

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Aritzia supports the Ten Principles of the United Nations Global Compact (UNGC) on Human Rights, Labour, Environment and Anti-corruption. With this communication we express our intent to continue to implement these principles. We are committed to making the UNGC and its principles part of the strategy, culture and day to day operations of our company and to engage in collaborative projects which advance the broader development goals of the UN, particularly the Sustainable Development Goals. Aritzia will make a clear statement of this commitment to our stakeholders and the general public. I would like to take the opportunity here to describe some of the commitments and activities already underway and direct you to our [Sustainability website](#) for further reading on our Sustainability priorities.

## Overview

Responsible business is enshrined at the highest levels of our governance and strategy. This is manifested through formalized objectives alongside our financial, brand, cultural and operational objectives and ensures that responsible business practices underpin our decisions and dealings.

## Human Rights

We recognize and are led by the UN Guiding Principles on Human Rights and Business and are currently conducting Aritzia's Human Rights Impact Assessment to identify our salient risks across our value chain from people involved at raw material cultivation right through to our clients. Of course, Decent Work, throughout our value chain is a salient issue and so we have initiated various programs of work to mitigate these risks as we outline below under Labour.

## Labour

Aritzia is committed to exemplify the very best employment practices to create a culture and work environment in which all our employees can all thrive. Key highlights include a dedicated Learning and Development department as part of our People and Culture priorities as well as a competitive benefits program for all our employees and a strong precedent developing career pipelines with a target to fill 70% of office roles from our retail teams.

In our Supply Chain, engagement with our suppliers is underpinned by the Aritzia [Supplier Code of Conduct](#), Migrant Worker Policy and Child Labour and Young Worker Policy. We uphold these standards through a monitoring program designed to understand employees' experience at work, foster trust with our suppliers and build long term solutions and business benefits. Aritzia is also a

Betterwork Partner, promoting tripartite representation, including employee associations, governments and employer associations, to improve labour conditions in the industry.

## Environment

Having conducted a materiality assessment and Organizational Life Cycle Assessment to quantify our carbon, water and waste impacts across our value chain, we have developed a robust roadmap addressing our material impacts. You can find more details about our Standards and Commitments in Aritzia's [Environmental Policy](#) covering our work our stores, offices and DCs as well as our 3<sup>rd</sup> party product supply chain.

## Anti-Corruption

Aritzia is committed to addressing corruption and full compliance with international and local laws, code and policies. The Aritzia [Code of Conduct](#) for our own people, outlines our standards with regards Gifts and Hospitality, Fair Dealings, Whistleblowing, Insider Trading, Conflicts of Interest and Personal Integrity. With regards our 3<sup>rd</sup> party manufacturing suppliers, the Aritzia Supplier Code of Conduct holds suppliers to account with regards to Ethical Business Practices including Bribery, Anti-Corruption and fraudulent business practices.

We recognize that a key requirement for the participation in the UNGC is the annual submission of a Communication of Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UNGC and annually thereafter according to the UN Global Company COP. This includes:

- A Statement signed by me, expressing continued support of the UNGC and renewing our ongoing commitment to the initiative. This is separate from our initial letter of commitment.
- A description or practical actions (eg disclosure of any relevant policies, procedures and activities) that the company has taken (or plans to undertake) to implement the UNGC 10 Principles in each of the 4 issue areas
- A measurement of outcomes (i.e. the degree to which targets / performance indicators were met, or other qualitative or quantitative measurement of results

We very much look forward to reporting our progress year on year and sharing our achievements with you and the UN Global Compact team

Sincerely yours,



Brian Hill  
Chief Executive Officer

Date: