



Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Financial Year Ended January 31, 2026

This document is designed to meet the reporting obligations of The Children's Place (Canada), LP under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Statutes of Canada 2023, Chapter 9)* (the "Act"). The Children's Place (Canada), LP¹ is an indirect, wholly-owned subsidiary of The Children's Place, Inc. and is the entity through which The Children's Place, Inc. operates its Canadian business. For purposes of this report, the reporting entity is The Children's Place (Canada), LP, but certain policies described in this report may be administered and/or implemented by other entities within the corporate structure in a manner that has them apply to goods sold by The Children's Place (Canada), LP. As a result, the terms "The Children's Place", "TCP", "we", "us", or "our" as used herein refer collectively to The Children's Place, Inc. and its subsidiaries, taken as a whole, which shall include The Children's Place (Canada), LP. The Children's Place, Inc. and its subsidiaries share the same core business operations and supply chains, policies prohibiting forced and child labour, and related activities. The report summarizes The Children's Place's policies and practices to respect human rights and the steps that we have taken during the Reporting Period to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chain.

¹ For the purpose of the Act, The Children's Place (Canada), LP is the only 'entity' and makes this statement as a single report pursuant to Section 11 of the Act for the 52-week period ending January 31, 2026 (the "Reporting Period"). The Children's Place, Inc., the ultimate parent company of The Children's Place (Canada), LP, also reports under the California Supply Chains Act and a copy of that report can be found [here](#). For the purpose of the relevant approval and signing requirements, this report has been approved by the governing body of The Children's Place (Canada), LP and has been signed by an officer of TCP Investment Canada II Corp., the general partner of The Children's Place (Canada), LP.

Introduction

At The Children's Place, we are committed to ethical and responsible conduct in our global operations. We have implemented policies and procedures designed to identify and address risks of forced labour and human rights violations in our operations, supply chain and business relationships. This report describes our structure, activities, and the steps we have taken during the reporting period.

Structure, Activities and Supply Chain

Structure and Activities

The Children's Place, Inc. is the parent and controlling entity of The Children's Place (Canada), LP. The Children's Place (Canada), LP is an indirect, wholly-owned subsidiary of The Children's Place, Inc. and is the entity through which we operate our Canadian business. The Children's Place (Canada), LP is a limited partnership with TCP Investment Canada II Corp., a Nova Scotia corporation, as its General Partner. The Children's Place (Canada), LP employs over 850 employees in Canada and operates over 50 retail stores in Canada.

The Children's Place is one of the only pure-play children's specialty retailers in North America with an omni-channel presence. The Company designs, contracts to manufacture, and sells fashionable, high-quality apparel, accessories and footwear predominantly at value prices, primarily under the Company's proprietary brands: "The Children's Place" and "Gymboree". As of January 31, 2026, the Company's global retail and wholesale network includes two digital storefronts, 498 stores in North America, wholesale marketplaces, 223 international points of distribution in 12 countries through nine international franchise and wholesale partners, and social media channels on Instagram, Facebook, and X, formerly known as Twitter. The Company's physical stores offer a friendly and convenient shopping environment, segmented into departments that serve the wardrobe needs of girls and boys (sizes 4-22), toddler girls and boys (sizes 6 months-5T), and baby (sizes 0-24 months). The Company's digital storefronts are at www.childrensplace.com and www.gymboree.com, where its customers are able to shop online for the same merchandise available in its physical stores, as well as certain exclusive merchandise only available on the e-commerce sites.

Supply Chain

The Children's Place does not own or operate any manufacturing facilities. We contract to manufacture and source all of our goods from a network of third-party vendors, factories and suppliers, managed by our Global Sourcing team, spanning three continents and 18 countries. Our primary sourcing countries are Bangladesh, Vietnam, India, Kenya, Ethiopia, China, and Indonesia. Bangladesh and Vietnam accounted for more than 30% of our production.

Governance and Policies

Governance

Policy creation and implementation of our *Forced for Hire and Human Rights Policy* resides with the General Counsel, Head of Sourcing, and the Responsible Sourcing Team. Internal stakeholders own the policy creation, implementation, and deployment across the organization. Our teams monitor related legislation and trade

regulations to ensure corporate responsibility and global policies are being upheld and maintained. We also have an internal forced labour assessment working group that includes senior executives from the Legal, Sourcing and Responsible Sourcing teams. This group typically convenes several times a quarter to discuss forced labour in the industry, related legislation and trade regulations, and ways to enhance our due diligence process.

