



Canada Goose Human Rights Policy

Focused on People

Our Human Rights Commitment

At Canada Goose, we are committed to respecting and safeguarding the fundamental human rights of anyone who directly or indirectly engages with us in our day-to-day business operations and throughout our supply chain. We champion the rights of everyone our business touches: our employees, vendors and business partners, global supply chain workers, and the communities in which we operate.

We adhere to internationally recognized human rights principles, including those outlined in the United Nations Universal Declaration of Human Rights, International Labour Organization Core Conventions, and where a global standard exceeds local laws or policies, Canada Goose seeks to follow the higher standards.

Furthermore, we prioritize fostering an inclusive and equitable workplace, supporting employee development, honouring individuality and bridging the gap between humans and nature. We are firmly committed to treating all individuals with dignity and respect to ensure fair treatment in all aspects of employment and condemn all forms of discrimination.

We are dedicated in our efforts to uphold these rights for all those impacted by our business through ongoing engagement and continuous improvements with our stakeholders as human rights risks may change as our business evolves.

Our Alignment with Global Standards

We value the role global standards and metrics play in encouraging progress and accountability. Our approach to advancing human rights across the globe incorporates international laws, principles, and norms, including:

- International Labour Organization (ILO) Core Conventions
- ILO Declaration on Fundamental Principles and Rights at Work
- Universal Declaration of Human Rights
- UN International Covenant on Civil and Political Rights
- UN International Covenant on Economic, Social and Cultural Rights

We also commit to respecting all human rights as outlined in the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the OECD Guidelines for Multinational Enterprises. In cases where a global standard exceeds local laws or policies, Canada Goose will follow the higher standard.



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Employees

Canada Goose is a passionate community of individuals who together achieve greatness. We engage our workforce by introducing initiatives that emphasize our respect for each individual while ensuring we maintain an environment where our employees feel safe and supported. Our central and regional Human Resources (HR) teams work together to implement employee-focused policies and initiatives that support meaningful and sustainable well-being.

Our Retail and Corporate employees' feedback is sought and measured regularly via our Employee Engagement Survey. Through the survey, we seek to identify factors contributing to our success and pinpoint areas for improvement. Teams participate in action planning workshops to review functional survey results and brainstorm action plans to address areas where we can improve and sustain our areas of strength. These action plans are reviewed and shared with HR so that people-focused initiatives, driven by the feedback, can be created. Every year all our employees undergo mandatory training sessions relating to health and safety, respect in the workplace and other corporate policies. These training courses ensure that all employees are properly educated and informed about their rights and responsibilities in the workplace.

Our Inclusion Advisory Council ("IAC"), made up of passionate employees from across the company, serves as an advisor on matters of inclusion within the Canada Goose employee community. The council facilitates meaningful dialogue around inclusion across the company, identifies areas for improvement, and sets short-term and long-term goals to address them. We support our manufacturing employees by respecting their right to organize and collectively bargain across our owned and operated facilities in Canada. We also expect our business partners to do the same.

Upon employment, all employees are informed of the channels through which they can comfortably and safely raise their concerns directly within the organization. Canada Goose's Whistleblower Policy provides a confidential and anonymous reporting channel to employees, customers, third-party workers, and members of the public to report concerns they may have without fear of retaliation. The Whistleblower Policy is subject to annual acknowledgement as part of our required corporate policies training, which also includes anti-discrimination and health and safety.

Workers in our Supply Chain

Canada Goose is committed to creating best-in-class products using the highest quality materials and craftsmanship. We know that one way to provide our customers with the quality they expect is by upholding the highest values and standards of respect for workers. Our Sustainability team monitors human rights impacts on an ongoing basis through the



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implementation of our Social Compliance Program (the “Program”). We require all suppliers to sign our Supplier Code of Conduct, the foundation of our Program, which provides a set of ethical standards for our business partners, contractors, consultants, service providers and suppliers intended to ensure inclusive, safe, and healthy working conditions.

