



800.523.2155
220 Remington Blvd, Bolingbrook, IL 60440
www.ssactivewear.com

Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)

Reporting Year: January 1st – December 31st, 2024

Overview:

On January 1, 2024, the Fighting Against Forced Labor and Child Labor in Supply Chains Act (Bill S-211) went into effect in Canada. Under the law, entities involved in producing goods in Canada or elsewhere, importing goods produced outside Canada, or controlling another entity that produces or imports goods into Canada, and meeting certain financial thresholds are subject to disclosing the steps taken to prevent and reduce the risk that forced labor or child labor is used by them or in their supply chains. The law's purpose is to increase industry awareness and transparency and drive businesses to improve practices.

Entity Identification Information:

On October 1, 2024, S&S Activewear acquired Broder Bros., LLC f/k/a Broder Bros., Inc. d/b/a alphabroder (38-1911112) and its subsidiary alphabroder Canada ULC (BC0990458). Accordingly, the following joint report provides information pertaining to actions taken by S&S Activewear, LLC, Broder Bros., LLC, (together, "S&S Activewear"), SNS Activewear Canada Inc., and alphabroder Canada ULC (together, "S&S Canada") to prevent and reduce the risk of forced labor or child labor in our supply chains. S&S Activewear is subject to the California Transparency in Supply Chains Act (SB 657) (effective January 1st, 2012), and the following information will overlap with the reporting requirements for SB 657.

S&S Activewear and S&S Canada are engaged in the importing of goods into our Richmond Hill, Ontario distribution facility. S&S Activewear and S&S Canada participate in the sale and distribution of goods in and outside of Canada. We operate within the following industries/sectors: wholesale and retail trade, transportation and warehousing, distribution, and e-commerce. S&S Activewear is based in Bolingbrook, IL, USA, and S&S Canada is based in Ontario. S&S Activewear is a limited liability company and S&S Canada is a corporation.

About Us:

S&S Activewear is a wholesale distributor of imprintable apparel and accessories with a product line consisting of approximately 85 brands. We operate fifteen total facilities across the United States, one in Puerto Rico, and four in Canada.



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S&S Activewear's Canadian facilities are in Ontario, Alberta, and British Columbia. S&S Canada is a wholesale distributor of imprintable apparel and accessories with a product line consisting of approximately 35 brands. S&S Activewear and S&S Canada source merchandise directly from suppliers who source materials, cut and sew, and dye their products in several countries such as Taiwan and Cambodia.

S&S Activewear and S&S Canada are led by our Board of Directors and our Executive Leadership Team. We employ approximately 4,585 total full-time equivalents across S&S Activewear and its subsidiaries, including S&S Canada, and in 2024* approximately 1,802,777 units were imported into our Richmond Hill, Ontario facility.

*Reported for Jan 1 – Dec 31, 2024.

Our Policies and Due Diligence Processes:

At S&S Activewear and S&S Canada, we seek to work with suppliers that conduct their business responsibly. Our Supplier Code of Conduct ("the Code") outlines S&S Activewear and S&S Canada's expectations and guidelines concerning human rights, health and safety, supply chain transparency, and grievance mechanisms. We update our Code and issue it for signature to our suppliers every two years and to the manufacturing facilities where our owned brands are produced every year. These policies include but are not limited to:

- Suppliers must provide equal employment and advancement opportunities and not discriminate based on race, gender, color, national or social origin, religion, age, disability, sexual orientation, pregnancy, veteran status, military service or affiliation, gender identity, or any status protected by Laws.
- Suppliers must comply with minimum working age Laws and not tolerate the use of child or forced labor, slavery, or human trafficking in any of their operations. Workers shall be allowed to maintain control over their identity documents and shall be provided with rest days as required by Laws.
- Suppliers must not produce any product or use any cotton from the Xinjiang Uyghur Autonomous Region in China, Uzbekistan, and other areas where forced labor is knowingly practiced.
- Suppliers must comply with safety laws and provide a safe and healthy workplace for all individuals, and endeavor to operate injury and incident-free.



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If any of our stakeholders have a concern relating to human rights, they are encouraged to anonymously report the concern through our independent, 24-hour compliance and ethics hotline:

- Phone Number: 844-995-4876
- Website URL: EthicsPoint - S&S Activewear LLC

In the event of a noncompliance issue, S&S Activewear reserves the right to audit and investigate suppliers and their supply chains' compliance with this code. Suppliers must share formal corrective action plans and any requested documentation. We may void or terminate contractual obligations with a supplier for non-compliance.

In 2024 we also published an updated human rights policy which can be found [here](#).

S&S Activewear utilizes a software tool, Sayari, to monitor and track supply chain risks across available supplier data. This tool allows us to gain deeper insight into our supply chain beyond our immediate partners. By using this tool and through continuous communication, we maintain collaborative partnerships with each of our suppliers to identify risks and build a more transparent supply chain.

Additionally, we are working to gain accreditation for our owned brands with the Fair Labor Association. This work includes SCI assessments selected from a random sampling of facilities recorded in FLA's Fair Labor Data Hub. The assessments evaluate working conditions, address violations, and verify progress toward meeting our milestones. The results and corrective action plans (CAP) are made public on the FLA website.

Further, S&S Activewear initiates full audits on our owned brand manufacturers. These audits may consist of the following:

- Factory Assessment of Product Safety and Quality Systems (FA – completed by Bureau Veritas)
- Social Compliance Assessment (SA – completed by Elevate)
- Customs-Trade Partnership Against Terrorism (C-TPAT)/Security Assessment (SE – Completed by Bureau Veritas)



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Audits are announced to ensure the presence of appropriate management personnel, so they may provide best practice knowledge and training when a non-compliance is noted.

Forced Labor and Child Labor Risks:

S&S Activewear and S&S Canada recognize that no sector or industry is entirely risk-free of forced labor and child labor. Within the textile manufacturing industry, forced labor is knowingly practiced in many regions; specifically, any cotton from the Xinjiang Uyghur Autonomous Region (XUAR) in China and Uzbekistan. It is assumed that any cotton from these regions was sourced using forced labor. Due to this risk, S&S Activewear and S&S Canada do not knowingly work with suppliers that source or manufacture any cotton from these regions.

Remediation Measures and Remediation of Loss of Income:

S&S Activewear and S&S Canada reserve the right to audit and investigate suppliers and their supply chains' compliance with this code. Suppliers must share formal corrective action plans and any requested documentation. We may void or terminate contractual obligations with a supplier for non-compliance. If any remediation measures result in the loss of income, appropriate steps will be taken.

Training:

While we currently do not provide any formal training on human trafficking and slavery, our purchasing, products, and merchandising teams work hand in hand with each of our suppliers to maintain an educational and collaborative relationship.

Assessing Effectiveness:

The following measures are taken to assess S&S Activewear and S&S Canada's effectiveness in mitigating forced labor or child labor:

- Our Supplier Code of Conduct is updated and signed by suppliers every two years and signed annually by the manufacturing facilities where our owned brands are produced.
- Our Human Rights Statement is updated annually



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Attestation:

The Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of S&S Activewear, LLC.


In my capacity as a Director of S&S Activewear, LLC, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Chief Executive Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of the 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 within this report.

Full name: Frank Myers

Title: Chief Executive Officer

Date: May 27, 2025

Signature: 

I have the authority to bind S&S Activewear, LLC and SNS Activewear Canada, Inc.