

Section	Description	Answer
<p>Introduction:</p>	<p>A brief overview of our fashion brand, including its mission, products, and supply chain structure.</p>	<p>MOTHER LLC has been creating stunning high-end denim trousers since 2010. The founders, Tim Kaeding and Lela Becker had a deep passion for California-inspired 70's denim and turned it into a small business. Despite many brands moving operations away, they chose to open their first operations in the historic Los Angeles garment district. MOTHER has set the standard for keeping denim locally made in California and is helping to preserve the locally made garment industry in California that still exists today.</p> <p>Throughout the years, MOTHER has kept its strong focus on producing quality products, identifying new opportunities in the market, and prioritizing the well-being of the local garment workers. They have expanded beyond pants, offering a wide range of ready-to-wear fashions. The brand's growth is driven by strategic innovation, brand experimentation, and pushing the limits of sustainability while maintaining operational excellence throughout manufacturing. Their most significant accomplishment is reducing water usage and cleaner water disposal by 80%. The next chapter of MOTHER's sustainability journey is developing better fabrics and processes that handle better materials capturing the look and feel of traditional heritage fabric.</p> <p>Today, MOTHER is one of the most popular denim trousers in the largest high-end department stores and on their e-commerce platform. Their success is a testament to their commitment to quality, sustainability innovation, and a people-first business approach. We are proud to stand behind a brand that embodies such values and positively impacts the fashion industry.</p>

Section	Description	Answer
Company Profile	Company Name: [Fashion Brand Name] Business Type: [Corporation/ Partnership Other] Location: [Headquarters Address] Industry: Fashion and Apparel	MOTHER Limited Liability Company 5300 S. Santa Fe Ave Vernon, CA 90058 *Greater Los Angeles Area Denim trouser manufacturer
Supply Chain Overview	Description of our supply chain, including key suppliers, manufacturers, and distributors. Highlighting any international components.	MOTHER has set a benchmark for creating denim products locally in the Greater Los Angeles area of California. This not only contributes to the preservation of the still-thriving garment industry in Los Angeles but also reflects our commitment to the welfare of our local workers. We have always been dedicated to producing high-quality products, ensuring that each piece is a testament to our commitment. The fabric we use is imported from Europe, specifically Italy and Turkey, further enhancing the quality of our offerings and supporting our local workers.

Section	Description	Answer
Risk Assessment	Assessment of the risk of forced labor and child labor within your supply chain. Consider factors such as geographical regions, raw material sourcing, and subcontractors.	<p>MOTHER LLC adheres to the company mandates to manage and evaluate the risks associated with forced and child labor.</p> <ol style="list-style-type: none"> 1. MOTHER produces 95% of its products in Greater Los Angeles, where the cut and assembly process occur. Every three months, a third-party audit firm audits the local cut-and-sew process partners to ensure compliance with local wage requirements and safety standards set by state and federal agencies. 2. MOTHER imports 5% of its products from foreign regions. All foreign garment factories must conduct third-party social compliance audits annually. 3. MOTHER does not allow purchases of cotton raw materials or finished goods from China. 4. All raw materials for MOTHER LLC denim cotton products are imported from Europe, covering 95% of its products. 5. Subcontracting is not allowed through the supply chain from raw material, cut and sewed to imported finished goods.

Section	Description	Answer
<p>Due Diligence Measures</p>	<p>Detail steps our company takes to prevent and mitigate forced labor and child labor risks:</p> <p>Supplier Audits: How we assess suppliers' compliance with labor standards.</p> <p>Contracts and Policies: Our contractual requirements related to labor practices.</p> <p>Training Programs: Our training provided to employees and suppliers regarding labor rights.</p> <p>Remediation Procedures: Outline how we address violations and improve conditions</p>	<p>MOTHER is committed to ethical manufacturing practices, evident in their meticulous auditing process. 95% of their products are manufactured in Greater Los Angeles, where the clothes are cut and assembled, primarily denim cotton trousers. California, one of the few states in the US with specific labor standards for garment workers, is the hub of their manufacturing. The state has banned piece pay, and brands are responsible for ensuring compliance with labor standards with their manufacturing partners. Garment manufacturers in California must pass an annual knowledge test to earn a state garment registration, which is necessary to operate as a business. The manufacturers in Los Angeles are mainly small, family-owned businesses. Every three months, each manufacturer, from fabric-cutting and washing to sewing, is audited to ensure compliance with California Garment Worker's labor laws, safety measures, and wage compensation. Every January, the minimum wage for workers in Los Angeles is determined based on the Consumer Price Index (CPI), with adjustments taking effect every July. The local minimum wage has increased by 25% in the past four years. Factories must also meet local and state permit requirements, such as garment registrations, health permits, occupancy permits, business licenses, and fire permits. Each of these registrations, licenses, and permits must be renewed yearly. MOTHER imports 5% of its products, including sweaters from Lima, Peru, outerwear from Shanghai, China, and woven tops from India.</p> <p>The suppliers are audited annually by a third-party social compliance firm in unannounced or semi-announced circumstances. The wages are evaluated during the audit based on local legal requirements. MOTHER vendors sign a Code of Ethics supporting labor rights as part of the onboarding process and annual vendor profile maintenance. Remediation procedures are handled differently domestically and internationally. Domestic contractors, which is 95% of MOTHER manufacturing base, are audited every three months, and if a violation occurs, MOTHER demands immediate corrective action and then an audit by a third-party social complaint firm monthly until the issues are compliant. Often, MOTHER provides resources to local contractors to help them comply, such as training on how to conduct fire evacuation training drills. International vendors are audits annually, and if a violation surfaces, MOTHER works with the vendors to find corrective action for the factory, such as lowering overtime hours to meet local legal limits.</p>

