

PERRY ELLIS INTERNATIONAL

MODERN SLAVERY JOINT DISCLOSURE STATEMENT
FY26



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INTRODUCTION

We are steadfast in our commitment to upholding the human rights of all individuals within our global operations and extended supply chain. Whether engaged directly or indirectly, we are dedicated to ensuring all workers are treated with dignity, equity, and respect. We maintain a zero-tolerance policy regarding forced labor, child labor, debt bondage, and human trafficking.

Modern slavery, while not defined in law, serves as an umbrella term that emphasizes the commonalities between slavery, forced labor, child labor and human trafficking. Essentially, these are all situations of exploitation in which a person cannot refuse or leave an exploitative situation due to threats, violence, coercion, deception or abuse of power.

This joint Statement is published in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, the UK Modern Slavery Act 2015 (Section 54), and the Australian Modern Slavery Act 2018 (Cth). This Statement also addresses the disclosure requirements of the California Transparency in Supply Chains Act. It details our due diligence efforts for the reporting period of February 2, 2025, to January 31, 2026. This Statement was developed through a formal consultation process with all reporting entities owned or controlled by Perry Ellis International, Inc. This process included the collection of operational and supply chain data from each subsidiary, review of draft content by subsidiary leadership, and alignment with the Social Compliance department to ensure the Statement accurately reflects the practices of all reporting entities.





OUR BUSINESS

Supreme Munsingwear Canada, Inc., Perry Ellis Europe Limited (PEEL) and Perry Ellis International Europe Limited (PEIEL) are wholly owned subsidiaries of Perry Ellis International, Inc. (PEI), a privately held leader in the design, distribution, and licensing of apparel, accessories, and fragrances. Headquartered in Miami, Florida, PEI manages a diverse portfolio of national and international brands, offering products such as dress and casual shirts, golf sportswear, denim, activewear, and swimwear.

Our products reach global markets through an extensive omnichannel network including:

WHOLESALE: Distribution through department stores, mass merchants, specialty shops, and corporate wear distributors.

DIRECT-TO-CONSUMER: Sales via company-owned retail locations and e-commerce platforms.

LICENSING: We extend our reach by licensing proprietary brands to third parties for manufacturing and marketing in specific categories or regions where we do not maintain direct operations. Our roster of brands is also enhanced by licensing trademarks from third parties, including: Nike® for swimwear, Southern Proper® and Callaway® for apparel, PGA TOUR®, and Jack Nicklaus® for golf apparel.

In Canada, Supreme Munsingwear Canada, Inc. imports and distributes products through our established network, maintaining a local office and partnering with a third-party logistics provider.

Our business in Australia is facilitated via third-party partnerships across wholesale, retail, and licensing channels. PEI has direct licence and distribution agreements with companies registered and established in Australia. Our Nike Swim distribution agreement in Australia is contracted through PEI Operating LLC, a wholly owned subsidiary of PEI. Licensing in the region is managed by Perry Ellis International Europe Limited (PEIEL). We do not maintain any owned entities, physical facilities, or direct employees in the region.

OUR BRANDS

PERRY ELLIS

JOHN HENRY®

LAUNDRY
BY SHELLI SEGAL
LOS ANGELES



PERRY ELLIS
AMERICA

F FARAH®

RAFAELLA

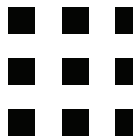
CUBAVERA®

Havanera Co.
BY CUBAVERA®

ELLA
RAFAELLA



SAVANE®



MANHATTAN®



Licensing
Trademarks



PGA TOUR
OFFICIAL LICENSED APPAREL



GLOBAL OPERATIONAL FOOTPRINT



OUR STRUCTURE

While the Board of Directors maintains ultimate oversight of PEI's human rights obligations, strategic execution is led by the Social Compliance & Sustainability team. Reporting directly to the Chief Financial Officer (CFO), this department manages global supply chain risk and ensures strict adherence to our Vendor Code of Conduct, internal policies and procedures, and evolving regulations. The team also engages external industry experts for guidance and specialized support as needed. Our governance framework provides the Board with transparent visibility into supply chain risks, and further efforts of the team in these areas are detailed in the Due Diligence section. This commitment is reinforced through cross-functional partnerships with Sourcing, Legal, Imports, and other key departments to unify business objectives with our ethical and environmental standards.

