



VEJA'S MODERN SLAVERY ACT STATEMENT 2025

1. Introduction and reporting scope

This statement represents VEJA's effort to prevent, combat, and mitigate any risks of slavery, servitude, forced labor, child labor, and human trafficking within its internal structure and supply chain, aligning with the latest standards in these areas. It reaffirms the company's commitment to transparency and its objectives of bringing to market products that stem from social projects and promote economic justice.

It has been prepared with reference to the obligations stemming from the UK Modern Slavery Act of 2015, Australia's Modern Slavery Act of 2018, Canada's Modern Slavery Act of 2023, and the California Transparency in Supply Chain Act of 2010.

This document encompasses VEJA FAIR TRADE SARL (the parent company) and all its subsidiaries as the Modern Slavery and Human Trafficking Statement for the financial year of 2025 (from January 1st to December 31st).

2. About VEJA: Corporate, business and supply chain structure

VEJA is a footwear brand specialized in sneakers, founded in 2004 and privately owned by Sébastien Kopp and François-Ghislain Morillion. The headquarters are in Paris, France, and VEJA has notably 14 subsidiaries in other countries: Brazil (V. Fair Trade Comércio e Exportação de Calçados e Acessórios LTDA), UK (VEJA UK LTD), USA (VEJA North America INC), Canada (VEJA Canada INC), Australia (VEJA Australia PTY LTD), Spain (VEJA Fair Trade Spain, S.L.), Germany (VEJA Germany GmbH), Portugal (VEJA Portugal Unipessoal LDA), Denmark (VEJA Denmark ApS), South Korea (VEJA Korea Limited), China (VEJA FAIR TRADE (SHANGHAI) CO. LTD), Belgium (Veja Belgium SRL), Denmark (VEJA DENMARK ApS.), Mexico (VEJA FAIR TRADE MEXICO S. de R.L. de C.V.). Currently, over 500 employees work for VEJA or its subsidiaries globally.

The products are sold worldwide through 3 different channels: VEJA's own e-commerce platform, an international wholesale network comprised of selected resellers and distributors, and the brand's retail stores and corners located in France, United Kingdom, Germany, Spain, USA, Brazil and Denmark ([www.veja-store.com/en fr/stores](http://www.veja-store.com/en_fr/stores)). Another aspect of the business are the Centre Commercial concept stores in France, which also operate an independent website selling clothing and lifestyle items from various brands, combining design and environmental commitment (www.centrecommercial.cc).

Most VEJA's sneakers are produced in factories located in the North-East and Southern regions of Brazil, all of which are audited each year in accordance with strict internationally recognized labor and environmental standards, such as those set by the International Labour Organization (ILO). More recently, a small portion of shoes has been manufactured in Portugal and distributed in nearby European markets.

Furthermore, VEJA has historically concentrated most of its footwear production in Brazil where it has maintained dedicated teams present on-site and working daily alongside Tier 1 suppliers to ensure full operational visibility, actively prevent any risk of abuse or unethical practices, and guarantee that all products are manufactured in strict compliance with workers' rights and internationally recognized standards, including those established by the International Labour Organization (ILO). The country also benefits from well-established, socially responsible footwear industries, in which workers are protected by comprehensive and effective legal frameworks, including robust labor laws, social security systems, freedom of association, pension schemes, access to healthcare, and stringent

occupational health and safety requirements.

VEJA's sourcing model is built on long-term and direct relationships with producers and is guided by principles of traceability, fair trade, environmental responsibility, material quality, and respect for worker's rights and well-being. VEJA's key raw materials – including organic and agroecological cotton, Amazonian rubber, leather, and recycled polyester – are sourced and produced in reasonable proximity to its factories, primarily in South America, particularly in Brazil, Peru, and Uruguay, with traceability maintained throughout the supply chain:

- Organic and agroecological cotton is sourced from producer associations in Brazil, particularly in the Northeast of the country, as well as from Peru.
- Amazonian rubber used in VEJA soles is harvested by rubber-tapper communities in the Brazilian Amazon.
- Bovine leather is sourced from southern Brazil and Uruguay, mainly from the Pampa biome.
- Recycled polyester, another of VEJA's key raw materials, is produced in Brazil and used in several fabrics and components across VEJA's products.

Brazil also plays a central role in the development and production of other innovative materials, including C.W.L., a 54% bio-based alternative to leather made from organic cotton canvas coated with P.U., castor oil, and corn starch.

More broadly, the company collaborates with local cooperatives for cotton, rubber, and recycled PET (made of plastic bottles), valuing the work of small producers and engaging them in the supply chain. VEJA usually signs a 3-year contract with these cooperatives, paying a fair price for the product above the market average. Additionally, an annual bonus system was implemented by the brand to increase these producers' revenue and improve the organization of the cooperatives.



