

Modern Slavery and Human Trafficking Statement for the Financial Year Ended 2026

1. Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2026.

Canary LLC ("Canary") is unequivocally committed to preventing modern slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. We acknowledge our responsibility to respect human rights and have a zero-tolerance approach to any form of modern slavery.

2. Organization's Structure, Business, and Supply Chains

Canary is a provider of end-to-end branded merchandise solutions headquartered in the United States where its core operations and facilities are located. We serve a global client base by shipping and managing online store internationally. Our business includes online store management, product procurement, warehousing, and fulfillment.

Our supply chains primarily include third-party product manufacturers, decoration partners (such as printing and embroidery services), and logistics providers. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

3. Policies in Relation to Slavery and Human Trafficking

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Code of Conduct:** Our Code of Conduct makes clear to employees the actions and behavior expected of them when representing Canary. We strive to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing our supply chain.
- **Supplier Code of Conduct:** We are committed to ensuring that our suppliers adhere to the highest standards of ethics. All suppliers are required to acknowledge and agree to our Supplier Code of Conduct via a "click to agree" mechanism during our vendor intake process.
- **Whistleblowing Policy:** We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, Canary. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Reports can be made through Canary's confidential whistleblower mechanism at: [Grievance Submission – Canary Marketing](#). Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

4. Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

We conduct due diligence on all new suppliers and review our existing critical suppliers on a periodic basis. This includes supplier self-assessment questionnaires and, where appropriate, third-party audits. We have also incorporated specific prohibitions against the use of forced, compulsory, or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

5. Risk Assessment and Management

Canary has assessed its business and supply chains to identify areas where there is a risk of modern slavery. We have determined that the principal risks are concentrated in the procurement of manufactured goods and the manual labor involved in third-party decoration services.

To manage this risk, we have implemented several measures, including inviting critical suppliers onto the Sedex platform for SMETA audits and maintaining vendor intake requirements. We will continue to review our risk assessment processes to adapt to any changes in our operational and supply chain environments.

Canary has recently initiated a partnership with Sedex, a leading ethical trade service provider, to leverage the Sedex Members Ethical Trade Audit (SMETA) methodology. We are in the early stages of this initiative and are currently inviting our top-spend and most critical suppliers to join the Sedex platform. This collaborative effort will enhance our ability to evaluate and manage risks within our supply chain through standardized social auditing.

7. Performance Indicators

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Number of supplier audits conducted.
- Number of reports received through our whistleblowing channels related to modern slavery.
- Actions taken to strengthen supply chain due diligence.