OUR SUPPLY CHAIN

Although our brand portfolio is manufactured through a global network of independent contracted partners rather than company-owned facilities, we maintain active engagement across our supply chain. In key sourcing regions, our dedicated overseas teams provide localized presence and real-time monitoring to ensure all production aligns with our established standards.

We recognize that the inherent complexity of global supply chains requires consistent visibility for effective management. Our strategy prioritizes stability and shared values over transactional sourcing, a commitment demonstrated by the long-term relationships we make with our manufacturing partners. This approach is reflected in our deep-rooted alliances with key suppliers—some spanning over 15 years—who account for 65% of our total production volume. These strategic partnerships enable a reliable, transparent, and ethical approach to production across our entire global footprint.

In FY26, our global manufacturing footprint spanned 29 countries, encompassing 244 Tier 1¹ facilities and 62 Tier 1 subcontractors² across 8 countries. This network represents a collective workforce of over 250,000 production workers. Additionally, our licensee supply chain, which is dedicated to the production of our licensed product lines, consisted of 167 suppliers across 19 countries.

¹ Manufacturing facilities

² Tier 1 subcontractors - printing, embroidery, laundry, etc.

OUR SUPPLY CHAIN

 **LATAM**

 **EMEA**

 **APAC**



POLICIES & COMMITMENTS

Protecting human rights is central to how we operate. To uphold our values and proactively prevent modern slavery, we maintain a comprehensive policy framework that all partners must follow. As a fundamental requirement of our partnership, every supplier commits to our core policies, including our standards on Child Labor & Young Worker protections, Forced Labor, Cotton Sourcing, and Migrant Workers. Beyond these specific mandates, we require all suppliers to comply with local labor laws and our Vendor Code of Conduct which is integrated into our Master Supply Agreement, ensuring that human rights remain a top priority throughout our global supply chain.

Our policies are based on globally recognized standards and guidelines, including the UN Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration of Fundamental Principles and Rights at Work and ILO Indicators of Forced Labour. We expect our suppliers to move beyond passive compliance by implementing their own management systems to stay compliant. This includes having clear, written policies and procedures to identify and prohibit child and forced labor and sharing those policies with all subcontractors. Vendors are required to conduct regular training at every level to ensure these protections are followed in practice. We also pledge to regularly review and update our own policies to make sure we are always following global best practices.

- PEI Vendor Code of Conduct
- Forced Labor
- Child and Young Worker
- Migrant Worker
- Cotton Sourcing
- Freedom of Association
- Code of Ethics and Conduct

To maintain transparency, all vendors have direct access to our policies and compliance documents via our centralized Vendor Portal. We use this portal to keep suppliers updated on any changes to our standards or new requirements.

CODE OF ETHICS AND CONDUCT

For over half a century, PEI's success has been driven by a steadfast commitment to our values. Our Code of Business Ethics and Conduct is more than just a policy; it is a proactive foundation designed to guide us in being responsible global citizens. The Code applies to everyone—from our officers



and directors to our newest associates—and serves as a promise to display excellence in everything we do. To ensure we stay true to these principles, every team member is required to review and sign an annual commitment to the Code and participate in yearly accountability training.

REPORTING HOTLINE

We also believe in the power of a safe, transparent workplace. Through our secure, third-party hotline, employees can anonymously report any concerns or potential violations. We are committed to investigating every claim and taking decisive action, strictly prohibiting any form of retaliation against those who speak up.

DUE DILIGENCE

Our due diligence process ensures consistent adherence to our standards while allowing us to proactively identify and evaluate potential risk areas.

NEW SUPPLIERS

The onboarding process assesses a supplier's ethical, commercial and environmental viability. Prior to approval and production placement, all potential manufacturers must sign our Master Supply Agreement (MSA), Vendor Code of Conduct, and all related policies, certifying their commitment to full compliance. Suppliers must also disclose their subcontractor information as well as provide a current ethical audit report for review. Subcontractors who do not have an audit report must complete our comprehensive Self Assessment Questionnaire and provide related supportive documentation to establish compliance with our Code.

