

REITMANS

(CANADA) LTÉE / LTD

Annual Report of Reitmans (Canada) Limited
to the
Minister of Public Safety and Emergency Preparedness

(the “Report”)

MADE PURSUANT TO:

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”)

MAY 31, 2024

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INTRODUCTION

Reitmans (Canada) Limited (“Reitmans”, “we”, “us”, “our”, “its”) believes in responsible business practices and ethical sourcing principles. The way our products are brought to life is especially important to us. As such, we engage with our strategic partners, suppliers, and vendors (collectively, “Suppliers”), both in Canada and abroad, to help promote a safe and healthy work environment for the people involved in the design, manufacturing and production of our products (“Workers”).

Our approach to social responsibility is rooted in partnership, collaboration, transparency and corrective action. We aim to regularly review and update our policies with a commitment to ongoing improvement of our business practices. We have implemented control mechanisms with our Suppliers with the goal of helping to eliminate the use of child and forced labour, promote good working conditions for Workers, and increase transparency in our supply chains. We enjoy long-standing relationships with many of our Suppliers, and we build on these relationships with the goal of helping to promote the rights and dignity of all Workers.

This Report sets out the steps taken by Reitmans to prevent and reduce the risk that forced labour or child labour is used at any step of the production of Reitmans’ products in Canada or elsewhere, or of products imported into Canada by Reitmans.

ATTESTATION

This Report has been approved by the Board of Directors of Reitmans (Canada) Limited.

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 entity or 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.

I AM PROVIDING THIS ATTESTATION IN MY CAPACITY AS A DIRECTOR AND CHIEF EXECUTIVE OFFICER OF REITMANS (CANADA) LIMITED AND NOT IN MY PERSONAL CAPACITY.

Name: Andrea Limbardi

Title: President and Chief Executive Officer
Member of the Board of Directors
Reitmans (Canada) Limited

Date: May 31, 2024

Signature:



I have the authority to bind Reitmans (Canada) Limited

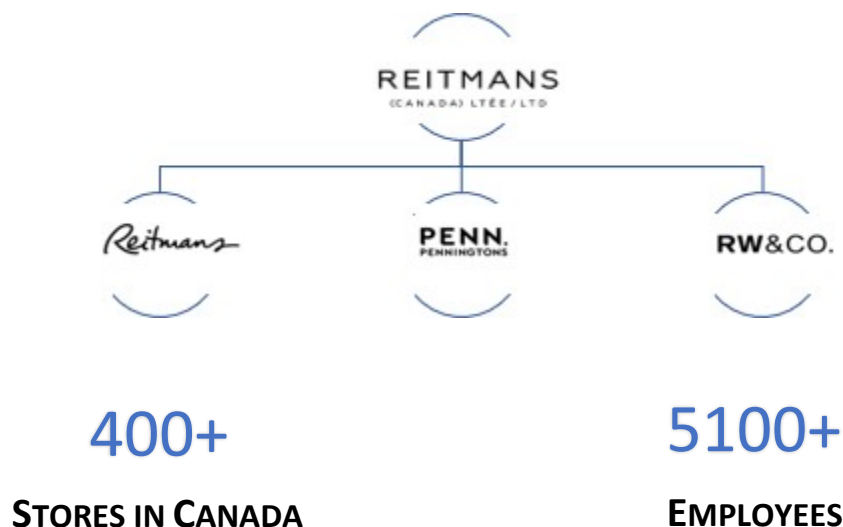
REITMANS CORPORATE STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Reitmans is a federally incorporated Canadian corporation specializing in the retail sale of women and men's apparel and accessories (see: <https://www.reitmanscanadalimited.com/>).

Founded in 1926 by Herman and Sarah Reitman in Montreal, Quebec, Reitmans is a publicly traded company currently listed on the TSX Venture Exchange (TSX-V: RET, RET-A). Reitmans' various corporate governance charters and constating documents may be found at the following URL: <https://www.reitmanscanadalimited.com/governance-documents.aspx?lang=en>.

Reitmans is a leading Canadian fashion retailer that imports and sells its own-branded apparel and accessories. Reitmans employs over 5,100 employees and operates some 400 retail stores across Canada under three different banners, namely, "Reitmans", "Penningtons" and "RW&CO.", as well as a robust e-commerce business through our various commercial websites and ecommerce channels located at: <https://www.reitmans.com/>; <https://www.penningtons.com/>; and <https://www.rw-co.com/>.

