





## Introduction

Canada Goose's Supplier Code of Conduct (the "Code") sets out our standards for inclusive, safe and healthy working conditions and environmental responsibility throughout our supply chain. The Code applies to all contractors, subcontractors and suppliers (collectively, "suppliers") working with Canada Goose directly or indirectly.

Our Code is informed by the United Nation's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization (ILO). For each of our 13 Code Principles, we have provided our mandatory requirements that will be further expanded upon in our supplemental expectations to ensure clear understanding of what may sometimes be nuanced topics. Our goal is to ensure that we not only minimize our operational risk by maintaining transparency in our supply chain, but also have a positive, meaningful impact on our shared communities.

We monitor and track performance against our Code through our Social Performance Program. Our Program includes both training sessions and third-party assessments. If we determine a supplier falls short of our expectations, we will require prompt, sincere, and collaborative efforts to improve; however, we do reserve the right to terminate the relationship if we see fit. Through ongoing collaboration and open dialogue with our suppliers, our programmatic goal is to deliver on our commitment of excellence, innovation and quality to our customer and broader stakeholder community. We recognize and respect that this is an ongoing journey and we are committed to working with suppliers who are dedicated to and demonstrate continuous improvement and leadership.

Nothing in this Code is meant to replace or supersede any contractual obligations between Canada Goose and its external parties.



### Principle 1: We believe in conducting business lawfully.

Suppliers shall comply with and have a process to identify, monitor, understand and comply with all applicable laws, rules and regulations, including those concerning labour, health and safety, human rights, environmental protection and corruption and bribery. In the event this Code of Conduct differs or conflicts with local law, the higher standard shall prevail.

### Principle 2: We believe in conducting business ethically with the highest level of integrity.

Suppliers shall be committed to conducting business ethically, honestly and with integrity. The direct or indirect use or offering of bribes, kickbacks or other inappropriate payments is strictly prohibited and illegal. Confidential information about Canada Goose must never be shared with any third-party without express permission granted by Canada Goose.

### Principle 3: We believe in conducting business in a transparent manner.

Unauthorized subcontracting is strictly prohibited. Suppliers shall be transparent about their own supply chains and only place Canada Goose production at pre-approved locations using designated and traceable materials. Suppliers shall also be fully transparent when submitting to onsite assessments as well as maintain all accurate documentation necessary for demonstrating compliance with the Code.

### Principle 4: We believe children have the right to be children.

In accordance with ILO Core Convention 138, suppliers shall not employ anyone under the age of 15, the local legal minimum age for employment, or maximum age for compulsory education, whichever is higher. Young workers, defined as those between the minimum age for employment and 18, must not be assigned to hazardous, unsafe or unhealthy working job functions which may compromise their health, safety and overall mental and physical wellbeing.

### Principle 5: We believe in freely chosen employment.

Suppliers shall not use involuntary or forced labour, whether it be indentured, bonded, or prison labour. Suppliers shall not obtain labour through means including, but not limited to coercion, the use of misleading contract terms, worker paid recruitment fees, retention of loans or the withholding of travel documents that might result in modern slavery or human trafficking.



### Principle 6: We believe in equal treatment for all.

Workers shall not be subjected to any form of discrimination in any aspect of employment, including hiring, compensation, benefits, advancement, discipline, and termination, on the basis of personal characteristics or beliefs, such as age, race, ethnicity, nationality, religion, marital status, sexual preferences, gender identity / expression, maternity status, disability or political beliefs.

### Principle 7: We believe in harassment free workplaces.

Workers shall always be treated with respect and dignity. No worker shall be subjected to corporal punishment, sexual, psychological or verbal harassment or abuse. Suppliers shall also maintain a documented escalating disciplinary process that excludes monetary fines. Suppliers shall provide a confidential and functioning grievance mechanism or channel to all workers.

### Principle 8: We believe in the right to free association and collective bargaining.

Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where laws prohibit these freedoms, suppliers shall allow the development of parallel means for independent association and collective bargaining. Workers should not feel threatened or be penalized for their efforts to organize (e.g. creating committees) or bargain collectively or be discriminated against because of such an affiliation.

### Principle 9: We believe in fair compensation.

Suppliers shall ensure that all workers are paid the local legal minimum wage, or prevailing industry wage, and overtime wage and provided all mandatory benefits. Workers shall also be paid on time, at least monthly.

### Principle 10: We believe in workers' right to rest.

Suppliers shall not require employees to work more than the regular and overtime hours allowed by the local law. The regular work week shall not exceed 48 hours, or the maximum allowed by local law, whichever is less. Workers shall be provided with at least 24 consecutive hours of rest in every seven-day period. The sum of regular and overtime hours shall not exceed 60 hours per week except under exceptional business circumstances, where legal, and where workers freely consent.



### Principle 11: We believe in safe work environments.

Suppliers shall provide their employees with a safe, healthy and clean workplace, designed to prevent work related accidents, injuries and illness. Suppliers shall regularly assess the workplace for hazards and implement appropriate safety systems, controls and training related to: fires, emergencies, machines, chemicals, electrical, hygiene, first aid, food preparation and consumption, housing, lighting, ventilation, child care, evacuation, personal protective equipment (PPE) and ergonomics. Where housing is provided appropriate safety systems shall also be implemented related to electrical and fire safety, evacuation, hygiene, ventilation and privacy.

### Principle 12: We believe in every person's right to a clean environment.

Suppliers shall have policies and procedures in place to manage and minimize their environmental impacts. This includes resource consumption, as well as water and air emissions. Additionally, suppliers must meet all requirements related to chemical restrictions, safely labeling, handling, and storage of approved substances while preventing or mitigating the release of chemicals and hazardous materials.

### Principle 13: We believe in the humane treatment of animals.

Suppliers shall ensure that animals are treated in accordance with applicable governmental regulations and will not tolerate willful mistreatment, neglect, or acts that maliciously cause undue suffering and harm.

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For more information on Canada Goose's Supplier Code of Conduct or Social Performance Program, please reach out to: [socialperformance@canadagoose.com](mailto:socialperformance@canadagoose.com).