

RAINS

Statement on Forced Labor, Child Labor, Human Trafficking and Modern Slavery Fiscal Year 2025

This statement is made pursuant to:

International guidelines and Legal obligations:

- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises/ OECD's Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.
- The International Labour Organization (ILO) Conventions specially but not limited to: Forced Labour Convention no. 29, Abolition of Forced Labour Convention no. 105 and Worst Forms of Child Labour Convention no. 182.
- United Nations Convention on the Rights of the Child.
- Children's Rights and Business Principles, developed by UNICEF, UN Global Compact and Save the Children.
- The International Labour Organisation (ILO) Minimum Age Convention no. 138 and Worst Forms of Child Labour Convention no. 182.
- Charter of Fundamental Rights of the European Union (2012/C 326/02)
- Convention for the Protection of Human Rights and Fundamental Freedoms, Rome, 4 November 1950, as amended by protocols 11, 14 and 15

National laws obligations:

- United Kingdom Modern Slavery Act (2015) (in force)
- US Uyghur Forced Labour Prevention Act (UFLPA) (in force)
- The California Transparency in Supply Chains Act (in force)
- Australian Federal Modern Slavery Act 2018 & New South Wales Modern Slavery Act 2018 (in force)
- The Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (in force)

This statement outlines Rains' global business practices to identify, prevent, and mitigate risks related to forced labor within our operations and supply chains.

At the time of reporting, Rains' organization consists of the following companies:

Rains ApS
Rains France SAS
Rains Oceania PTY LTD

Rains Shanghai Trading Co. Ltd
Rains Switzerland AG
Rains Canada Sales INC
Drip Dutch B.V.
Rains Italy Srl
Rains USA INC
Rains Norway AS
Rains International Ltd.
Rains Germany GmbH
Rains Sweden AB
Rains Retail Denmark ApS
Kjer-Ca GmbH
Rains Belgium Srl
Rains Collective Ireland LTD

In this statement, “forced labor” includes modern slavery, child labor, prison labor, indentured labor, bonded labor, human trafficking, or other similar conduct.

ORGANIZATIONAL STRUCTURES AND SUPPLY CHAINS

Rains is a multinational corporation originating in the Danish private limited company RAINS ApS with subsidiaries worldwide.

Our product sales channels can be grouped into the following:

Retail stores

Rains own and operate retail stores both across the European Union and outside of the European Union. These stores are owned and operated by local subsidiaries in the relevant country, with oversight from the parent company, Rains ApS, with the exception of Canada, where we work with a dedicated retail partner.

When operating our retail stores, we procure partnerships with local service providers to ensure compliance with local laws and regulations related to the labor market and working conditions.

Digital platforms

The corporate websites and subsites as well as digital platforms are likewise integral sales elements in Rains organizational structure. All are owned by Rains ApS.

Third parties

Independent distributors and agents, together with wholesale customers and Rains’ own B2B business structure, represent a third revenue stream within the company.

In 2025 Rains expanded its product range, introducing footwear, kitchenware, scented candles and

towels to its production. Rains is continuously committed to forming long-term supplier relationships with suppliers that are committed to our standards of human rights, product excellence and compliance with local laws. Despite the introduction of new product categories, Rains has been committed to keeping its supply chain concentrated with eighteen tier one suppliers in China and one Danish supplier. Keeping the supply chain concentrated provides Rains with a level of control and oversight of all suppliers which enables Rains to maintain consistent standards, ensure compliance and foster continuous improvement in the entire supply chain.

Any sub-supplier must be pre-approved by Rains. Furthermore, Rains' requires that all suppliers are liable for their sub-suppliers' compliance with Rains' Code of Conduct and are subject to unannounced audits.

ADDRESSING FORCED LABOUR IN RAINS

Rains is continuously committed to ensure decent working conditions throughout our organization and at our suppliers' workplaces. This commitment to decent working conditions and ethical practices, both within our own operations and across our supply chain, is established at the highest level of leadership and is embedded across our organizational structure. Consequently, the RAINS Code of Conduct sets out strict requirements for working conditions within both RAINS and its supplier network.

