

# RIVIX



## CONFLICT MINERALS POLICY

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

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RIVIX is committed to responsible and ethical sourcing throughout its supply chain.

We expect every supplier supporting our apparel and uniform programs to comply with this standard.

To support the intent of international Conflict Minerals regulations and 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 to provide declarations or supporting documentation upon request.
- Suppliers must communicate these requirements throughout their own supply chain if they do not source directly from smelters and must be able to confirm the origin of any tin, tungsten, tantalum, or gold (3TG) used in components.
- Suppliers that do not meet these expectations may be subject to review by RIVIX and may be disqualified from future business.

### **Scope:**

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 exceed minimum legal requirements to protect our clients, partners, and reputation as a Canadian supplier.

**Last Reviewed:** January 2026

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