WHERE WE DO IT

- | | | |
|---|---|--|
| 1 | 2 | NORTHEAST OF BRAZIL AND CHINCHPE, PERU |
| 3 | | AMAZON RAINFOREST, BRAZIL |
| 4 | | SÃO PAULO, BRAZIL |
| 5 | | PORTO ALEGRE, BRAZIL |
| 6 | | RIO GRANDE DO SUL, BRAZIL & URUGUAY |
| 7 | 5 | FORTALEZA AND PORTO ALEGRE, BRAZIL |
| 8 | | ÎLE-DE-FRANCE, FRANCE |
| 9 | | FELGUEIRAS, PORTUGAL |

To learn more about VEJA's production, visit [Production / VEJA](https://project.veja-store.com/en/single/production) (project.veja-store.com/en/single/production).

3. VEJA's approach to human rights and responsible sourcing

VEJA is fully committed to preventing all forms of slavery, forced labor, and human trafficking in its operations and supply chain. This commitment is part of VEJA's broader approach to human rights, decent work, responsible sourcing and transparency.

VEJA's approach is based on several principles:

- Building long-term and direct relationships with strategic suppliers;
- Maintaining regular local presence close to key production sites;
- Restricting unauthorized subcontracting and fourth-party outsourcing;
- Using third-party audits and certifications to support independent verification;
- Encouraging traceability and certification across key raw-material supply chains;
- Requiring corrective action when non-conformities are identified;
- Continuously reviewing policies, practices and supplier expectations.

VEJA recognizes that modern slavery risks can exist in any global supply chain, including in lower tiers where visibility is more limited. For this reason, VEJA's approach combines supplier engagement, monitoring, certification, direct relationships and continuous improvement.

4. Policies and supplier expectations

VEJA expects its suppliers and business partners to operate in accordance with applicable laws, internationally recognized labor standards, and VEJA's own social and environmental commitments.

VEJA's Code of Conduct sets out requirements for suppliers in relation to human rights, labor standards, business ethics and workers' welfare, including the prohibition of forced labor, servitude, child labor and human trafficking, and requires suppliers to confirm that such practices do not occur within their operations or supply chains.

For footwear manufacturers, VEJA requires standards that include, among others:

- Respect for freedom of association and workers' right to organize
- Safe and hygienic working conditions;
- Fair compensation and respect for applicable wage requirements;
- Reasonable working hours and respect for rest periods and holidays;
- Prohibition of forced labor, child labor and human trafficking;
- Non-discrimination and respectful treatment;
- Regular employment and compliance with local labor laws;
- Access to internal grievance mechanisms.

VEJA also requires, through the compliance certifications accepted and recognized by VEJA, each factory to have its own internal Code of Conduct, to communicate it to workers and to make it easily available to them when needed.

In addition, VEJA does not permit subcontracting without its prior written approval, enabling it to closely monitor its suppliers' contracts and ensure they meet the company's anti-modern slavery standards. Suppliers are required to

continuously monitor approved subcontractors in relation to forced and child labor; working hours, and fair pay. All salesman-sample and production orders must be produced within facilities approved by VEJA, without exception. VEJA prohibits any type of fourth-party outsourcing for all its finished product suppliers and their subcontractors. The brand understands that fourth-party outsourcing puts labor and employment relationships at risk and can lead to abusive situations in the value chain.

VEJA also maintains a Restricted Substances Policy (project.veja-store.com/en/single/transparency), which is published on its website and reviewed regularly to reflect strict safety and environmental requirements. More recently, VEJA also published a Manufacturing Restricted Substances Policy focused on manufacturing processes and worker safety. These policies support VEJA's broader objective of reducing risks to workers, consumers and the environment across the sneaker value chain.

5. Risk assessment and areas of focus

VEJA assesses modern slavery, forced labor and child labor risks by considering the nature of the activity, country and regional context, supplier tier, workforce profile, use of subcontracting, recruitment practices, audit history, certification status, and the level of visibility VEJA has over the supplier relationship.

Based on this approach, VEJA considers the most relevant areas of focus to be:

- Footwear manufacturing sites and approved subcontractors;
- Lower-tier suppliers involved in raw-material extraction, agriculture and processing;
- Logistics, warehousing and distribution partners;
- Any context where temporary, migrant, informal or vulnerable workers may be present;
- Any situation involving unauthorized subcontracting or limited traceability.

VEJA's business model mitigates several of these risks through long-term supplier relationships, regular local presence, restrictions on unauthorized subcontracting, third-party audits and certifications, and direct partnerships with selected raw-material producers and cooperatives.

