

Forced Labour and Child Labour Report

A. INTRODUCTION

This Forced Labour and Child Labour Report (this “**Report**”) for the financial year ending December 31, 2023 is made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), also known as the Modern Slavery Act (the “**Act**”).

This Report is a joint report which applies to, and describes the reasonable steps taken by, the following reporting entities to prevent and reduce the risk of forced labour and child labour in our organization’s operations and supply chains:

	<u>Reporting Entity</u>	<u>Abbreviation</u>
1.	Mondetta Canada, Inc.	Mondetta
2.	Dimensions 100 Inc.	Dimensions

Mondetta Canada, Inc. is hereinafter referred to in this Report as “**Mondetta**” or “**we**”, “**us**” or “**our**”, except where the context otherwise requires.

We acknowledge that our headquarters is located on Treaty 1 Territory and the ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyata, Desuline, Nehethowuk nations, and the homeland of the Red River Métis.

B. RESPECT FOR HUMAN RIGHTS

Mondetta and Dimensions fully support the objectives of the Act and oppose the use of all forms of modern slavery (including forced labour and child labour) in our operations and our supply chain. Respect for human rights is fundamental to our values, the long-term stability and growth of our business and to the well-being of the communities in which we operate. At Mondetta, our Mission Statement is as follows: /

We’re passionate about making fashion-forward and responsibly sourced apparel accessible to all while reducing our environmental impact and giving back to our community locally and abroad. We lead with integrity, transparency, and respect for people and the places we operate, all the while knowing doing the right thing is the right thing to do.

As set out in the United Nations Guiding Principles on Business and Human Rights (“**UNGPs**”), business enterprises have a responsibility to respect internationally recognized human rights. The responsibility to respect human rights requires that business enterprises: (a) avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; and (b) seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if

they have not contributed to those impacts. In applying the lens of the UNGPs, we have assessed the potential for our operations to cause, contribute to, or be directly linked to adverse human rights impacts, including forced labour and child labour. For the reasons described in this statement, in particular our extensive efforts to prevent and reduce adverse human rights impacts, we are of the view that there is low risk that our operations and supply chain have caused or contributed to adverse human rights impacts.

More broadly, we understand the impact clothing can have on the planet, so we're taking meaningful steps to do better, create better, and be better. By being environmentally conscious, socially responsible, and committed to strong governance, we're making great products and contributing to a better future for everyone. For more information on our ESG journey and related initiatives, please visit our website: <https://mpgsport.com/pages/esg-home-mondetta>

C. CORPORATE STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

(1) Corporate Structure

Mondetta is a privately-owned corporation incorporated pursuant to the *Canada Business Corporations Act*. Founded in 1986, Mondetta is a worldwide leader in sustainable, technical, lifestyle and active apparel. Dimensions is a privately-owned corporation incorporated pursuant to *The Corporations Act* (Manitoba) and is used solely to hold an investment in Mondetta. Mondetta has one wholly owned subsidiary, Mondetta US, Inc. ("**Mondetta US**"); however, Mondetta US does not have a reporting obligation under the Act.

The Board of Directors of Mondetta is responsible for the overall governance, management and strategic direction of Mondetta. Mondetta's Executive Leadership Team is responsible for the implementation and delivery of Mondetta's strategy, risk management and compliance framework. To support these responsibilities, our Executive Leadership Team receives guidance and recommendations from our ESG Advisory Committee on strategies, programs, policies, goals and disclosures related to sustainability and other ESG matters. Further, our supply chain sourcing group, through the leadership of our Executive Director of Supply Chain Sourcing, continues to oversee the management of Mondetta's ethical sourcing initiatives, including our efforts to reduce and prevent the risk of forced labour and child labour being used in our supply chain.

Mondetta currently employs approximately 96 employees in Canada and 7 employees in China. Additionally, Mondetta US employs 4 individuals in the United States. Most of our workforce is engaged on an ongoing basis. Mondetta utilizes a very small pool of contractors, casuals and external consultants. Employee salaries are reviewed annually against the local market data, including the Consumer Price Index (CPI) in Canada.