To ensure there are no hidden upstream supplier risks, we also conduct internal and third party risk assessments. This includes a search of publicly available trade data, sanctioned entity lists and credible tools.

LICENSEE SUPPLIERS

Mitigating risk requires visibility into our extended licensee supply chain. All licensee partners are contractually bound to comply with our Compliance Program requirements. This includes completing a formal onboarding process prior to placing production orders, a formal commitment to our Code of Conduct principles, and the submission of a current, acceptable third-party or industry-approved audit report. Licensees must also comply with our ongoing due diligence framework to ensure sustained alignment with our standards. In FY26, oversight of our licensee network was maintained through the verification of 143 audits, ensuring these independent partners adhere to the same ethical standards as our direct Tier 1 facilities. Of these evaluations, 91% consisted of industry-recognized audit schemes, providing a high level of professional scrutiny across our licensed production.



AUDIT STANDARDS AND EFFICIENCY

To ensure our standards are continuously met, all factories must undergo onsite audits. We recognize the need for mutually acceptable standards to reduce supplier audit fatigue and duplication. Therefore, we accept the following industry-recognized audit reports in lieu of conducting a dedicated Code of Conduct audit, provided that they meet our internal benchmarks:

WRAP

WRAP's 12 Principles are based on international workplace standards, local laws, and workplace regulations. They include the spirit of the International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development (OECD)'s Guidelines for Multinational Enterprises.

SMETA

SMETA (Sedex Members Ethical Trade Audit) audits are primarily based on the Ethical Trade Initiative (ETI) Base Code. This core standard is supplemented by international ILO (International Labour Organization) conventions and local, national labor laws, covering labor standards, health and safety, environment, and business ethics.

BSCI

BSCI audits are based on the amfori BSCI Code of Conduct. This framework focuses on 13 key performance areas—including fair remuneration, occupational health, and safety—and is rooted in international labor standards, specifically the International Labour Organization (ILO) conventions, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines.

SLCP

The Social & Labor Convergence Program (SLCP) is based on the Converged Assessment Framework (CAF), which harmonizes requirements from existing industry standards, international labor laws, and brand codes of conduct.

Higg Facility Environmental Module (FEM)

The Higg Facility Environmental Module (FEM) is based on leading global industry standards and frameworks for sustainability, including the GHG Protocol for emissions, the Science Based Targets initiative (SBTi), and the ZDHC Roadmap to Zero for chemical management.

While we accept industry audits, suppliers acknowledge via our Master Supply Agreement that we reserve the right to conduct unannounced audits at any time.

Factories who have not completed one of the above audit schemes are required to undergo an accredited independent third party audit or a PEI Code of Conduct audit. To ensure an accurate representation of factory conditions, audits are typically conducted on an annual basis and are unannounced or semi-announced. Several factors, including audit performance, or risk dictate audit frequency.

All audit reports undergo a detailed review by our Compliance team to assess alignment with our standards.

The key areas covered by ethical audits include, but are not limited to, the following critical areas:

WORKER & LABOR RIGHTS:	HEALTH & SAFETY:	ENVIRONMENTAL COMPLIANCE:
Forced Labor	Building, Fire, and Equipment Safety	Environmental Impact
Child Labor and Young Workers	Hygiene and Sanitation	Hazardous Waste
Migrant Workers	Hazardous Materials Management	Wastewater, Emissions, and Noise
Working Hours, Wages, and Benefits	Equipment Safety Training and Signage	
Discrimination and Disciplinary Practices		
Collective Bargaining Policies		

Suppliers are expected to initiate audit renewals at least two months prior to their expiration date to maintain ongoing compliance oversight and avoid compliance gaps. Expired audits may directly impact production and order approvals.

REMEDIATION AND CONTINUOUS IMPROVEMENT

When non-compliances that are not minor are identified, we take a collaborative approach to drive sustainable improvement. We engage with suppliers to resolve the underlying causes of issues rather than addressing symptoms in isolation. This process often requires the submission of a detailed Corrective Action Plan (CAP) backed by verifiable evidence.