RAINS Code of Conduct contains minimum standards that we expect from all our business partners, including our suppliers. RAINS Code of Conduct contains a zero tolerance for Forced Labor and sets high standards for Employment conditions, Discrimination and harassment, Freedom of association, Working hours and leave, Wages and benefits and Occupational health and safety.

We aim for greater transparency within the supply chain to better identify and address any signs of forced labor or human trafficking and to ensure safe working conditions in accordance with RAINS Code of Conduct. Particularly as Rains is aware of potential risks in relation to the majority of our supply chain being present in China. Consequently, Rains conducts yearly supplier audits at our supplier's work premises (both announced and unannounced). Audits are performed by the independent auditor Amfori BSCI.

Further, RAINS Code of Conduct sets out an obligation of our suppliers to ensure that their sub-suppliers are compliant with Rains' standards and requirements; making RAINS Code of Conduct applicable throughout the entire supply chain. RAINS Code of Conduct is updated on an ongoing basis, most recently in 2025.

ADRESSING CHILD LABOUR IN RAINS

Child labour remains a significant challenge within global textile supply chains. While child labour is uncommon in direct manufacturing facilities, the risk may increase further upstream in the earlier stages of the supply chain.

Children engaged in such labour are often deprived of fundamental rights, access to education, and safe living and working conditions, thereby contributing to continued cycles of poverty and inequality. RAINS maintains a zero-tolerance approach to child labour, as clearly set out in the RAINS Code of Conduct.

Rains acknowledges that there is an inherent risk of child labour within global supply chains, including in sourcing markets such as China, where the majority of our suppliers are located. To mitigate this risk, RAINS works actively to ensure that suppliers do not engage in child labour through measures including Amfori BSCI audits, ongoing supplier dialogue, and maintaining a concentrated and closely managed supplier base.

In addition, Rains requires its tier one suppliers to ensure that their own sub-suppliers adhere to standards equivalent to those set out in the RAINS Code of Conduct. Tier one suppliers are expected to implement appropriate contractual and ethical requirements throughout their supply chains and to conduct relevant monitoring and audits of their sub-suppliers to support compliance with these standards.

DUE DILLIGENCE PROCESSES, RISK ASSESSMENT AND MONITORING

Rains recognizes its responsibilities and abilities to support positive change. Consequently, the RAINS Code of Conduct sets out requirements internally and for all business partners, to develop, implement, and maintain a due diligence procedure in order to detect, prevent or mitigate adverse human rights or labor rights impacts.

Rains offers ongoing support to our business partners to enable them in meeting our standards and requirements. This way, Rains actively seeks to ensure compliance with national and international legislation and standards on all levels in the supply chain.

To further ensure compliance with RAINS Code of Conduct, Rains conducts ongoing audits of our supplier and all their physical locations. Audits are performed through Amfori BSCI, an external social independent auditor. Amfori compiles a report from its physical inspection of work premises, covering subjects such as working conditions, working hours, type of employees, wages and benefits, and occupational health. During the audit, Amfori BSCI also conducts interviews with randomly selected workers.

Reports from Amfori include possible areas of improvement between Rains and its suppliers, and this, together with Rains' ongoing data collection and collaboration with suppliers, enables Rains to conduct a risk assessment of its suppliers.

Furthermore, Rains conducts supplier mapping with collection of relevant certifications such as GOTS- and RWS-certification, as part of its broader assessment of ethical and responsible sourcing. These certificates are used as supplementary indicators alongside the above direct supplier audits.

REMEDIATION AND EFFECTIVENESS

RAINS Code of Conduct aims to drive concerted change and development throughout the supply chain by identifying areas of improvement, and ascertaining how Rains can support such efforts in its partnerships.

Reports from Amfori include possible areas of improvement between Rains and its suppliers. These are used as key indicators for success in the following audits.

RAINS Code of Conduct contains specific sanctions in the event of a supplier's unwillingness or inability to live up to Rains standards and requirements.