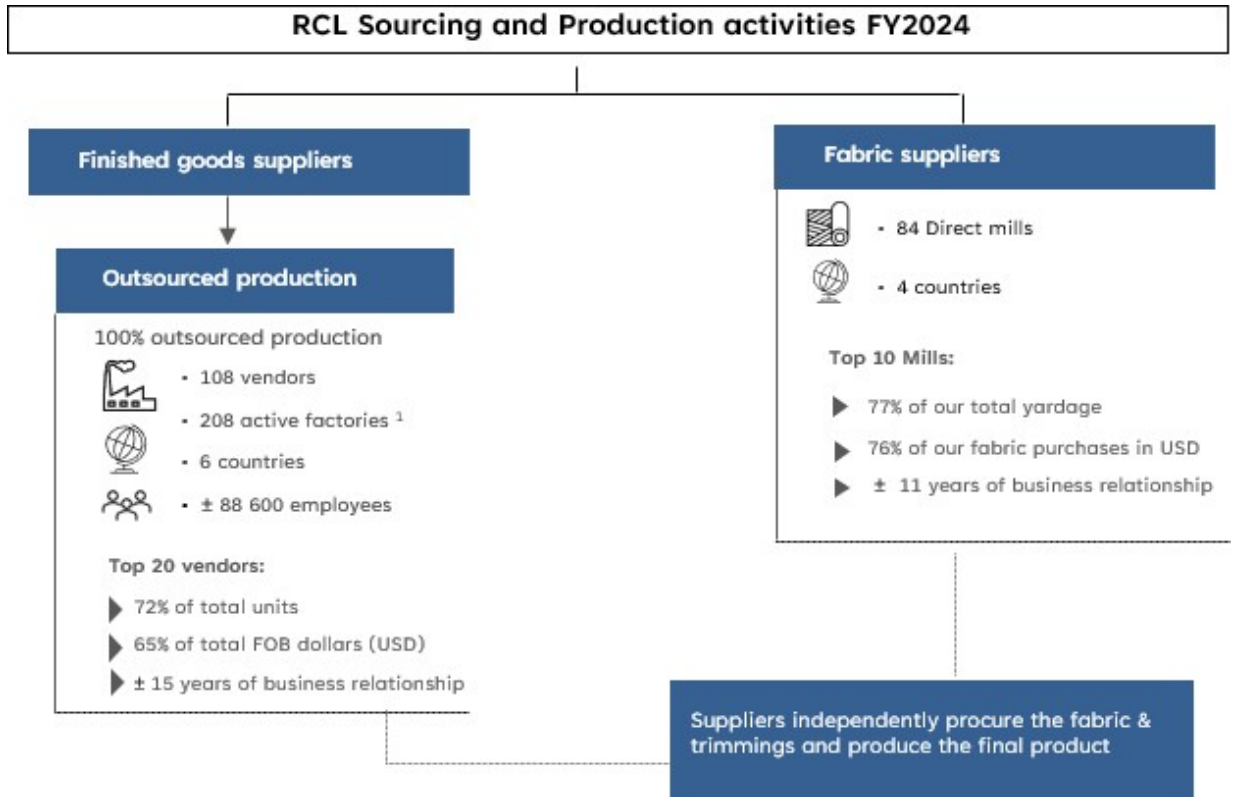
Reitmans operates a Hong Kong Office that helps identify and liaise with prospective and onboarded Suppliers to help ensure a supply of ethically sourced apparel products and accessories that meet the needs of Canadian customers.



Over 90% of Reitmans products are imported into Canada and 98% of those imported products are sourced from the following countries:

- Bangladesh
- Cambodia
- China
- Vietnam

Reitmans enjoys long-standing relationships with its Suppliers and has robust visibility of the factories, facilities and manufacturing processes of its Tier 1 Suppliers. In the previous financial year, Reitmans also increased visibility of its Tier 2 Suppliers and continued to work with nominated mills.



¹ RCL own label. Brands are excluded.

A. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

1. ETHICAL SOURCING

Reitmans strives to conduct its business in accordance with ethical sourcing standards (see: <https://www.reitmanscanadalimited.com/ethical-sourcing.aspx?lang=en>; **SCHEDULE 1**) and the laws and regulations of the countries in which its Suppliers operate.

2. CODE OF CONDUCT

In keeping with this principle, Reitmans' Suppliers are required to comply with the Code of Conduct for Suppliers (see: https://www.reitmanscanadalimited.com/pdf/code_of_conduct.pdf; **SCHEDULE 2**) ("Code of Conduct") that sets out guiding principles related to various working conditions and employment metrics. Supplier adherence to the Code of Conduct helps Reitmans realize its goal of ensuring that Workers enjoy a safe and healthy work environment, while being treated with respect and dignity.

Under our Code of Conduct, Suppliers are required to provide unrestricted access to their facilities, with or without prior notice, and to all relevant records, to allow Reitmans to monitor a Supplier's compliance with the Code of Conduct. In order to assess compliance with our Code of Conduct, we review criteria across various business areas including, but not limited to, wages and benefits, health and safety, and child and forced labour.

We are currently exploring the possibility of implementing a grievance mechanism for Workers of Reitmans' Tier 1 Suppliers that will give those Workers the opportunity to raise concerns relating to the violation of the Code of Conduct directly with Reitmans, and to seek our help in obtaining remediation from their employers.

Suppliers attest in writing to their agreement with the Code of Conduct on an annual basis.

3. AUDITING PROGRAM

Reitmans has a dedicated corporate social responsibility team comprised of employees in the Reitmans head office, together with employees in our Hong Kong Office ("CSR Team"). The CSR team is supported by an independent third-party auditor ("Auditor") specializing in corporate governance and social responsibility matters. The Auditor assists the CSR Team in conducting Supplier compliance audits to help ensure compliance with the Code of Conduct and Supplier adherence to broader social responsibility principles. The Auditor provides its service in different countries and in local languages.

Suppliers must comply with Reitmans' comprehensive "Auditing Program" prior to and during onboarding. All new prospective supplier factories and facilities will be subject to an initial audit prior to their onboarding to assess their eligibility to integrate into our supply chain. In addition, an existing Supplier wishing to add a new factory or facility is required to follow the same onboarding processes, despite its existing business relationship with Reitmans. An audit consists of a comprehensive grading matrix to assess compliance with our Code of Conduct focused on over 200 criteria across 12 areas including, but not limited to, Wages and Benefits, Health and Safety, and child and forced labour. Once an initial audit is completed, an overall rating is assigned to the prospective supplier through a classification system based on the audit results, and which is determined by the highest non-conformance rating. Reitmans will not initiate a relationship with any prospective supplier where material social compliance risks have been identified.

Once a prospective supplier has been onboarded, we continue to monitor risk at the facility/factory level and conduct a two-year auditing cycle that provides for comprehensive audits of each Supplier facility or factory, in addition to follow-up inspections. As an additional part of the Auditing Program, in each instance where a Reitmans associate visits a Supplier factory or facility, a series of checks related to the facility or factory condition must be conducted and logged on a "Factory Visit Checklist" (**SCHEDULE 3**). The data is then compiled and kept by the CSR team.

Depending on the nature, severity and prevalence of any identified findings, Suppliers will be required to complete and return to Reitmans a Corrective Action Plan ("CAP") within fifteen (15) days from the date of an audit. Supplier factories and facilities must provide photographic evidence or other relevant documents to support the implementation and completion of the CAP in their audited factories or facilities.

A Supplier may be re-audited as soon and as often as necessary to confirm the implementation of the required remedial measures detailed in the CAP. Reitmans program is based on mitigation. However, Reitmans reserves the right to suspend or discontinue its relationship with any Supplier that does not pass an audit and fails to implement the remedial measures mandated by the CAP.

Supplier compliance audits allow Reitmans to identify and manage social responsibility risks within its supply chain and protect its brand image. With the support of the Auditor, Reitmans is able to set realistic and measurable objectives through its CAP for its Suppliers, track a Supplier's progress over time, monitor

and prompt its Suppliers to continually improve their own practices in light of evolving social responsibility standards, and help ensure compliance with applicable laws and regulations.

