



## ANNUAL MODERN SLAVERY REPORT

**Reporting Entity:** Bernard Athletic Knit & Enterprises

**Fiscal Year:** 2025 - 2026

**Date:** May 19, 2026

This is our second annual report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). Athletic Knit is a Canadian sports uniform manufacturer headquartered in Toronto, Ontario, employing approximately 300+ people. We design, cut, sew, and finish athletic uniforms for customers across Canada and the United States. We source fabrics, trims, inks, and packaging from suppliers in Canada, the United States, and Asia.

Our first report established the foundation for our responsible sourcing program. This report outlines the meaningful steps we have taken this year to build on that foundation.

### Policies and Due Diligence

Last year we developed a Supplier Code of Conduct with a zero-tolerance policy for forced and child labour. This year, we moved from policy development to implementation:

- Initiated the rollout of our Supplier Code of Conduct to active suppliers, with the objective of obtaining signed acknowledgements from all suppliers over the coming year.
- Continued our practice of reviewing supplier reputations through industry contacts and online research during onboarding.
- Maintained voluntary recruitment practices and clear employment terms for all workers at our Toronto facility.

### Risk Assessment

Athletic Knit has been in operation since 1962. We have worked with the same core group of suppliers for decades. Our Company's owners, who lead all purchasing decisions, have personally visited the facilities from which we import and have conducted due diligence on our suppliers' operations and labour practices. Our supplier relationships are built on a clear mutual understanding of compliance with all applicable laws.

While we are confident in the relationships we have built, we recognize that the manufacturing sector carries inherent supply chain risks, particularly in the sourcing of textiles. This year, we continued to strengthen our risk awareness by reviewing publicly available information on forced labour risks in the textile sector. In the coming year, we will build on our existing knowledge and formally document our due diligence processes.

### Training

In our first report, we committed to beginning training in 2025–2026. We delivered on this commitment. Training on forced labour and child labour awareness was provided to team members directly responsible for purchasing and sourcing decisions who lead purchasing. We plan to extend training to additional employees who interact with suppliers or manage production inputs.

### Remediation

No instances of forced labour or child labour have been identified in our activities or supply chains. Our existing workplace grievance mechanisms, including an open-door policy and union representation for production staff, provide channels through which concerns can be raised. We will formalize a remediation protocol in the coming year to ensure we are prepared to respond if a concern arises.



The Company has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains.

### **Measuring Effectiveness**

As our program matures, we will track effectiveness through supplier sign-off on the Code of Conduct, training completion, progress on supply chain mapping, and any concerns raised through our grievance mechanisms.

### **Year Ahead**

Our priorities for the next reporting year are:

- Complete the Supplier Code of Conduct rollout for all active suppliers.
- Conduct a structured supply chain risk assessment, prioritizing high-volume and higher-risk relationships.
- Extend training to a broader group of employees.
- Begin mapping our supply chain beyond tier-one suppliers for key material categories.

### **Declaration and Attestation**

In accordance with the Act, and in particular section 11, I attest that I have reviewed the information contained in this report. 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.

A handwritten signature in blue ink, appearing to be 'D. Sliwin', is written over a horizontal line.

**Daniel Sliwin | David Sliwin - Co-Presidents**

Bernard Athletic Knit & Enterprises Limited

Date: \_\_\_\_\_