If child labour is detected at our partners' facilities, Rains require that our partner develops, participates in, and contribute to policies and programs that provide for transitional arrangements, making sure the child remains in quality education until no longer a child according to the International Labour Organisation (ILO) Minimum Age Convention no. 138 and Worst Forms of Child Labour Convention no. 182.

Any detection of our partners uses or support of any form of slavery, forced, and/or bonded labour will result in a termination of the business relationship.

TRAINING ON FORCED LABOUR AND TRAFFICKING

Rains aims to lead by example and is aware that our ability to influence our suppliers is partly dependent on Rains setting an example and partly on creating the right incentives for our suppliers.

Furthermore, Rains believes in accountability and wish to further promote compliance internally. As such, all employees are obliged to participate in introductory meetings upon hiring, outlining Rains' operations in relation to supply chain and compliance. This increases awareness of internal policies, responsibility for supply chain management and finally an improved understanding of operations and obligations.

Finally, Rains has appointed a dedicated Compliance Attorney to further strengthen the company's focus on and understanding of compliance throughout the value chain. We also believe that this will enhance our ability to provide continuous guidance and support to our suppliers, helping to ensure ongoing alignment with our standards and expectations.

REPORTING ENTITIES AND DECLARATIONS

This statement covers Rains fiscal year 1st January 2025 to 31st December 2025.

RAINS ApS is required to submit a report pursuant to United Kingdom Modern Slavery Act (2015), the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act and the Australian Federal Modern Slavery Act 2018 & New South Wales Modern Slavery Act 2018.

This statement was approved by the Board of Directors on 20.05.2026 and signed by the director of RAINS ApS, Daniel Brix Hesselager.



Daniel Brix Hesselager, CEO

UK Modern Slavery Act

Further, RAINS INTERNATIONAL LTD, a subsidiary of RAINS ApS, required to submit a report pursuant to United Kingdom Modern Slavery Act (2015). This statement was approved by the Board of Directors on 20.05.2026 and signed by the director of RAINS INTERNATIONAL LTD, Daniel Brix Hesselager.



Daniel Brix Hesselager, Founder and Chairman

Australian Modern Slavery Act

Additionally, Rains Oceania PTY LTD, a subsidiary of Rains ApS, required to submit a report pursuant to Australian Federal Modern Slavery Act 2018 & New South Wales Modern Slavery Act 2018. RAINS Oceania PTY LTD distributes and sells RAINS products in Australia. RAINS Oceania PTY LTD has approximately 1 employee engaged in wholesale, retail sales and coordinating the operations with a local distributor. RAINS Oceania PTY LTD's supply chains are largely the same as for RAINS ApS as a whole and principally managed as part of RAINS' global sourcing and manufacturing process. Accordingly, the policies and procedures described earlier in this statement apply on a global basis unless otherwise indicated, including to RAINS Oceania PTY LTD. We do not believe there are modern slavery risks unique to RAINS Oceania PTY LTD. RAINS Oceania PTY LTD does not own or control any other entities.

This statement was approved by the Board of Directors on 20.05.2026 and signed by the director of RAINS Oceania PTY LTD, Daniel Brix Hesselager.



Daniel Brix Hesselager, CEO

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Lastly, RAINS CANADA SALES INC. (RAINS Canada), a subsidiary of RAINS ApS, is required to submit a report pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. RAINS Canada distributes and sells RAINS products in Canada. RAINS Canada has approximately 3 employees engaged in wholesale, retail sales and working at distribution centers. RAINS Canada's supply

chains are largely the same as for RAINS ApS as a whole and principally managed as part of RAINS' global sourcing and manufacturing process. Accordingly, the policies and procedures described earlier in this statement apply on a global basis unless otherwise indicated, including to RAINS Canada. We do not believe there are modern slavery risks unique to RAINS Canada. RAINS Canada does not own or control any other entities.

This report was approved by the Board of Directors of RAINS Canada on 20.05.2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind RAINS Canada.

A handwritten signature in black ink, appearing to read 'Jan Stig Andersen', is written over a horizontal line.

Jan Stig Andersen, CEO