(2) Activities

Dimensions itself is not involved in the production, selling, distribution or importation of goods, nor does it have any employees. Dimensions wholly owns Mondetta and, therefore, Dimensions and Mondetta have elected to submit this Report as a joint report pursuant to paragraph 11(2)(b) of the Act.

Mondetta is headquartered in Winnipeg, Manitoba and operates as a leading wholesale and retail provider of private label and branded activewear products. Our business is supported by several different operational departments throughout Mondetta, including design, merchandising, marketing, e-commerce, graphics, fit, sourcing, planning and support, account management, IT, accounting, warehouse and human resources.

Our products are sold online through our own website and third-party websites, as well as through wholesale and retail stores. Most of our products are shipped directly to customers from our facilities. Mondetta has two distribution centres: one at our headquarters in Winnipeg, Manitoba, and the other in Grand Forks, North Dakota (the latter of which is operated by Mondetta US). Mondetta also has a small service office located in China.

Over the years, Mondetta has developed into three main divisions:

1. **Mondetta**: a wholesale line that is branded with the Mondetta label and is sold mainly through very large retailers.
2. **Mondetta Performance Gear (MPG)**: a lifestyle brand of activewear which fuses stylish designs with everyday functionality.
3. **Modern Ambition**: comfortable work clothing often called work-leisure.

Regardless of the brand, we believe that everyone involved in making our products is entitled to fair treatment, a living wage, safe working conditions, benefits and career opportunities.

B-Corp Certification

Mondetta proudly became a Certified B-Corporation® in January 2021. Being a B Corp™ is an important distinction for any clothing company committed to sustainability, social responsibility, and ethical business practices. B Corps™ are certified by the nonprofit B Lab™ as meeting strict standards of environmental and social performance, transparency, and accountability. For a clothing company like Mondetta, this means a commitment to reducing waste and emissions, using sustainable materials, supporting fair labour practices, and giving back to the community. It also means being transparent about these efforts and being accountable to stakeholders beyond just our shareholders. By becoming a B Corp™, Mondetta demonstrates its commitment to doing business in a way that's good for people, planet, and profits, and inspire others in the industry to do the same.

(3) Supply Chains and Operations

We acknowledge the risk of forced labour and child labour existing at each stage of the garment supply chain, from growing and producing raw materials, to processing these inputs, to manufacturing the final product. Mondetta is committed to complying with all applicable laws and regulations, including in respect of forced labour and child labour, and we expect our direct suppliers, vendors and production facilities (collectively, “**Business Partners**”), along with their respective suppliers, to demonstrate the same commitment in the regions in which they operate.

We do not manufacture our own products; rather, we rely on our organized and refined supply chain. For the financial year ended December 31, 2023:

- We worked with approximately 35 different vendors / production facilities who manufactured our products.
- Approximately 50% of our products were manufactured in China, approximately 30% of our products were manufactured in Jordan, approximately 15% of our products were manufactured in Cambodia and approximately 5% of our products were manufactured in Vietnam.
- We worked with approximately 20 different direct suppliers who provided the fabrics for our products.
- Approximately 60% of the fabric in our products was sourced from our direct suppliers located in China, approximately 30% of the fabric in our products was sourced from our direct suppliers located in Taiwan and approximately 10% of the fabric in our products was sourced from our direct suppliers located in Korea.

As detailed later in this Report, regardless of the location of our Business Partners involved in the manufacturing of our products or the supply of fabrics used in our products, we require all of our Business Partners to abide by our strict environmental and social compliance requirements which are aimed at, among other things, reducing and preventing the risk of forced labour or child labour being used at any step of our supply chain.

The types of materials used in manufacturing our products largely consist of polyester and nylon (collectively representing 86% during our 2023 financial year) and cotton, cellulose fibers, down, wool and Tencel™ (collectively representing 14% during our 2023 financial year). Moreover, when it comes to our clothes, our mission is to create apparel that has the smallest environmental impact possible. To that end, we are proud to report that 86% of our units manufactured during the 2023 financial year were made rich in recycled materials.

