



# POLITICAL CONTRIBUTIONS POLICY

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**ISSUED:** JANUARY 2026 | **REVIEW CYCLE:** ANNUAL | **DOCUMENT OWNER:** OPERATIONS

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## **PURPOSE & SCOPE**

Public policy at the municipal, provincial, and federal levels may affect RIVIX, our clients, suppliers, workers, and the communities in which we operate. This Policy outlines RIVIX's approach to political contributions and public policy engagement.

RIVIX does not make political donations as part of its normal business practices. In limited circumstances, RIVIX may participate in non-partisan industry discussions that support ethical manufacturing, labor standards, and supply chain transparency. The RIVIX Leadership Team oversees all activities governed by this Policy.

## **POSITION**

RIVIX does not provide corporate funds, resources, or assets to political parties, candidates, campaigns, or partisan organizations. RIVIX may support non-partisan initiatives that promote safe workplaces, ethical sourcing, and responsible business practices, strictly in accordance with Canadian law and only with prior written approval from the Founder.

## **Industry and Trade Associations**

RIVIX may participate in industry and trade associations focused on workplace safety, ethical sourcing, compliance, and trade matters. Membership in such associations does not imply endorsement of all positions taken. RIVIX reserves the right to disengage from any association whose positions conflict with our values.

## **Employee Political Activities**

Employees may engage in political activities in their personal capacity. Such participation must occur on personal time, at personal expense, and without use of RIVIX assets, branding, or communication systems. Employees must not represent or imply RIVIX endorsement of personal political views.

## **Use of RIVIX Resources**

RIVIX funds, branding, email systems, equipment, facilities, and business relationships may not be used for political activities. Any exception requires prior written approval from the Founder.

## **Public Policy Input**

RIVIX may provide non-partisan input on labour standards, safety regulations, and responsible sourcing issues relevant to the apparel and uniform industry. All such engagement must be approved in advance by the Founder.

## **Reporting**

RIVIX complies with all applicable Canadian laws governing political engagement. As RIVIX does not make political contributions, it currently has no reporting obligations under political finance legislation.

**Last Reviewed:** January 2026