Depending on the severity of the findings, we verify remediation through either a desktop review or a follow-up onsite audit. While our primary goal is to support suppliers in achieving full compliance and improving working conditions, we may disengage with those who fail to demonstrate progress or a commitment to achieve compliance.

SUPPLY CHAIN CONTROL & MONITORING

Maintaining the integrity of our production network requires the following strict control systems designed to verify that all partners meet our established ethical standards.

Unauthorized Subcontracting: We maintain a zero-tolerance policy regarding unauthorized subcontracting. Every proposed subcontractor must successfully complete our onboarding process and receive formal authorization before any production begins.

Internal Oversight: Our Social Compliance team provides regular supply chain updates to our QC field teams, ensuring those on the ground have the most current data to ensure accountability and enforce broader risk management efforts.

Systemic Safeguards: Transparency is maintained through our Product Lifecycle Management (PLM) system, where all authorized suppliers are registered. This digital integration acts as a safeguard, preventing orders from being processed with any unapproved or non-compliant sources.

Continuous Alignment: Approval status is not permanent; all active suppliers must complete an annual due diligence review. This recurring process ensures that our partners remain fully aligned with our compliance expectations year over year.



TRANSPARENCY & TRACEABILITY

Supply chain mapping provides the visibility needed to manage risks. Our Tier 1 production sites and T1 subcontractors are fully mapped. Tier 2 is partially mapped and we continue to expand our mapping efforts beyond Tier 2.

We define our supply chain tiers as follows:



In line with our Purchase Order Terms and Conditions as well as with our Code all vendors are required to maintain full traceability. For all imported goods and components, this means maintaining and providing chain-of-custody documents upon request for every stage of mining, production, and manufacturing.

Transparency regarding our metal trim supply chain is governed by our Conflict Minerals Compliance Program (CMCP). Disclosure is a mandatory component of onboarding, followed by a Reasonable Country of Origin Inquiry (RCOI) managed by our contracted third-party vendor. This framework adheres to the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance and Section 1502 of the Dodd-Frank Act.

Through the submission of a Conflict Minerals Reporting Template (CMRT), suppliers identify the source and processing facilities for all 3TG minerals (tantalum, tin, tungsten, and gold). New suppliers must undergo a pre-approval vetting process, and only those successfully verified are authorized within our PLM system. To maintain these standards, all partners are subject to an annual due diligence review. In-scope licensees must also comply with our Conflict Minerals Compliance Program requirement.



RISK ASSESSMENT AND EFFECTIVENESS

Strategic risk management involves a proactive analysis of our supply chain to identify potential vulnerabilities related to forced and child labor. Beyond standard due diligence, social compliance audits serve as a primary tool for detecting and prioritizing risks at the factory level. A detailed evaluation process integrates geographical data, industry sectors, and specific supplier profiles to pinpoint areas of heightened susceptibility, ensuring resources are allocated where they are most needed.

Identification of modern slavery risks—including forced labor, child labor, and broader human rights concerns—is assessed by utilizing various tools including key industry and governmental intelligence, including the following resources to inform risk prioritization:

- U.S. Department of State: [Trafficking in Persons Report 2025](#)
- U.S. Department of Homeland Security: [UFLPA Entity List](#)
- U.S. Department of Labor: [List of Goods Produced by Child Labor or Forced Labor](#)
- International Labour Organization (ILO): [ILO Indicators of Forced Labour](#)
- Walk Free: [Global Slavery Index](#)

In FY'26, we focused our assessments on high-priority areas prone to forced labor and human rights risks. To mitigate these challenges, we took the following measures:

SUPPLY CHAIN

MIGRANT WORKERS

Workers relocating across jurisdictions or borders face a disproportionately high risk of forced labor. Vulnerabilities often arise from unethical recruitment and employment practices, including the illegal withholding of travel documents or the imposition of non-reimbursed recruitment fees.

Specific risk assessments identified foreign migrant workers as a priority group where migrant labor prevalence is highest. In FY26, this group represented 2% of the global production workforce. No foreign migrant workers were employed by Tier 1 subcontractors during the reporting period.