These standards are guided by the following principles:

- Freedom from forced labour, including human trafficking and child labour
- Freely chosen employment and collective bargaining
- Freedom from harassment
- Fair wages and benefits
- Right to rest and reasonable working hours
- Right to occupational health and safety, including access to clean water
- Right to non-discrimination

The Code is also embedded in our supplier contracts and is signed at the beginning of the sourcing relationship. Our sourcing and new supplier onboarding process incorporates activities that encompass critical measures to ensure responsible practices throughout our supply chain and pre-emptively identify risks prior to production. We require suppliers to submit a pre-assessment and to provide third-party social compliance audit documentation, and corrective action plan. We track the relevant performance indicators at factories, including non-compliances and timely remediation. Actions are monitored through follow-up assessments, progress updates and factory visits by Canada Goose representatives.

Each business relationship is subject to ongoing monitoring throughout the relationship. As part of continuous supplier engagement, we host comprehensive supplier business reviews so cross-functional teams could provide feedback to our suppliers and vice versa. Further, monitoring does not end with the direct supplier. Indirect suppliers are integrated into the process, and we continue to map our supply chain, strengthening our traceability and proactively addressing potential risk factors further upstream. We enhanced our commitment to sourcing responsibly by implementing a Supplier Traceability platform. Our Supplier Traceability platform houses the supply chain information suppliers are required to provide and is updated on an annual basis and/or as new suppliers are onboarded. This list of suppliers is screened regularly against external databases to proactively detect risks of forced labour and child labour within our supply chain.

Our Whistleblower Policy also sets out the procedures we would follow in the event any allegations of human rights violations are brought to our attention via our online and telephone grievance mechanism. In cases where violations can be resolved and have not resulted in serious concerns, Canada Goose reserves the right to engage with suppliers and requires the implementation of corrective action plans within established deadlines and will be assessed



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through follow-up monitoring. Canada Goose may suspend or terminate our relationship with a supplier for violating our Code of Conduct if the supplier is unwilling to work collaboratively with us to investigate or remediate in a timely manner and/or disclose the matter to the appropriate authorities if there is a violation of law.

Communities

Canada Goose is deeply committed to improving the communities in which we operate. Through our CG Gives program, employees can volunteer their time and contribute company-matched financial support to hundreds of local and global programs. In addition to CG Gives, our Community Relations team has fostered long-term partnerships and developed programs dedicated to support Northern communities. Our local actions are an important way we address global issues, regardless of gender identity or expression, race, ethnicity, creed, size, abilities, and sexual orientation.

Environmental Impact

Climate change represents a significant threat to the livelihoods of the millions of workers throughout the global apparel and footwear supply chain. Canada Goose was born in the North. It is there that the world can witness the impacts of climate change as permafrost melts, glaciers recede, and animal migration patterns change. And it is there that we draw inspiration for reducing our environmental impact as we learn from the example of Indigenous people who respectfully live in harmony with nature. Our commitments to reduce our environmental impacts are outlined in our Global Environmental Policy and our initiatives are further explained in our annual Impact Report.

Governance

The Executive Leadership Team meets regularly and receives progress updates from our SVP of Corporate Affairs, who reports to our President and oversees the implementation of the Sustainable Impact Strategy, our company's purposeful path to sustainability.

The Environmental & Social (E&S) Committee of our Board of Directors was chartered in 2022 to help our Board fulfill the responsibilities of overseeing our ongoing environmental and social policies and programs. Our Board also receives regular reports from our whistleblower hotline and documented any remedial actions. The Committee's focused guidance will help us further integrate sustainability and social issues into our daily operations and long-term vision.

Our Ongoing Due Diligence

We are aware that human rights risks may change as our business evolves and as such, the Human Rights Policy, Code of Business Conduct and Supplier Code of Conduct are reviewed regularly in response to issues pertaining to social responsibility. We are also committed to continued engagement with a variety of partners including employees, customers, suppliers, and



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supply chain workers to regularly assess the impacts of those changes on our business. Additionally, we are members of several organizations that are actively working to support responsible and safe supply chains: the American Apparel and Footwear Association (AAFA), Textile Exchange (TE), United Nations Global Compact (UNGC), Cascale (formerly SAC), bluesign® and the Canadian Association of Importers and Exporters.

We are also committed to publicly reporting our progress and updates through our annual Impact Report, the latest edition of which is available on our website.