4. CHAIN OF CUSTODY PROGRAM

Reitmans' "Chain of Custody Program" seeks to monitor the traceability of fabrics, raw materials and products used in the manufacturing process of its apparel products and accessories at the country-of-origin level. The Chain of Custody Program requires Suppliers to substantiate, through documentary evidence, that the fabrics, raw materials, or other product components used to manufacture our apparel and accessories have not been sourced from regions (or countries of origin) where it is alleged or known that gross violations of human rights are taking place.

Through the documentation provided in our Chain of Custody Program, we are better equipped to monitor cotton-growing regions that are the subject of allegations, or known cases of labour rights violations. This, in turn, helps us to mitigate the risk of labour rights violations and narrows down the regions where cotton may be sourced in an ethical manner.

Suppliers attest in writing to their agreement with the Chain of Custody Program on an annual basis.

B. PARTS OF THE BUSINESS THAT CARRY A RISK OF FORCED LABOUR OR CHILD LABOUR BEING USED AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

Historically, the apparel industry, like many other industries, held the potential risk that forced labour or child labour would be used in the manufacture of its products. This risk has likely diminished in recent years due to greater public awareness, government oversight, and the evolution in the domestic and international laws and regulations that govern humane working conditions. Nevertheless, the possibility of forced labour or child labour being used in the apparel industry as a whole, like any other industry, may yet remain. Reitmans remains acutely aware of this potential industry-wide risk and, as such, has adopted the following risk mitigation measures:

- **NEW FACTORY SCREENING**

As detailed above, any prospective supplier factory and facility (Tier 1) is pre-screened to assess its eligibility to integrate into Reitmans' supply chain by first having to complete a self-assessment questionnaire. Where the result is satisfactory, an initial physical social compliance audit will be conducted. Once an initial audit is completed, an overall rating is assigned to the prospective supplier through a classification system based on the audit results, and which is determined by the highest non-conformance rating. Reitmans will not initiate a relationship with any prospective supplier where material social compliance risks have been identified. The same process applies to an existing Supplier wishing to add a new factory or facility and is required to follow the same onboarding processes despite its existing business relationship with Reitmans.

- **CHAIN OF CUSTODY PROGRAM**

As detailed above, the Chain of Custody program requires Suppliers to substantiate, on an annual basis and through documentary evidence, the country of origin of cotton used in Reitmans'

products. Through this program, Reitmans is better equipped to monitor cotton-growing regions that are the subject of allegations, or known cases of labour rights violations. This, in turn, helps Reitmans mitigate the risk of labour rights violations and narrows down the regions where cotton may be sourced in an ethical manner.

- **SUPPLIER ENGAGEMENT**

Suppliers are asked, on a yearly basis, to sign and agree to the Code of Conduct. This process reinforces with our Suppliers the seriousness of our commitment to promote a safe and healthy work environment for the people involved in the design, manufacturing and production of our Products. To help mitigate any likelihood that forced labour or child labour is found at a factory or facility producing Reitmans' products, Reitmans' focus for the future is to strengthen the monitoring of its Tier 2 Suppliers, as well as use the Higg Index Facility Social and Labour Module (FSLM) (see: <https://cascale.org/tools-programs/higg-index-tools/>).

- **COMMUNICATION AND COOPERATION WITH NGOS AND WATCHDOG GROUPS**

Reitmans also conducts further risk assessments by corresponding and cooperating with non-governmental organizations that oversee issues pertaining to the use of forced labour or child labour in the apparel industry.

As at the date of this Report, and to the best of our knowledge, Reitmans has not encountered any issues related to forced labour or child labour demonstrably and materially impacting Reitmans products.

C. MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR AND THE LOSS OF INCOME TO THE MOST VULNERABLE FAMILIES THAT RESULTS FROM SUCH MEASURES

Pursuant to the Code of Conduct, Suppliers shall not employ forced labour workers or workers below the minimum age of employment in their country of origin, and must maintain official documentation verifying and confirming each worker's age and date of birth. The Auditing Program helps to ensure that such documentation is properly stored and archived. Reitmans tracks the progress and improvements of audited Suppliers throughout the audit cycles and monitors quantitative and qualitative indicators such as working hours, wages and benefits and health and safety in comparison with the industry standard.

