

## California Transparency Act Notice

Boardriders, Inc. (“Boardriders”) and the brands under which it conducts business are committed to conducting business legally and ethically and expect our Suppliers to share this commitment. We strictly prohibit forced labor or human trafficking in our supply chain and refuse any business dealings with potential new Suppliers if we find evidence of the use of forced labor or human trafficking by the Supplier. If we suspect an existing Supplier is engaged in such practices, we will promptly audit that Supplier. We may cease doing new business with them until they have implemented a remediation plan and stopped such practices.

We put this commitment into practice by establishing a global supply chain governance program titled “QUEST” (Quiksilver Ethical Standards of Trade) designed to prevent abusive, exploitive, or illegal conditions in the workplace and prevent forced labor and human trafficking throughout all levels of our supply chain.

As a California business, Boardriders is required to disclose the following specific elements of our general corporate compliance and QUEST program efforts to detect, monitor, and eradicate possible forced labor and human trafficking in our supply chain. This Notice is in accordance with guidance published by the California State Attorney General. We also publish similar disclosures as required by the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

**VERIFICATION** - We evaluate all of our direct manufacturing suppliers annually to verify that they are not violating forced labor or human trafficking laws. Our internal QUEST team spearheads the verification process using an internally developed assessment tool. We also rely on independent factory auditors to assess these risks and vulnerabilities. These audits may be scheduled or unannounced.

**SUPPLIER AUDITS** – The QUEST program’s core is the QUEST Manual, which specifies labor practices, social responsibility, legal compliance, and sustainability practices we expect our suppliers to adopt. The QUEST Manual broadly applies to all of our suppliers, vendors, licensees, and factories worldwide. All agents, vendors, and factories are required to participate in the QUEST program as a condition of doing business with Boardriders. We also require all suppliers to follow a Supplier Code of Conduct (Supplier Code) that requires them to meet their legal and ethical obligations to their employees and workers and ensure that no abusive, exploitive, or illegal conditions exist at their workplaces or factories providing products or services to Boardriders.

Before a new Supplier of factory can begin doing business with Boardriders, they must go through the formal QUEST audit process, which includes both scheduled and unannounced audits of the workplace conducted by an independent audit firm. During each audit, a supplier's actual health and safety practices, wage and social compliance, and workplace policies are reviewed and measured against Boardrider's requirements outlined in the QUEST Manual. Each audit will result in a "Pass," "Needs Improvement," or "Fail" grade. Suppliers that receive a Needs Improvement audit grade are required to take necessary corrective actions. Failure to make necessary improvements will result in a Fail grade. Boardriders will cease doing any new business with suppliers with Fail grades until they provide a Corrective Action Plan that we approve. Any supplier that receives "Needs Improvement" or "Fail" grades is also subject to re-audits by our independent audit company.

**CERTIFICATION** - To ensure that our suppliers adopt and enforce our QUEST standards, the commercial agreements governing our contractual relationship generally stipulate that our suppliers must abide by our QUEST standards, or the contractual relationship is subject to termination. We require our suppliers to provide workers with a safe and healthy work environment; allow workers freedom of association and collective bargaining; conduct business in compliance with applicable environmental, labor, and employment laws; refrain from corrupt practices; and protect against human trafficking and forced labor. We also require our suppliers to certify that materials incorporated into our products comply with applicable laws, including those laws related to slavery and human trafficking in the country or countries where they do business.

**INTERNAL ACCOUNTABILITY** - Boardriders' employees must follow all laws, including labor laws, of the countries where we operate. They are also required to know and follow all company policies and procedures, our corporate Code of Business Conduct and Ethics, and all sourcing-related policies, employee manuals, and standard operating sourcing procedures. Employees must report any violations of laws, policies, or procedures through internal reporting channels. Any employee that fails to meet these obligations or is found to have been complicit in forced labor or human trafficking is subject to disciplinary action, up to and including termination. Suppliers are required to publicly post the Boardriders' Supplier Code in all facilities producing products for us. They must also provide conspicuous information on how their employees can report any suspected violations of the Supplier Code. We continue to reinforce and develop processes and procedures that hold suppliers accountable in all areas, including human trafficking and slave labor.

**TRAINING** - As part of our efforts to ensure compliance with our QUEST standards and prevent abusive, exploitive, or illegal conditions in the workplace, our QUEST department conducts ongoing internal employee and management training regarding our Code and human rights concerns, including human trafficking and slavery associated with our supply chains. The training specifically covers mitigating risks of human trafficking and slavery within our company's supply chains of products. It is mandatory for those company employees and management who have direct responsibility for supply chain management.

We welcome your feedback on our disclosure statement. Please email us at [ethics@boardriders.com](mailto:ethics@boardriders.com).