



RIVIX CONFLICT MINERALS POLICY

RIVIX is committed to responsible and ethical sourcing across our supply chain. We expect every supplier that supports our apparel and uniform programs to follow this standard.

To support the intent of international Conflict Minerals guidelines:

- RIVIX expects all suppliers to source materials from responsible and socially compliant operations.
- RIVIX requires suppliers to understand the intent of Conflict Minerals regulations and provide declarations when requested.
- Suppliers must communicate these requirements to their own supply chain if they do not source directly from smelters and must confirm the origin of any tin, tungsten, tantalum, or gold used in components.
- Suppliers that do not meet these expectations may be reviewed by RIVIX and may not be considered for future business.

This Policy applies to RIVIX, its production partners, and any facility that manufactures apparel, uniforms, packaging, or related components to RIVIX specifications. In some cases, RIVIX may apply standards that go beyond minimum legal requirements to protect our clients, our partners, and our reputation as a Canadian supplier.