When notified about a specific case alleging the use of forced labour or child labour, Reitmans will conduct an internal diligence investigation.

If ever the use of child labour was to be discovered, Reitmans would require that its Suppliers act immediately in the best interest of the child and its family. Remediation measures may include ensuring that the child is safely returned to his/her family and enabling access to education and financial support from the Suppliers. Reitmans would monitor the effectiveness and implementation of the remedial measures mandated by a CAP on a quarterly basis, and hold Suppliers personally and financially accountable for all remediation efforts and costs associated with implementing the CAP.

While our current focus and remediation policy is aimed at our Tier 1 Suppliers to help mitigate any likelihood that child labour is found at a factory or facility producing Reitmans' products, our focus for the

future is to strengthen the monitoring of our Tier 2 Suppliers as well using the Higg Index Facility Social and Labour Module (FSLM) (see: <https://cascale.org/tools-programs/higg-index-tools/>).

D. INDUSTRY MONITORING AND EMPLOYEE TRAINING

To further inform our employees about the issue of forced labour or child labour, the CSR Team also regularly monitors updates on responsible business conduct provided by various Canadian and International organizations, actively conducts desk and news research, and provides employee training sessions on salient social responsibility matters. Training sessions topics have included OECD Due Diligence for Garment and Footwear Supply Chains, Human Rights & Environmental Due Diligence Info-Session series (organized by the Canadian Ombudsperson for Responsible Enterprise) and fighting modern slavery. In addition, the CSR Team conducts a series of meetings/training sessions on sourcing and merchandising.

Topics include:

- Conflict regions in Asia
- Chain of custody of cotton
- Child and Forced Labour
- Hours and wages
- Freedom of association

The CRS Team is planning to roll out additional mandatory training for the sourcing teams to raise awareness about the risks of forced labour or child labour and compliance with the Act during the current fiscal year.

E. EFFECTIVENESS ASSESSMENT

Supplier compliance audits allow Reitmans to identify and manage social responsibility risks within its supply chain and protect its brand image. With the support of the Auditor, Reitmans is able to set realistic and measurable objectives through its CAP for its Suppliers, track a Supplier's progress over time, monitor and prompt its Suppliers to continually improve their own practices in light of evolving social responsibility standards, and help to ensure compliance with applicable laws and regulations.

Reitmans believes that its current practices and policies, while continually evolving, have been effective in mitigating any material likelihood of forced labour or child labour appearing in its supply chain. This is evidenced, in part, by a lack of documented instances of any forced labour or child labour being used by its Suppliers and quick remedial actions being taken in the event of any indication of contravention of established standards occurring. Through the communication of clear expectations, standards and policies to its Suppliers and prospective suppliers, the continuous monitoring of its Suppliers, and robust remedial mitigation efforts, Reitmans has demonstrated that it takes this matter seriously and will not knowingly tolerate any instance of forced labour or child labour being used by its Suppliers to manufacture Reitmans products.

CONCLUSION

Reitmans is committed to continuously strengthening its Supplier risk assessment and control processes and to foster an environment whereby all of its Suppliers meet their commitments under the Code of Conduct and comply with all applicable laws and regulations. In so doing, Reitmans actively seeks to mitigate any likelihood of forced labour or child labour impacting the manufacture and production of its products. Reitmans believes in continuing to evolve its practices and to continue to operate in compliance with the law and industry standards. This commitment is imprinted into the culture of our organization and universally shared by our employees.

Should any follow-up be required to this Report, we would request that you please direct any further inquiries to the following:

Reitmans (Canada) Limited
250 Sauvé Street West
Montreal, Quebec
Canada H3L 1Z2
Attn: Alejandra Navarro
MANAGER, GLOBAL SOURCING ESG
CSR@REITMANS.COM
T 514.384.1140 :: 24427

We thank you for the opportunity to submit this Report.

Sincerely,

Reitmans (Canada) Limited

SCHEDULE 1

ETHICAL SOURCING

Reitmans (Canada) Limited is founded on core values of respect, integrity, growth and commitment. We are committed to responsible business conduct and ethical sourcing principles.

