

The California Transparency in Supply Chains Act of 2010 requires many companies

manufacturing or selling products in California to disclose their efforts to address the

issues of slavery and human trafficking, thus allowing consumers to make more informed

choices about the products they buy.

The Remi Responsible Sourcing Program is made of the following components and

underpinned by the goal of protecting and promoting healthy and sustainable working

conditions as well as identifying and addressing modern slavery and human trafficking.

Transparency: Remi expects our suppliers to be open and honest with us about their

successes and challenges. We also expect transparency into their supply chains –

providing us the names and locations of their sub-suppliers. Everyone that chooses to

wear our products should know how Remi is seeking to improve the lives of those that

made it.

Contractual Obligations: Remi only sources from a select number of strategic suppliers

known to respect the laws of their country and the rights of workers. Remi requires all

new factories to certify, via our contracts and Code of Conduct, that materials they

incorporate into our products comply with the laws relating to slavery and human

trafficking of the countries in which they are doing business.

Onsite Assessment of Supplier Social Practices: Prior to Remi placing any orders, all

new factories must undergo an onsite assessment by a professional, independent

third-party social assessment firm. These social assessments ensure suppliers meet our

minimum expectations with regards to working conditions as specified in our Code of

Conduct. Onsite social assessments, which may or may not be unannounced, must

include confidential worker interviews, review of documentation and records, and

visual inspection of safety conditions. Assessment focus is also influenced and informed

by identified, material, and region-specific challenges to ensure the appropriate due

diligence is undertaken. Ongoing and additional onsite assessment frequency is

dictated by both country risk and past performance. Slavery and human trafficking are

considered zero tolerance issues for Remi. Discovery of any Zero Tolerance (ZT) issues

will automatically result in a failed assessment, and therefore, Remi will cease placing

orders if the ZT violation(s) are not remedied in a responsible manner and under a rapid

and agreed upon time frame.

Continuous Improvement: Remi maintains oversight resources and procedures to

ensure suppliers follow-up and improve any identified deficiencies in a realistic and

timely manner, emphasizing the need for root-cause-analysis and management

systems that ensure long term performance and accountability. In any case, remedial

efforts are always verified.

Training: Remi provides company employees who have direct responsibility for supply

chain management with training on human trafficking and slavery, particularly with

respect to mitigating risks within the supply chains of products.