Moreover, since risk mitigation is a process that requires regular monitoring, VEJA continues to work on improving visibility across its supply chain, strengthening supplier expectations, monitoring corrective actions and expanding the use of certifications and traceability tools where relevant.

6. Logistics, warehousing and social inclusion partners

VEJA operates with a range of qualified logistics partners worldwide and strives to collaborate with projects that promote social and professional insertion.

Notably, VEJA works directly with Log'ins (Logistics & Insertion), a professional and social inclusion company based in France that manages part of VEJA's logistics operations. Log'ins employs and trains vulnerable, lightly disabled, or socially excluded people. From production to the operators themselves, the company adapts and supports every single individual of their teams, for them to find a professional future.

VEJA recognizes that logistics, warehousing and distribution activities may also involve labor-rights risks, especially where temporary, agency, migrant or vulnerable workers are present. VEJA therefore considers these activities within its broader risk-assessment and supplier-engagement approach.

7. Due diligence, audits and certifications

Given the strong value placed on social and environmental compliance at VEJA, it was agreed that the shoe manufacturers and their subcontractors working with the brand must undergo annual audits by a third party. Currently, VEJA has the Sedex Members Ethical Trade Audit (SMETA) Pillar 4 assessment and the Fair Trade Certified™ (Factory Standard) certification, developed by Fair Trade USA as approved standards. Both evaluations are based on the regulations of the International Labour Organization (ILO) and local laws, applying the most stringent standard or the rule that benefits the employees the most in each case.

The SMETA Pillar 4 audit focuses on Labor Standards, Health and Safety, Environmental Assessment, and Business Ethics. Specifically for workers, auditors check if Employment is Freely Chosen; Freedom of Association and Right to Collective Bargaining are Respected; Working Conditions are Safe and Hygienic; Child Labour Shall Not Be Used; Living Wages are Paid; Working Hours are Not Excessive; No Discrimination is Practiced; Regular Employment is Provided; No Harsh or Inhumane Treatment is Allowed; Entitlement to work; Code and system implementation, Subcontracting, and Home-working.

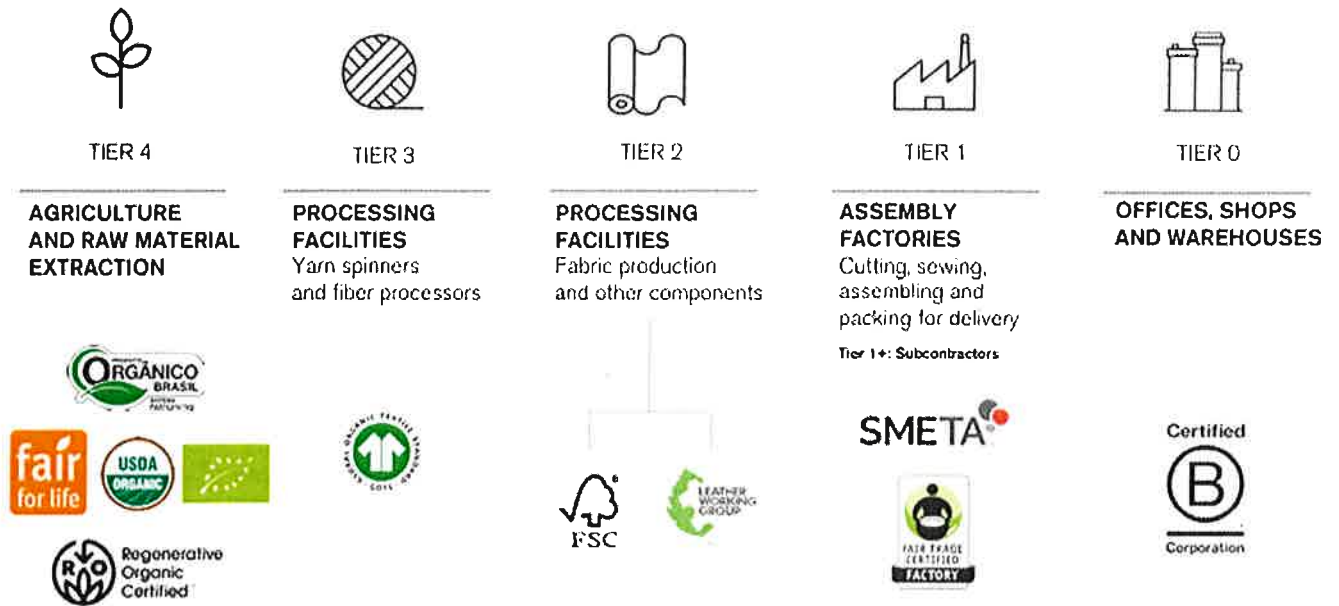
The Fair-Trade USA certification is based on three principles: responsible sourcing, which involves Monitoring the supply chain, ensuring decent work and human rights, shared value with the investment in the people and communities that make the products, and consumer engagement through third-party verification of sustainability claims. Worker welfare is also a significant part of their standards policy and the central point of the certification, as a premium of 1% of the product price (for the amount produced by the certified factory) is paid to workers to finance projects and activities that improve their quality of life and the community.