ACTIONS TAKEN

Accountability for the fair treatment of migrant labor is managed through our strict Migrant Worker Policy, which all suppliers must sign and uphold. Furthermore, since 2018, PEI has been a signatory to the AAFA/Fair Labor Association's Commitment to Responsible Recruitment. This commitment ensures that companies will work with partners to create environments where:

- Workers do not pay for their employment.
- Individuals retain control of their travel documents and maintain full freedom of movement.
- Employees are fully informed of the terms of their employment prior to joining the workforce.

To verify compliance, 100% of factories underwent onsite, industry-recognized audits during the fiscal year. These assessments yielded no findings concerning forced labor, recruitment fee violations, payment withholding, passport retention, or worker exploitation.





CHILD LABOR & YOUNG WORKERS

Supply chains face inherent risks involving the employment of minors and the safety of young workers. These vulnerabilities include hiring below the legal age and exposing young employees to hazardous conditions. Because these risks can emerge across various geographies, risk assessment efforts focused on the entirety of Tier 1 production sites rather than specific high-risk regions. A key focus included the protection of workers aged 15 to 17. According to the International Labour Organization (ILO), this group suffers a 40% higher rate of non-fatal occupational injuries than adults over 25, requiring specialized safety protocols and strict oversight.

ACTIONS TAKEN

Integrity in labor practices is maintained through a strict Child and Young Worker Policy aligned with ILO standards. This policy serves as a cornerstone of the Master Supply Agreement and the Vendor Code of Conduct, which all suppliers must sign. Key mandates include:

- Vendors are prohibited from employing any person under the age of 15, the age of completion of compulsory education, or the minimum employment age in the country of manufacture—whichever is greater.

- Vendors are required to establish a robust hiring procedure that verifies the age of all applicants and workers.
- For legally employed workers under 18, vendors must implement rigorous safety precautions. These employees are strictly prohibited from nighttime work, overtime, and hazardous tasks.

Accountability is reinforced through our Social Compliance audit program. During the fiscal year, all manufacturing facilities were evaluated to ensure compliance with these standards. year, all manufacturing facilities were evaluated to ensure compliance with these standards.

VERIFICATION RESULTS

- 357 Audits were conducted
- 95% were Industry-Recognized audits; 5% of audits were Third-Party/Internal Code of Conduct
- Zero cases of child labor identified
- No reported incidents of young workers involved in hazardous tasks or exceeding mandated overtime. Verification efforts confirmed that no direct remediation was required during this period. Furthermore, these preventive measures and strict age verifications were managed to ensure no negative impact on the income of vulnerable families within the production communities was needed.

SUBCONTRACTORS

Subcontractors represent a specific area of risk due to historically lower levels of visibility compared to direct production sites. Without oversight, these facilities may bypass standard compliance protocols, increasing the risk of unauthorized labor practices, including child or forced labor.

To mitigate these risks, our transparency framework is applied to all subcontractors to ensure they operate under the same ethical requirements as primary Tier 1 suppliers.

ACTIONS TAKEN

Our subcontractor oversight combines mandatory disclosure with periodic verification and desktop-based assessments. Manufacturing facilities are required to identify all Tier 1 subcontractors during the onboarding phase, ensuring their formal commitment to our Vendor Code of Conduct. To maintain supply chain integrity, Tier 1 suppliers must proactively notify us of any subcontractor changes to ensure all new facilities are properly vetted and pre-approved before production begins. We re-confirm these operational links and compliance statuses during the annual

audit renewal of the associated primary facility. Subcontractors without a current onsite audit must submit a comprehensive Self-Assessment Questionnaire (SAQ) for Compliance Team evaluation, while those with recognized third-party audits undergo our established due diligence review.

A total of 70 subcontractors were assessed in FY26:

Verification Metric Performance Data:

- 22 Subcontractors underwent an onsite Industry-Recognized Audits
- 100% of the audits were conducted by APSCA certified auditors
- 48 Subcontractors completed Sedex SAQ Supplier Risk Profiles & PEI Self-Assessment (SAQ).

