue to collaborate with industry experts, partners, industry associations, stakeholders to understand, evaluate and address matters related to forced labor.

Frank Myers, CEO