Sleep Country Canada: Modern Slavery Act Report 2026

Introduction

Sleep Country Canada Inc.("**SCCI**", business number 13875 6192) on behalf of itself, Endy Canada Inc. ("**Endy**", business number 72517 3710 RC0001) and Silk & Snow Inc. ("**Silk & Snow**", business number 72517 3710 RC0001), and together with SCCI and Endy, the "**SCC Group**"), is pleased to share its third annual joint report (the "**Report**") pursuant to section 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "**Act**") for its financial reporting year ended December 31, 2025.The SCC Group strives to uphold the highest standards of legal and ethical conduct and is committed to respecting and upholding human rights in its business activities. That is why the SCC Group has a zero-tolerance approach to the use of child and forced labour in its operations and supply chains.

As respected corporations that are proudly committed to being leaders in ethical practices and social responsibility, the SCC Group fully endorses the objectives of the Act. The SCC Group is dedicated to ensuring transparency and accountability throughout its supply chains and actively working to identify and eradicate any instances of modern slavery. Through robust due diligence measures, ongoing monitoring and collaboration with stakeholders, the SCC Group strives to uphold the principles of dignity, equality and human rights in all aspects of its operations.

Structure, Activities and Supply Chains

The SCC Group is Canada's leading specialty sleep retailer and is industry-leading in the sleep ecosystem, which it continuously enhances to best serve Canadians' sleep needs. Endy and Silk & Snow are two of SCCI's four direct-to-consumer retail banners. Endy provides its renowned mattress-in-a-box through its eCommerce platform and has become one of Canada's most recognized online sleep brands. Silk & Snow is a direct-to-consumer retailer of high-quality sleep and lifestyle products.

SCCI operates under three omnichannel retail banners and four direct-to-consumer retail banners. Silk & Snow and Endy are wholly owned subsidiaries of SCCI. Each of SCCI, Endy and Silk & Snow are federally incorporated under the Canada Business Corporations Act. SCCI has a registered head office in Brampton, Ontario.

Each of the SCC Group are corporations, which sell and distribute goods inside and outside of Canada and import goods into Canada. Also, each of the SCC Group are "entities" under the Act and operate in the industries of retail and wholesale trade:

- ***SCCI*** controls each other corporation of the SCC Group, which each sell, distribute and import goods in Canada. It has a place of business, does business and has assets in Canada and meets all three size-related conditions for its two most recent financial years: it has at least $20 million in assets, has at least $40 million in revenue and employs an average of at least 250 employees.