INDUSTRY AUDIT & SAQ RESULTS:

- Child Labor Findings: no cases identified
- Forced Labor Findings: zero cases identified
- Young Worker Safety: No violations identified.





OWN OPERATIONS

TEMPORARY AND SEASONAL WORKERS

Temporary labor models in the distribution and logistics sector can inherently present challenges related to consistent safety training, wage transparency, and adherence to our corporate labor standards.

As part of our commitment to maintaining a safe and compliant internal workforce, we have identified the use of temporary and seasonal labor within our distribution centers as a key area for ongoing risk assessment.

ACTIONS TAKEN

To manage these risks effectively, we employ a rigorous screening and management strategy:

Strategic Partnerships: We exclusively engage with reputable, pre-vetted staffing agencies that undergo regular performance reviews to ensure they meet our ethical criteria.

Enhanced Screening: Our partners must conduct comprehensive background checks and verify work eligibility, ensuring all temporary and seasonal associates are properly documented and protected.

Integrated Training: Upon arrival at our facilities, temporary workers receive the same foundational safety and "Code of Conduct" training as our permanent associates to ensure a unified culture of compliance.

BROADER RISK MITIGATION ACTIONS

UPSTREAM ENGAGEMENT: We extended compliance training to our fabric mill suppliers in Bangladesh. This initiative addressed human rights gaps deeper in the supply chain (Tier 2), where oversight is traditionally more complex and transparency is critical.

STRATEGIC CAPACITY BUILDING: We conducted targeted training for our Tier 1 suppliers in India to reinforce their alignment with our ethical standards. By equipping our partners in key sourcing regions we ensure they can effectively manage local labor risks and maintain adherence to our Vendor Code of Conduct.

FY26 PROGRESS & EFFECTIVENESS INDICATORS

Our approach to eliminating modern slavery is continuously evaluated for effectiveness. This assessment is carried out through our Social Compliance program, which monitors, verifies, and validates progress against several key performance indicators (KPIs), a selection of which are listed below.

KEY PERFORMANCE INDICATORS (KPIs)	FY26 (2025)	FY25 (2024)
CONFIRMED FORCED LABOR CASES	0	0
CONFIRMED CHILD LABOR CASES	0	0
SUPPLIER PRE-REGISTRATION REJECTION RATE (T1)	11%	7%
RECORD-KEEPING NON-CONFORMITIES	3	2
MINIMUM WAGE NON-CONFORMITIES	1	2
INCIDENTS OF UNAUTHORIZED SUBCONTRACTING (T1)	0	0
APSCA CERTIFIED AUDITS (T1)	95%	92%

**Data reflects Tier 1 (T1), subcontractors and Licensee supplier audits unless otherwise specified*

Data for FY26 confirms the effectiveness of our stringent onboarding and audit protocols. The increase in prospective supplier rejections (11%) demonstrates the application of more rigorous pre-screening standards. We also maintained a zero-tolerance approach to unauthorized production, resulting in zero incidents of unauthorized subcontracting within our Tier 1 network. Furthermore, 100% of identified high-priority issues were successfully resolved through our Corrective Action Plan (CAP) process. With 95% of industry audits conducted by APSCA-certified auditors, we maintain the professional oversight required to verify that all facilities comply with our global standards.

PARTNERSHIPS

At the heart of our commitment to ethical and sustainable operations is the recognition that intrinsic change requires collective action beyond our individual operations. We actively engage with a network of world-class experts and organizations to support our initiatives, strengthen our due diligence, and drive innovation across the global ecosystem.

Sedex is a membership organization that plays a crucial role in helping companies navigate the complexities of ethical and sustainable supply chain management. Sedex provides a platform that facilitates the sharing of SMETA audits and assessment data between brands and suppliers, enabling collaboration and driving continuous improvement. SMETA audits are based on the Ethical Trade Initiative (ETI) Base Code and relevant International Labour Organization (ILO) conventions.

Cascale is the global nonprofit alliance empowering collaboration across the consumer goods industry to Combat Climate Change and Support Decent Work for All. Cascale unites brands and retailers, manufacturers and suppliers, governments, academic institutions, and nonprofit members through a singular vision.



