



# S-211 FORCED LABOR AND CHILD LABOR IN SUPPLY CHAIN REPORTS

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

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## **I. OVERVIEW**

In 2023, the Government of Canada introduced Bill S-211, which requires certain entities to report on the steps taken to prevent and reduce the risk of forced labor and child labor in their supply chains. This report outlines the measures taken by RIVIX Apparel Ltd. (“RIVIX”) during the period from January 1, 2024 to December 31, 2024.

## **II. COMPANY STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN**

RIVIX is based in Vancouver, Canada and manages apparel production programs. RIVIX supplies uniforms, workwear, promotional apparel, and private-label products. Activities include fabric sourcing, production oversight, quality control, and logistics coordination.

RIVIX does not own or operate manufacturing facilities. Production is carried out by vetted, independent manufacturing partners.

## **III. SUPPLY CHAIN DUE DILIGENCE PROGRAM**

RIVIX maintains policies and procedures designed to prevent forced labor and child labor within its supply chain. These include:

- RIVIX Code of Conduct
- RIVIX Vendor Code of Conduct
- Human Rights Statement
- Alignment with International Labour Organization (ILO) standards

Manufacturing partners are required to comply with all applicable employment laws, maintain safe working conditions, prohibit forced and child labor, and refrain from unauthorized subcontracting.

## **IV. DUE DILIGENCE PROCESSES**

RIVIX verifies suppliers through a combination of compliance audits, age-verification procedures, wage and working-hour documentation reviews, and worker interviews. Risk assessments consider country risk, recruitment practices, subcontracting controls, and working hours.

All manufacturing partners must maintain valid annual audits and implement corrective action plans where required.

## **V. TRAINING**

RIVIX provides training to relevant staff and manufacturing partners on forced labor risks, child labor prevention, ethical sourcing expectations, documentation verification, and workplace safety standards.

## **VI. REMEDIATION MEASURES**

If violations are identified, RIVIX requires immediate corrective action, independent re-audit where appropriate, and measures to protect affected workers. During the 2024 reporting period, no instances of forced labor or child labor were identified.

## **VII. ASSESSING EFFECTIVENESS**

RIVIX assesses the effectiveness of its due diligence measures through audit results, corrective action tracking, supply chain transparency, and worker feedback mechanisms. No complaints or concerns related to forced labor or child labor were raised during the reporting period.

## **GOVERNING BODY APPROVAL**

This report was approved by the governing body of RIVIX Apparel Ltd. in accordance with the requirements of Bill S-211.

**Last Reviewed:** January 2026

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