

Moores

REPORT ON CANADA ACT S-211 FOR FISCAL YEAR 2023

Introduction

This is a Statement made by Moores Retail Group Corp. / Groupe De Detail Moores Corp. and Moores The Suit People Corp. / Vetements Pour Hommes Moores Corp. (collectively, the “Company”, “Moores”, “we” or “us”), in respect of an Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “Act”) and relates to our Fiscal Year that commenced on January 29, 2023 and ended February 3, 2024 (“Fiscal Year 2023”). This Statement generally discusses the efforts of Moores to address forced labour and child labour in our supply chain.

Company Profile

Moores is a menswear retailer formed and doing business in Canada for more than 40 years. With more than 100 locations across Canada, Moores offers affordable prices and personalized service. We work with suppliers across the globe in manufacturing ethically sourced and responsibly crafted products for our growing market.

Policies and Due Diligence

Moores is committed to sourcing our products in a legal, ethical, and responsible manner. This commitment is provided in our Supplier Code of Conduct that sets our expectations with our suppliers, including zero tolerance for forced labour and child labour across our supply chain. Suppliers who manufacture products for our brand are contractually bound to our standards through our Merchandise Supplier Agreement and Supplier Code of Conduct.

We routinely update our policies and procedures to reflect the most current compliance requirements and standards. This is accomplished in collaboration with our internal teams to implement more efficient compliance processes that enable them to operate responsibly in line with our Supplier Code of Conduct.

We continuously engage our strategic suppliers to align our responsible sourcing values and maintain integrity in our supply chain.

We assess working conditions in our manufacturers’ factories in accordance with local laws and our own standards through independent third-party audits. Our suppliers are required to complete audits annually, which includes audits on forced labour and child labour prevention measures. These factory inspections observe operations onsite, citing any non-compliances for immediate remediation before the supplier is certified.

Risk Assessment in Supply Chain and Business Activities

In our compliance program, we trace and map out activities to identify risks in our supply chain, including those related to modern-day human trafficking and slavery. Cross-functional teams within our Company are responsible for assessing and addressing these risks in our business through process and system improvements, and continuously review and update these with evolving regulations and industry trends.

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We provide our suppliers with compliance questionnaires which seeks details about their compliance policies and practices. To the extent there are areas we can strengthen their efforts in mitigating human rights issues, such as forced labour and child labour, our Company works with our suppliers to continually improve monitoring risks and enforcement of our standards and requirements.

Social compliance audits also provide more insights on gaps being addressed, and we connect with suppliers on their specific areas of concern. These reports from factory audit inspections are reviewed annually to look at trending risks in non-compliances as well as best practices.

In Fiscal Year 2023, we did not have any findings of non-compliance in audits related to forced labour or child labour.

Reporting and Remediation

Our Company maintains an Ethics Hotline that allows anonymous reporting of any incidents breaching our Code of Ethics and Business Conduct. Access to this hotline is also communicated to and available to our suppliers in our Merchandise Supplier Agreement.

In addition, our suppliers are required to have a form of grievance mechanism for their employees to timely and safely report anomalous and non-compliant activities in their workplace. This grievance process is also reviewed in the social compliance audits conducted by independent third parties.

In Fiscal Year 2023, there were no reported incidents regarding forced labour and child labour non-compliance. Should any be found, we will address the situation in accordance with local legislation and our compliance standards, which may include termination of our relationship with such supplier should remediation not be sufficiently taken, as well as undertaking appropriate measures.

Training and Engagements

Our employees with direct responsibility for supply chain management receive annual training regarding preventative measures and requirements related to forced labour and child labour, particularly concerning the mitigation of risks within the supply chains of our products. This is covered in our annual security compliance review and engagements.

We regularly reinforce our standards and expectations with our suppliers through meetings and email communications to ensure that they meet their government's laws as well as our Supplier Code of Conduct.

To stay abreast of changing regulations and best practices, we participate in industry and multi-stakeholder initiatives to help us evaluate and address the risk of forced labour and child labour in our supply chains. Our Company is a member of several industry associations that are dedicated to protecting workers' rights, such as the American Apparel & Footwear Association, the National Retail Federation, and the Retail Industry Leaders Association.

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Monitoring and Assessment

We regularly review and monitor our compliance program progress within our cross-functional teams and leadership to raise our suppliers' capabilities and controls in preventing forced labour and child labour in our supply chain.

An independent third-party assessment was done in 2023 to review human rights safeguards in our supply chain activities and such party did not cite any issues regarding forced labour and child labour violations.

Attestation

"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, for the reporting year listed above."

"For clarity, I am providing this attestation in my capacity as a director and officer of Moores Retail Group Corp. / Groupe De Detail Moores Corp and Moores The Suit People Corp. / Vetements Pour Hommes Moores Corp., and not in my personal capacity."

"I have the authority to bind Moores Retail Group Corp. / Groupe De Detail Moores Corp. and Moores The Suit People Corp. / Vetements Pour Hommes Moores Corp."

Brandy Richardson

Brandy Richardson
Director and Executive Vice President, Chief Financial Officer
Moores Retail Group Corp. / Groupe De Detail Moores Corp.

Date 5/24/2024



John Tighe
Director and President
Moores Retail Group Corp. / Groupe De Detail Moores Corp.

Date 5/24/2024