Section	Description	Answer
Reporting Period	Specified reporting period (e.g., calendar year) covered by this report.	Reporting Year 1/1/23 to 12/31/23
Forced Labor and Child Labor Incidents	Details of any incidents related to forced labor or child labor that occurred during the reporting period. Include actions taken to address these incidents.	No incidents reported

Section	Description	Answer
<p>Customs Compliance</p>	<p>Customs Tariff Amendments: Acknowledge the amendments allowing for the prohibition of importing goods produced by forced labor or child labor.</p> <p>Goods Importation: Confirm compliance with customs regulations regarding forced labor and child labor.</p>	<p>The Fighting Against Forced Labour and Child Labour in Supply Chains Act, previously known as Bill S-211, was enacted on January 1, 2024. This legislation addresses forced and child labor risks in global supply chains, including those affecting imported goods into Canada. The critical points of this legislation are:</p> <p>Prohibition of Goods Produced by Forced Labor or Child Labor: It is the responsibility of businesses and government institutions operating in Canada to ensure that exploitative practices related to forced labor and child labor are addressed and eradicated from their supply chains.</p> <p>Reporting Obligations: Entities (businesses) and government institutions must prepare and submit reports to show compliance with the Act. These reports aim to increase industry awareness and transparency and to drive companies to improve their practices regarding forced labor and child labor.</p> <p>Compliance with Customs Regulations: Importers must confirm compliance with customs regulations regarding forced and child labor. Goods imported into Canada should not be produced using forced or child labor.</p> <p>The Canada Customs CBSA S-211 legislation emphasizes transparency, accountability, and responsible business practices to combat forced and child labor in supply chains. Importers and entities must actively address these issues to create a fair and ethical trade environment.</p>

Section	Description	Answer
Conclusion	Summarize commitment to combat forced labor and child labor, emphasizing continuous improvement.	<p>We are committed to eliminating forced and child labor from global supply chains. Our commitment goes beyond mere compliance. We pledge to drive positive change and promote ethical practices. The following are the critical elements of our commitment:</p> <p>Transparency and Accountability: We believe in transparency. We openly communicate our efforts to combat forced labor and child labor. We hold ourselves accountable by regularly assessing our supply chains and identifying areas for improvement.</p> <p>Risk Mitigation: We proactively assess forced and child labor risks. Our due diligence processes involve thorough supplier evaluations, audits, and risk mapping.</p> <p>Collaboration: We work with stakeholders, including suppliers, industry peers, NGOs, and governments. Collective action is essential for lasting impact.</p> <p>Continuous Improvement: We acknowledge the ongoing fight against forced and child labor. We continuously learn, adapt, and enhance our practices. Our commitment evolves as we gain insights and implement best practices.</p> <p>Empowering Workers: We promote fair wages, safe working conditions, and respect for human rights. Education and capacity-building programs are integral to our approach.</p> <p>Reporting and Transparency: We will publish regular reports on our progress. Transparency builds trust with our stakeholders.</p> <p>Together, we strive for a world where every product is free from forced labor and child exploitation. Our commitment remains unwavering, a beacon of trust and reliability. We embrace the journey towards a more just and equitable global economy, confident in our collective ability to make a difference.</p>

Signed and Dated:

 5/14/24

Matt Merritt, MOTHER Compliance Officer