(AAFA) stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation. AAFA's comprehensive work ensures the continued success and growth of the apparel and footwear industry, its suppliers, and its customers.



(NRF) is the world's largest retail trade association and provides its members the opportunity to advocate on important policy issues and gain insights from industry leaders and visionaries.



is a national not-for-profit producer responsibility organization that develops, implements and supports effective and efficient recycling programs across Canada.



champions positive change throughout the UK's entire fashion and textile supply chain. It equips members with current information on crucial topics like regulations, industry trends, and best practices. UKFT also fosters collaboration through events, webinars, and roundtables, and advocates for the industry's strategic and economic value to government and policymakers, directly influencing legislation.



Our Farah brand is a signatory of the UK Textiles Pact run by WRAP. The UK Textiles Pact (formerly Textiles 2030) is the leading voluntary agreement for the UK's fashion and textiles sector, convened by WRAP and backed by government. The Pact supports companies to reduce their climate impact by adopting more sustainable and circular practices to achieve science-based targets.



TRAINING & CAPACITY BUILDING

We believe that effective risk management begins with a shared understanding of the complexities of modern slavery, human trafficking, and other responsible practices.

INTERNAL

Our commitment to ethical operations is reinforced through a robust compliance training curriculum delivered via our centralized Learning Management System (LMS). Each year, our mandatory e-learning modules are refreshed to reflect evolving regulatory landscapes and shifting business priorities. In FY26, the core curriculum encompassed the Code of Conduct, Workplace Safety, and Harassment Prevention training.

Central to our training program was the Modern Slavery module, which delivered comprehensive education on the complexities of child labor, forced labor, and human trafficking. This program, which is part of our ongoing training package, successfully equipped 1,138 associates in key roles with the skills required to identify, mitigate, and report exploitative labor practices.

Our Social Compliance team further engaged in continuous professional development through external third-party webinars, conferences and events, ensuring our standards remain at the forefront of global best practices.

SUPPLIER TRAINING

We conduct regular, targeted training to build supplier capability and ensure alignment with our global compliance standards.

In 2025, we conducted onsite and virtual training in Bangladesh for Tier 1 suppliers, value-added subcontractors, and—for the first time—extended our outreach to fabric mills. Additionally, we delivered virtual training to our India Tier 1 suppliers. We engaged a total of 56 suppliers and 71 key participants on important topics including, but not limited to Supply Chain Traceability & Transparency, Grievance Mechanisms, Modern Slavery & Human Rights, and Corrective Action Plan (CAP) Remediation.

By equipping both our workforce and our business partners with specialized knowledge, we strengthen our collective ability to safeguard human rights and remediate vulnerabilities.

LOOKING AHEAD

In 2026, we aim to:

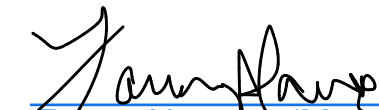
- Review and refresh our Vendor Code of Conduct.
- Review and revise policies including forced labor, discrimination and harassment.
- Continue mapping our upstream supply chain.
- Scale our forced labor training program to suppliers in other key sourcing countries.





APPROVAL & ATTESTATION

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), in particular section 11 thereof and on behalf of Supreme Munsingwear Canada, Inc, I attest that I have reviewed the information contained in the report on behalf of the entity 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 FY26.

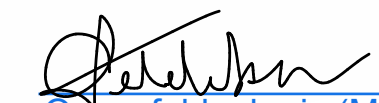

Fanny Hanono (May 19, 2026 23:03:47 GMT+3)

Fanny Hanono

President
Supreme Munsingwear Canada, Inc.

I have the authority to bind Supreme Munsingwear Canada, Inc.

This joint Statement was approved by the Board of Directors of Perry Ellis International, Inc. on **May 18, 2026** in accordance with the UK Modern Slavery Act 2015, and the Australian Modern Slavery Act 2018 (Cth).


Oscar feldenkreis (May 19, 2026 21:15:16 EDT)

Oscar Feldenkreis

Chief Executive Officer & President
Perry Ellis International, Inc