

Reporting Year: January 1, 2024 – December 31, 2024

Prepared for the Minister of Public Safety Canada

Submitted by: Rivix

I. OVERVIEW

In 2023, Canada introduced Bill S-211, requiring companies to report on steps taken to prevent forced labor and child labor in supply chains. This report outlines the measures taken by Rivix Apparel Ltd. (“Rivix”) during the period of January 1, 2024 to December 31, 2024.

II. COMPANY STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN Rivix is based in Vancouver, Canada, managing apparel production. We supply uniforms, workwear, promotional apparel, and private-label programs. We manage fabric sourcing, production, quality control, and logistics. Rivix does not own factories; we work with vetted independent manufacturers.

III. SUPPLY CHAIN DUE DILIGENCE PROGRAM

Rivix maintains policies to prevent forced and child labor.

These include:

- Rivix Code of Conduct
- Rivix Vendor Code of Conduct
- Human Rights Statement
- Compliance with ILO standards

Factories must adhere to legal employment standards, safe working conditions, no forced or child labor, and no unauthorized subcontracting.

IV. DUE DILIGENCE PROCESSES

Rivix verifies suppliers through compliance audits, age-checking procedures, wage documentation review, and worker interviews. Risk assessments consider country risk, recruitment practices, subcontracting, and working hours. All factories must maintain valid annual audits and corrective actions when required.

V. TRAINING Rivix trains staff and factory partners on forced labor risks, child labor prevention, ethical sourcing, documentation checks, and safety standards.

VI. REMEDIATION MEASURES If violations occur, Rivix requires immediate correction, independent re-audit, and worker protections. No cases of forced or child labor were identified in 2024.

VII. ASSESSING EFFECTIVENESS Rivix measures effectiveness through audits, corrective actions, transparency, and worker feedback. No complaints or concerns were raised in 2024