Both approved standards establish an extensive list of non-conformity situations, with those related to forced labor, child labor, or illegal work being the most critical ones. The audits are conducted annually, and in case critical situations are identified, VEJA notifies the manufacturer and requests immediate corrective actions and the implementation of more effective processes and policies. The supplier receives an Action Plan Report and is expected to complete the Corrective Action Plan (CAP) within the established timeframe by the accredited methodologies, addressing all identified non-conformities from the audit process. If the issue identified was at a subcontractor facility, VEJA also requires stricter control from the manufacturing outsourcing and demands the implementation of stricter contractual clauses in case of non-compliance. VEJA can also ban a shoe manufacturer and subcontractor if a critical case is detected.

The B Corp certification assesses VEJA's global impact through a questionnaire covering issues such as wages, suppliers, team, environment, workplace, and governance. We obtained the B Corp certification, which helped us identify and highlight our weaknesses as a project, as well as allowing us to set more effective goals and guidelines. It has already provided many easy-to-implement ideas and validated several positive actions

To prevent, combat, and mitigate any risks of slavery, servitude, forced labor, child labor and human trafficking, VEJA implements a range of measures throughout its supply chain. In particular, as illustrated in the image below, a significant proportion of the raw materials used, and suppliers involved in the manufacture of VEJA sneakers are certified or audited in accordance with strict social and environmental standards.

CERTIFICATIONS & AUDITS



RAW MATERIAL

AMAZONIAN RUBBER

PERUVIAN COTTON

PERUVIAN COTTON (CHAIN OF CUSTODY)

LEATHER

PAPER PACKAGING

CERTIFICATION

FAIR FOR LIFE

REGENERATIVE ORGANIC CERTIFIED (ROC)

GLOBAL ORGANIC TEXTILE STANDARD (GOTS)

LEATHER WORKING GROUP (LWG)

FOREST STEWARDSHIP COUNCIL (FSC)

Respect for human and social rights, prohibition of forced and child labor, and worker safety are highly relevant topics within the framework of labels VEJA chooses to work with. This social responsibility aspect is imperative for the certification programs Fair For Life, Regenerative Organic Certified (ROC), Global Organic Textile Standard (GOTS), Leather Working Group (LWG), and Forest Stewardship Council (FSC).

The certifications are considered by VEJA as an important tool to ensure the suppliers comply with the brand's standards and Code of Conduct. The company also encourages the suppliers to get themselves certified, even helping them in the process of certification, in order to reduce any risk of modern slavery in the supply chain.

VEJA constantly reviews its policies and practices, implementing stricter audits and certifications to reinforce its commitments to economic fairness and social values, prohibiting all forms of slavery, servitude, forced labor, child labor, and human trafficking throughout its structure and value chain.

8. Worker voice, grievance mechanisms and remediation

VEJA expects manufacturers to maintain internal grievance mechanisms and to make them accessible to workers. VEJA encourages suppliers to continuously improve these mechanisms so that workers can raise concerns safely and effectively.

VEJA's supplier engagement and audit processes are also used to identify potential labor-rights risks, including indicators of forced labor, child labor, excessive working hours, wage issues, unsafe working conditions or unauthorized subcontracting.

Where concerns are identified, VEJA expects suppliers to cooperate, investigate, correct the issue and prevent recurrence. Remediation should prioritize the rights, safety and well-being of affected workers. VEJA may require additional monitoring, stronger contractual controls, suspension of production, or termination of the relationship where the supplier fails to take appropriate corrective action.

9. Assessing effectiveness

VEJA assesses the effectiveness of its actions through several indicators, including:

- Execution of the third-party audits within the 12-month period for Tier 1 factories and subcontractors;
- Number and severity of audit findings;
- Closure of corrective action plans;

VEJA uses these insights to prioritize follow-up actions, strengthen supplier requirements and improve its due-diligence approach over time.

For the reporting period, VEJA did not identify any confirmed case of modern slavery, forced labor, child labor, servitude or human trafficking in its operations or supply chain.

10. Approval and signature

This statement has been reviewed and approved by:

DATE: 28 May 2026

SIGNATURE:

A handwritten signature in black ink, appearing to be 'FG Morillion', written over a horizontal line.

François-Ghislain Morillion,
VEJA co-founder