Policies

The following policies guide our efforts to identify and address forced labour and child labour in our operations and supply chain:

❖ **Forced for Hire and Human Rights Policy**

We support the principles articulated in the Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions. As outlined in our *Forced for Hire and Human Rights Policy*, we strive to avoid adverse human rights impacts in our own operations and across our business relationships. We carry out human rights due diligence as part of the conduct of our business and work to embed human rights considerations into business decisions. We prohibit violations of human rights, such as modern slavery in the form of forced and compulsory labour, child labour, human trafficking, and similar violations in the TCP supply chain. Vendors and suppliers must comply with applicable forced-labour import laws and ensure that all subcontractors and third parties in their supply chain do the same. This includes not sourcing, directly or indirectly, any goods, services, or raw materials from high-risk regions identified by governmental authorities, or from any entity on applicable restricted-party lists and sanctions lists.

❖ **Code of Business Conduct**

Our *Code of Business Conduct* outlines our commitment to acting with integrity in everything we do. This means displaying ethical, honest and fair behavior in our interactions with employees, customers, shareholders and external business partners. The *Code of Business Conduct* applies to all our associates and to the Board of Directors. In addition, the *Code of Business Conduct* applies to anyone working for or on behalf of TCP, including agents and independent consultants. If an associate or consultant fails to comply with any company policy, we take corrective action, as necessary.

❖ **Vendor Code of Conduct**

Our *Vendor Code of Conduct* sets the standards that our global third-party vendors and factories are required to meet. The Code prohibits forced labour, child labour, and human trafficking, and requires vendors to maintain safe working conditions and fair labour practices. These standards align with international frameworks, including the ILO Core Conventions, the UN Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

❖ **Reporting and Non-Retaliation**

We encourage all our associates and vendors to speak up if they have concerns about violations of our policies, including concerns about forced labour or human rights violations in our supply chain. The Children's Place has an open communications policy and offers reporting channels through managers, representatives from the Human Resources, Internal Audit, Legal or Loss Prevention, and anonymously through a confidential third-party hotline. Reports submitted through these channels are reviewed by our management team and, as appropriate, the Audit Committee of our Board of Directors. We prohibit retaliation against any party making a good-faith report of a violation or suspected violation of the Code, our policies, or established procedures

or cooperating in an investigation.

Due Diligence Process

Because we source products from vendors, factories and suppliers worldwide, our supply chain carries inherent forced labour and child labour risks. We address these risks through a due diligence program that includes policies and standards, vendor onboarding and certification, factory compliance programs, supply chain monitoring, traceability initiatives, and engagement with industry groups such as AAFA, Better Work, and SCAN.

Risk Assessment

During the Reporting Period, we assessed forced labour and child labour risks in our supply chain using country and geographic risk, commodity and raw material risk, vendor and factory risk, recruitment practices, subcontracting risk, audit history, restricted-party and sanctions screening, media reports, and other external risk indicators. Based on this assessment, the areas of our supply chain that may carry elevated risk include third-party manufacturing, lower-tier raw material sourcing, subcontracting, recruitment practices, and sourcing from regions, industries, or entities associated with elevated forced labour or child labour risk. We manage these risks through vendor onboarding, vendor certifications, factory audits, worker interviews, traceability tools, corrective action plans, and escalation procedures.

Vendor Onboarding

We seek to work with vendors whose business practices align with our principles on human rights, especially for at-risk populations such as women, children, and other vulnerable groups. New vendors and factories undergo an onboarding process that includes, subject to limited exceptions, a pre-sourcing assessment with risk screenings and a review of social and labour requirements outlined in our *Vendor Code of Conduct* to identify those with elevated risk of forced and/or child labour. We use external resources, including the Bureau of International Labour Affairs (ILAB) list of goods believed to be produced by forced and/or child labour, as well as other risk screening tools. We conduct internal and third-party screening of vendors, factories and suppliers, including Tier 1 and Tier 2 facilities; against withhold release orders, applicable forced-labour import restrictions, restricted-party lists, sanctions lists, and other government-published trade compliance lists, including lists published by Global Affairs Canada, the U.S. Department of the Treasury (Office of Foreign Assets Control), and the U.S. Department of Commerce. Assessed vendors and factories are not approved for production until the assessment is satisfactorily completed and there is sign-off from both Sourcing and Responsible Sourcing leadership.

Vendor Certification

We require all vendors to certify on an annual basis that they conduct their business in line with our policies, including but not limited to, our *Vendor Code of Conduct* and our *Forced for Hire and Human Rights Policy*. Through this certification, vendors agree to abide by our prohibition on forced and child labour and confirm they will not knowingly conduct business with suppliers that source raw materials from high-risk regions identified by governmental authorities.

