

# SASB INDEX

CANADA GOOSE

## ABOUT SASB

The Sustainability Accounting Standards Board (SASB) is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in 77 industries. Canada Goose reports according to the SASB Standard describing the Consumer Goods Sector / Apparel, Accessories & Footwear.

In 2022, Canada Goose has applied the SASB Standards for the first time.



## CANADA GOOSE - SASB INDEX TABLE AS OF APRIL 3, 2022

| SASB related disclosures topics            | Accounting Metric  | SASB Code    | Disclosure  |
|--|--|--------------|---|
| <b>Management of Chemicals in Products</b> | Discussion of processes to maintain compliance with restricted substances regulations                                    | CG-AA-250a.1 | <p>We create products that protect people from the elements and follow management processes designed to protect them from harmful substances. We maintain a Product Restricted Substances List (PRSL) with exposure thresholds based on guidance from the AFIRM RSL to ensure that our chemical management processes are thorough and comprehensive.</p> <p>The AFIRM RSL tracks evolving regulations from around the world, and by following their 'master list' of standards, we confidently match or exceed what is required of us in the many markets in which we operate and sell. Our PRSL is global and applies to all our products, regardless of where they will be sold or whether the list contains chemicals that are not regulated in certain markets.</p> |
|  | Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products                  | CG-AA-250a.2 | <p>We focus on managing restricted substances upstream in our supply chain to prevent any of these substances from making it into finished products. For this reason, Tier 1 and tier 2 suppliers must comply with our PRSL. To ensure that they are responsibly managing chemicals, dyes, and finishes, Canada Goose includes a standard operating procedure for substance testing as part of our material selection and approval process.</p> <p>We engage a leading testing, inspection, and certification company to assess all raw materials for compliance with our PRSL before we purchase them each season. We also test orders of those raw materials periodically as they arrive in our facilities to ensure they meet the same standards over time.</p>      |
| <b>Raw Materials Sourcing</b>              | Description of environmental and social risks associated with sourcing priority raw materials                            | CG-AA-440a.1 | <p>To mitigate any risks resulting from sourcing raw materials, such as forced labour, we are in the process of mapping our supply chain from Tiers 1 – 4. We are using the supply chain risk platform BSI Screen to screen suppliers prior to onboarding suppliers into our Social Performance Program. Launching the program within Tier 1 is complete, and we are in the process of doing this with Tier 2 suppliers. The program requires suppliers to commit to our Supplier Code of Conduct and undergo third-party social compliance audits (for factories with &gt;50 people) or social self-assessments (for factories with &lt;50 people).</p>  |
|  | Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard | CG-AA-440a.2 | <p>Below is a list of the top material purchased in FY 22:</p> <p><b>Total Down breakdown</b></p> <p>99.8% of Responsible Down Standard (RDS) down</p> <p>0.2% of recycled down</p> <p><b>Total Fabric breakdown (all supported by a third-party transaction certificate)</b></p> <p>&lt;0.1% of Responsible Wool Standard (RWS) Virgin Wool</p> <p>1.8% of recycled polyester</p> <p>34.1% of recycled nylon</p> <p>15.6% of PFM Blend</p>   |