The way our designs are brought to life is very important to us. We partner with our partners, suppliers, and vendors, both in Canada and abroad, to help ensure that the people who are involved in the manufacturing of our apparel and accessories enjoy a safe and healthy work environment, while being treated with respect and dignity.

We require that all our suppliers sign and abide by the terms of our Code of Conduct for Suppliers that include employee working conditions and respect for environmental standards, and our Chain of Custody Program that monitors the traceability of fabrics, raw materials and products used in the manufacturing process of our apparel and accessories. Suppliers must also comply with a comprehensive Auditing Program that is conducted by our representatives, or third-party independent accredited experts, and is rooted in corrective action, transparency, and partnership.

We strive to regularly update our policies and improve our practices, and have implemented control mechanisms to help ensure that all suppliers meet their commitments.

Code of Conduct for Suppliers

Reitmans (Canada) Limited is committed to conducting its business in accordance with ethical business standards and the laws of the countries in which its suppliers operate. In keeping with this principle, we require that our suppliers sign and abide by the terms of our Code of Conduct for Suppliers that is enforced by means of an Auditing Program.

Reitmans (Canada) Limited will no longer do business with a supplier that fails to abide by its obligations under the Code of Conduct for Suppliers and implement corrective action following an audit.

For example, we will not do business with suppliers that:

- use forced labour or child labour;
- discriminate in their employment practices;
- deny proper wages and benefits to employees;
- contravene applicable environmental laws;
- or deny workers a safe work environment.

We reserve the right to amend our Code of Conduct for Suppliers to promote best practices and adapt our requirements to any specific situations.

For more information on our Code of Conduct for Suppliers, click [here](#).

Chain of Custody Program

Reitmans (Canada) Limited has also instituted a Chain of Custody Program that monitors the traceability of fabrics, raw materials and products used in the manufacturing of its apparel and accessories. The Chain

of Custody Program requires suppliers to substantiate through documentary evidence that the fabrics, raw materials, or other product components used to manufacture our apparel and accessories have not been sourced from regions where it is alleged that gross violations of human rights are taking place.

Auditing Program

Suppliers are also required to provide unrestricted access to their facilities, with or without prior notice, and to all relevant records to ensure compliance with all our requirements.

Our auditing cycle provides for comprehensive audits of each supplier facility or factory on a regular basis, in addition to random inspections. The audits are led by in-house experts based in our Hong Kong office or by a third-party independent accredited auditing firm that supports us in different countries, and in local languages.

We use a comprehensive grading matrix to assess compliance with our Code of Conduct for Suppliers that focuses on over 200 criteria across 12 areas, including but not limited to Wages and Benefits, Health and Safety, and Child and Forced Labour.

Following an audit, a Corrective Action Plan is put into place to remediate issues. The supplier is re-audited as soon and as often as necessary to confirm the implementation of the required remedial measures.

Reitmans (Canada) Limited reserves the right to suspend, discontinue, or terminate its relationship with any supplier that does not pass an audit and fails to implement the remedial measures mandated by the Corrective Action Plan.

SCHEDULE 2

CODE OF CONDUCT FOR SUPPLIERS (this “Code”)

Reitmans (Canada) Limited (and its various divisions, subsidiaries, and affiliated companies, collectively, “Reitmans”) is committed to conducting its business in accordance with commercially recognized ethical standards and the local labour laws of each country in which it conducts its business. Reitmans strives to only conduct business with suppliers whose practices conform to this Code and will not knowingly do business with any supplier which violates, or permits its manufacturing facilities to violate, this Code or the laws and regulations of the country in which it operates.

Child Labour

Suppliers shall not employ any worker who is less than 15 years of age (or 14 where the law of the country of manufacture allows), or younger than the age for completing compulsory education in the country of manufacture, where such age is greater than 15. Supplier’s factories must:

- comply with all applicable child labour laws, including those relating to hiring, wages and hours worked, overtime and working conditions; and
- maintain official documentation verifying and confirming each worker’s date of birth.

Forced Labour

Suppliers shall not make any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.

Discrimination

Workers must be employed on the basis of their ability to carry out the duties of the particular job in respect of which they were retained without regard to race, color, gender, nationality, religion, age, disability, and marital status or other personal characteristics or beliefs. No person shall be subjected to discrimination in any aspect of employment.

