

M.I.K. Group's Modern Slavery Statement – Bill S-211 Reporting

The M.I.K. Group comprises M.I.K. Industries Ltd., Alliance Mercantile Inc., and Harvik Rubber Industries Sdn. Bnd. or to any of its subsidiaries, affiliates, and allied businesses (“M.I.K.”). M.I.K. is committed to preventing modern slavery and human trafficking in our operations and supply chains. We recognize our responsibility to uphold human rights and ensure ethical practices throughout our business activities. The report is prepared in accordance with Canada’s Fighting against Forced Labour and Child Labour in Supply Chains Act Bill S-211 for the financial reporting year January 1, 2024 to December 31, 2024.

Structure, activities and supply chains

Legal Name: M.I.K. Industries Ltd.

Head Office Location: 3451 Wayburne Drive, Burnaby, BC, V5G 3L1

Primary Activities: Real estate, Property management, Manufacturing, Wholesale trade, Warehousing and distribution

Structure: Privately held corporation/Parent company with subsidiaries

Employees: 60 in Canada, 10 in USA and 700 International

Supply Chain Regions: China, Malaysia, Canada, USA, Mexico, Belgium

Canadian Business Presence:

1. Has a place of business in Canada
2. Does business in Canada
3. Has assets in Canada

Size related Threshold:

1. At least \$20 million in assets for at least one of the two most recent financial years

Joint Report: Yes

M.I.K. manufactures clothing apparel in Canada, however most of our clothing apparel, footwear and gloves are sourced and imported from international suppliers from around the world.

Annual Reporting

M.I.K. has continued to take measures to prevent and mitigate the risk of forced labour and mitigate the risk of forced labour by the following actions in the past financial year.

Risk Assessment

- Conducted risk mapping of suppliers by geography and product category
- Identified elevated risk in regions with known labor law enforcement issues

Supplier Engagement and Due Diligence

- Implemented a Vendor Code of Conduct requiring adherence to ethical labor practices
- Integrated forced labor and child labor clauses into supplier contracts

Internal Controls and Policies

- Formalized a Child Protection Policy
- Encourage employees and stakeholders to report any concerns related to modern slavery
- Conducted compliance reviews during supplier onboarding

Employee Training

- Provided training to procurement teams on:
 - Identifying signs of forced and child labor
 - Due diligence practices and ethical sourcing standards

Monitoring and Auditing

- Tier 1 suppliers undergo annual assessment against compliance benchmarks with continued monitoring to address any deviations.

Remediation Measures

M.I.K. acknowledges that part of its activities and supply chains could carry a risk of forced labour or child labour. M.I.K. commits to continuously improving to recognize any potential or emerging risk. To the best of our knowledge, no instances of forced or child labor were identified during this reporting period. If such issues are discovered, our remediation framework includes:

- Immediate suspension or termination of supplier contracts
- Working with local NGOs or authorities to support affected individuals
- Enhanced due diligence and corrective action plans

As M.I.K. did not take any remediation measures during this reporting period, there was no known income loss for vulnerable families.

Effectiveness Assessment

M.I.K. is developing internal benchmarks to measure the impact of our actions which may include the following:

- Percentage of suppliers assessed for modern slavery risk
- Number of employees trained on the issue
- Number of reported or remediated incidents (currently zero)

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Name: Douglas W. Bell

Position: Board Member and CEO

Date: *May 01, 2025*

Signature: 