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|---|--|--------------|---|----------|--------|------------|-------------|---|---|------------|----|-----|----------|---|----|-------|------|------|
| Environmental Impacts in the Supply Chain | Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment | CG-AA-430a.2 | We strive to do business with suppliers who share our concern for and commitment to preserving the environment. In FY 22, we engaged with a number of Tier 1 and 2 factories to complete the Higg FEM Assessment:<br>7 factories — verification is finalized<br>5 factories — assessment has been completed, but not yet verified (to be verified by December 31, 2022)<br>7 Canada Goose factories — assessment has been completed, but not yet verified<br><i>For more information on the supplier social audit, please refer to ESG report FY 21, page 16</i>  |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
| Labor Conditions in the Supply Chain      | Percentage of (1) Tier 1 supplier facilities and (2) Conduct audits of supplier facilities beyond Tier 1 to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor  | CG-AA-430b.1 | To keep the planet cold and the people on it warm, we must work within our supply chain — because it takes all of us to make the difference our world needs. That's why we are expanding our Social Performance Program.<br>(1) 100% of our Tier 1 suppliers have been audited to a labour code/standard.<br>(2) In progress<br>(3) Canada Goose Code of Conduct audits conducted by an independent third party: 31<br><br>Self-assessments for facilities with fewer than 25 people: 9<br>Social assessments accepted through the alternate assessment policy: 15  |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
|   | Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits   | CG-AA-430b.2 | Non-conformance rate: 13% (total # of audits conducted/# of non-compliances)<br>Corrective action rate: <table><thead><tr><th>FINDINGS</th><th>NUMBER</th><th>PERCENTAGE</th></tr></thead><tbody><tr><td>No findings</td><td>–</td><td>–</td></tr><tr><td>Cap closed</td><td>41</td><td>95%</td></tr><tr><td>Cap open</td><td>2</td><td>5%</td></tr><tr><td>Total</td><td>43**</td><td>100%</td></tr></tbody></table><br><br>No contracts were terminated due to non-compliance; the instances of non-compliance were not severe enough to warrant termination. Instead, we assisted suppliers in devising a corrective action plan (CAP). After identifying needs, we requested a report and photographs of actions taken, and then followed up after six months to a year to assess how the need was addressed over time.<br><br>**The total figure does not include Baffin factories.<br><br><i>For more information on the supplier social audit, please refer to ESG report FY 21, page 17</i> | FINDINGS | NUMBER | PERCENTAGE | No findings | – | – | Cap closed | 41 | 95% | Cap open | 2 | 5% | Total | 43** | 100% |
| FINDINGS                                  | NUMBER   | PERCENTAGE   |   |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
| No findings                               | –  | –            |   |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
| Cap closed                                | 41   | 95%          |   |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
| Cap open                                  | 2  | 5%           |   |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |
| Total                                     | 43**   | 100%         |   |          |        |            |             |   |   |            |    |     |          |   |    |       |      |      |

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|---------------------------------|-------------------|-----------|------------|
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Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain

CG-AA-430b.3

Through our Social Performance Program, we take measures to protect and respect the people who make our products and the environment in which they live and work. We closely monitor the greatest risks within our supply chain:

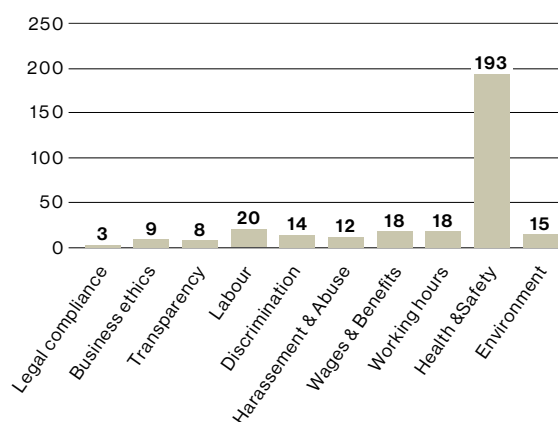
(1) Labour (includes wages & benefits, working hours, discrimination, forced labour, harassment & abuse sub-categories): 27% of non-compliances found

Top 3 risks: Excessive overtime, no forced labour and/or child labour policies, no working hours and/or wage and benefit policies posted in worker language(s), no reporting or remediation process for workers to report instances of harassment or discrimination.

(2) Health & Safety (includes EMS sub-category): 67% of non-compliances found

Top 3 risks: Blocked exits/obstructed aisles, insufficient labelling of chemicals, emergency floor plans not posted.

**#NON-COMPLIANCES BY CATEGORY**



#### Activity Metric

Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1

CG-AA-000.A

Tier 1: 48 (7 Canada Goose operated, 12 domestic third party, 29 third party finished goods - international)

Tier 2: 53 (CG cutting, offshore knitting/dyeing, down, trims)

% of total finished goods by region: North America: 78%, Europe: 20%, Asia: 2%



LEARN MORE ABOUT SUSTAINABILITY AT CANADA GOOSE:  
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