Factory Audits

We administer a global factory audit program (for our Tier 1 facilities) that is designed to hold vendors and factories accountable to their commitment to comply with our policies, including but not limited to, our *Vendor Code of Conduct* and our *Forced for Hire and Human Rights Policy*. We strive to conduct audits of our Tier 1 facilities, depending on our risk assessment of each facility, on an unannounced and/or semi-announced basis. We use our internal compliance auditors as well as external independent audit firms to conduct factory auditing and monitoring. These auditors are based in the key countries from which we source and are generally native to the region so that they have knowledge of cultural background that may affect workforce dynamics. They typically speak the local language or we strive to hire a local interpreter to better communicate with factory managers and workers.

We incorporate worker interviews as part of our audit to better understand potential concerns from workers on the factory floor. Worker interviews are in-depth conversations conducted in the applicable local language with workers outside of the factory production areas, and generally in an area where they feel comfortable. We believe this allows workers to speak more freely on topics such as workplace conditions and job satisfaction. It also allows our Responsible Sourcing team to better understand and support workers with potential employment and welfare concerns. The worker interview questions are also designed to identify Forced Labour Indicators as per the International Labour Organization standards.

Traceability & Transparency

During the Reporting Period, we used risk-based traceability and screening processes to help assess forced labour and child labour risks in our raw material supply chain, including cotton. These processes included a fabric mill risk matrix, cotton fiber forensic testing, restricted-party and sanctions screening, and other supply chain due diligence tools designed to identify potential forced labour risk indicators.

Remediation Measures

If non-compliance issues are found, our first step is to partner with the factory to institute needed improvements over time. While we reserve the right to terminate our business relationship for breaches of our *Vendor Code of Conduct*, we first work collaboratively with the vendor on a corrective action plan (“CAP”) in an attempt to address issues while minimizing disruption to our business so that workers are not adversely affected.

Our Responsible Sourcing team leads these efforts by working with vendors to develop CAPs and providing support to identify compliance issues. We believe in a continuous improvement model and, when needed, engaging with audit firms, peer brands and independent experts to help support remediation efforts and implement capacity building programs.

We believe that workers should be recruited responsibly. Remediation for identified instances of recruitment or other fees paid by workers includes reimbursement of such fees paid. The vendor must calculate and repay fees if it has been identified that workers have paid recruitment fees. Should a factory fail to adequately remediate these issues in accordance with our requirements, it would be subject to escalation and additional remediation requirements, up to and including termination.

During the Reporting Period, we did not identify any confirmed instances of forced labour or child labour in our activities or supply chains. We also did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities or supply chains. Accordingly, we did not take remediation measures in respect of these matters during the Reporting Period.

Training

Training is part of our forced labour and child labour risk management program. We provide training to relevant associates based on role, location, start date, and involvement in sourcing, responsible sourcing, supply chain, compliance, legal, and related functions. Our Human Trafficking & Slavery course is required for senior leaders and corporate and international associates involved in supply chain operations. Assigned training must be completed within a defined period, and completion is tracked internally.

We also conduct forced labour training sessions for vendors. Vendor training addresses our forced labour and child labour standards, responsible sourcing expectations, risk indicators, vendor certification requirements, documentation expectations, escalation channels, and remediation processes.

Effectiveness and Continuous Improvement


We assess the effectiveness of our forced labour and child labour risk management program using audit results, vendor escalation outcomes, worker interview results, training completion, restricted-party and sanctions screening results, and progress in supply chain diligence activities. These metrics help us identify supply chain risk, support remediation efforts, and determine whether additional follow-up, escalation or re-audits are warranted. In the next reporting period, we intend to continue refining our risk-based traceability tools and supplier risk assessments to support year-over-year improvement in identifying and managing forced labour and child labour risks.

Approval and Attestation

This report was approved by the board of directors of TCP Investment Canada II Corp., the general partner of The Children's Place (Canada), LP, as the report for the fiscal year ended January 31, 2026 in accordance with subparagraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act").

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in my capacity as Secretary of TCP Investment Canada II Corp., the general partner of The Children's Place (Canada), LP, attest that I have reviewed the information contained in this report on behalf of the board of directors of TCP Investment Canada II Corp. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Period listed above.

I have the authority to bind The Children's Place (Canada), LP.



Name: Jared Shure

Title: Secretary, TCP Investment Canada II Corp., as the general partner of The Children's Place (Canada), LP

Date: May 18, 2026