Freedom of Association/Collective Bargaining

Suppliers shall not restrict their workers from joining associations of their own choosing or interfere with their workers’ rights to lawfully and peacefully associate, organize or bargain collectively.

Wages & Benefits

Suppliers shall pay minimum wages, overtime premiums, and offer benefits such as paid leave and holidays in compliance with all applicable laws and regulations.

Working Hours

Suppliers shall set working hours in compliance with all applicable laws and regulations and not require working hours that could compromise humane and productive working conditions.

Environment

Suppliers and their subcontractors must comply with all applicable environmental laws and regulations. Supplier’s factories must have procedures for notifying local community authorities in case of any environmental emergency.

Working Conditions

Suppliers and their subcontractors are expected to treat all workers with respect and dignity and provide them with a safe and healthy work environment. Workers must not be subjected to corporal punishment or any other form of physical, psychological, sexual or verbal harassment or abuse.

Supplier's factories must comply with all applicable laws and regulations relating to working conditions, including workers' health and safety. Factories must:

- have adequate lighting in all areas;
- be well ventilated. Windows, fans, air conditioners or heaters must be present where required in all work areas;
- have sufficient, clearly marked, accessible exits allowing for orderly worker evacuation in case of any emergency;
- have adequate fire alarm systems. Fire extinguishers must be appropriate to the types of possible fires in the various areas of the factory, be regularly maintained and charged, the date of last inspection must be displayed, and they must be mounted so they are visible and accessible in all areas;
- conduct evacuation drills at least once per annum;
- ensure that machinery is properly equipped with operational safety devices and inspected and serviced on a regular basis;
- provide and allow workers reasonable access to drinkable water throughout the working day;
- have a minimum of one well-stocked first aid kit and one or more employees trained in basic first aid. A procedure must be in place for handling injuries that require further medical evaluation and/or hospitalization;
- maintain clean and sanitary toilet areas that are available to employees throughout their entire workday. There must be no unreasonable restrictions on their use;
- store any hazardous and combustible materials which may be located on its premises in secure, ventilated areas. All safety and legal requirements must be met when disposing of such materials; and
- in the event that dormitory facilities are provided for workers, ensure that those facilities meet all applicable laws and regulations related to wage deductions, health, safety and protection of employees, including fire, electrical, mechanical and structural safety and sanitation.

Monitoring Program

Suppliers must have a program to monitor their subcontractors for compliance with the labour laws of the country of manufacture.

Access to Facilities

Suppliers must allow authorized representatives of Reitmans unrestricted access to their facilities and to all relevant records at all times, whether or not notified in advance, to ensure compliance with this Code. REITMANS (CANADA) LIMITED RESERVES THE RIGHT TO SUSPEND, DISCONTINUE OR TERMINATE ITS RELATIONSHIP WITH ANY SUPPLIER THAT VIOLATES THIS CODE OF CONDUCT OR ANY APPLICABLE LAW OR REGULATION IN ITS SOLE AND ABSOLUTE DISCRETION.

SCHEDULE 3 FACTORY CHECKLIST

FACTORY VISIT CHECKLIST

Vendor & Factory Name: _____
Factory Address : _____
Date: _____

- 1 Have you seen children working on the production floor? Yes No
- 2 Are there at least two (2) properly marked emergency exits on each floor at opposite ends of the building? Yes No
- 3 Are all aisles, stairwells, work stations and signed exits and doors unblocked and wide enough in case of an emergency? Yes No
- 4 Are exit routes correctly and clearly marked on the floor leading to all exits? Yes No
- 5 Are emergency evacuation diagrams in the native language(s) posted and clearly visible to all employees? Yes No
- 6 Have you seen emergency lights available in evacuation passageways, staircases and exits? Yes No
- 7 Are fire extinguishers, hydrants, fire alarms, and other fire-fighting equipment properly installed, clearly marked, regularly inspected and easily accessible? Yes No
- 8 Is lighting, temperature and ventilation well controlled? Yes No
- 9 Have you seen a First Aid Kit available for use on the production floor? Yes No
- 10 Is free and clean drinking water provided to employees? Yes No

For REITMANS internal use only

Verified by: _____ Title : _____ Date: _____

Comments (if any):

