



# MODERN SLAVERY AND FORCED LABOR STATEMENT

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## **Purpose**

RIVIX is committed to preventing modern slavery, forced labor, child labor, and human trafficking in all areas of our business and supply chain. We recognize our responsibility to operate ethically and to ensure the protection of workers at every stage of production.

This statement outlines the standards we apply across our sourcing, manufacturing, and logistics network.

## **Our Commitment**

RIVIX maintains a zero tolerance policy toward:

- Forced or involuntary labor
- Human trafficking
- Child labor
- Debt bondage
- Withheld identification documents
- Coercion or intimidation in the workplace

All work must be voluntary and performed in accordance with applicable local labor laws and international labor standards.

## **Supplier Standards and Expectations**

All suppliers, subcontractors, and production partners are required to:

- Comply with all applicable labor and employment laws in their operating jurisdiction
- Prohibit forced labour, prison labour, bonded labour, and child labour
- Pay wages that meet or exceed legal minimum wage requirements
- Provide clear employment contracts in a language workers understand
- Maintain lawful working hours and rest periods
- Ensure safe and hygienic working conditions
- Allow workers freedom of association in accordance with local law

Suppliers are expected to extend these requirements to their own subcontractors and material providers.

## **Due Diligence and Oversight**

RIVIX evaluates and monitors suppliers through:

- Risk based supplier screening
- Ongoing communication regarding labor standards
- Periodic documentation review
- Site assessments where required
- Compliance declarations and certifications

Suppliers must maintain accurate records of employment, wage payments, age verification, and workplace safety compliance.

Where non compliance is identified, RIVIX requires a documented corrective action plan within a defined timeframe. Failure to address material violations may result in suspension or termination of the supplier relationship.

## **Reporting and Remediation**

RIVIX supports responsible reporting of suspected labor violations. Concerns raised through internal review or external notification are investigated promptly.

Where violations are confirmed, remediation focuses on:

- Protecting affected workers
- Correcting unsafe or unlawful practices
- Preventing recurrence

Termination of business relationships remains an option where corrective measures are not implemented.

## **Continuous Improvement**

RIVIX continues to strengthen its supply chain oversight processes and ethical sourcing standards. We regularly review our internal procedures to align with evolving Canadian legislation and international best practices related to forced labor prevention.

**Last reviewed:** January 2026

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