Mondetta is committed to responsibly made fabrics and trims and, to do so, we utilize the following processes in sourcing raw materials that are used in our products:

Cotton	We use mostly Global Organic Textile Standard (GOTS) / Organic Content Standard (OCS) certified organic cotton. We use a 7-tier traceability program which tracks our sustainable cotton from garment manufacturer all the way back to the cotton farm to ensure that it does not come from restricted production zones and is sourced sustainably at every step of production. We also conduct in-depth DNA testing to identify the origin of the cotton that is used in our products, as to ensure that the cotton has not been sourced from a restricted zone (as per the United States' Uyghur Forced Labour Prevention Act and other restricted countries such as Uzbekistan).
Polyester & Nylon	Recycled yarn production requires far fewer resources, including 59% less energy than new fibres and generates 32% less carbon dioxide emissions. While we still use virgin yarns in some products, Mondetta is aiming to reach 100% recycled yarns in the future.
Cellulose Fibres	We use cellulose fibres as a versatile and sustainable textile material that contains eco-friendly properties.
Down / Wool	We use Responsible Down Standard (RDS) certified down and Responsible Wool Standard (RWS) certified wool in all our cold-weather products, to ensure that the

	down and feathers / wool used in our products come from animals that are not subject to unnecessary harm based on the Five Freedoms of the Animal.
Tencel™	We use Tencel™ Modal fibres that are extracted from naturally grown and responsibly managed beechwood and processed in an environmentally sustainable manner through the pulp-to-fibre process.

Additionally, to ship our products we use polybags made from 100% recycled post-consumer materials. Sustainable packaging remains one of the biggest challenges for all manufacturers and distributors. We are using Forest Stewardship Council (FSC) certified hangtags. We are also working with Circular Materials and provincial stewardship programs such as Manitoba’s Multi-Material Stewardship and Ontario’s Resource Productivity & Recovery Authority (RPPRA) Blue Box, and similar programs in British Columbia and Alberta, for recycling our packaging materials.

We are always look for alternate sources of packaging which are ecological-friendly. We are presently working to find ways to shift our packaging materials to biodegradable materials.

D. STEPS TAKEN DURING LAST FINANCIAL YEAR TO PREVENT AND REDUCE THE RISK OF FORCED LABOUR AND CHILD LABOUR IN OUR SUPPLY CHAIN

For our financial year ended December 31, 2023, Mondetta took several steps to prevent and reduce the risk of forced labour and child labour being used at any step of the production of our products, including:

- **Mapping Activities:** We continued our use of the Transparency-One platform for supply chain mapping with the goal of attaining full visibility of our supply chain and aid in mapping the journey of our products from their origins to our customers. As of the end of our most recent financial year, approximately 70-80% of our Tier 1 suppliers (final garment production facilities) and Tier 2 suppliers (direct suppliers of fabrics used in our products) have joined the Transparency-One platform and disclosed their compliance documents and certifications. These Tier 1 and Tier 2 suppliers accounted for approximately 90-95% of Mondetta’s procurement spend during our last financial year.
- **Updating Policies and Agreements:** We conducted a review and updated the terms of the following agreements and policies to, among other things, more clearly express our commitment to preventing and reducing the risk of forced labour and child labour being utilized in our activities and our supply chain:
 - The “**Mondetta Business Agreements**”, which includes (i) our Corporate Social Compliance Requirements Policy, (ii) our Environmental & Social Compliance Agreement and (iii) our Strategic Alliance Agreement.
 - The **Mondetta Compliance and Factory Registration Policy**.
- **Monitoring:**
 - We continued our internal supply chain mapping and assessment of the risks of forced labour and child labour in our activities and supply chains.
 - We continued to demonstrate our ongoing commitment to, and monitoring and compliance with, the requirements set forth in the Mondetta Business Agreements and the Mondetta Compliance and Factory Registration Policy.

- **Auditing:** We conducted 100% in-person audits (either directly or through a third-party auditor) on our final garment production facilities to assess and confirm their compliance with the requirements of the Mondetta Business Agreements and the Mondetta Compliance and Factory Registration Policy (including as part of those production facilities obtaining WRAP certification, Higg Index Facility Social & Labour Module verification and CTPAT certification).
- **Worker Recruitment:** Through our audit process and other informal site visits to our final garment production facilities by Mondetta team members, we gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily.
- **Industry Engagement:**
 - We maintained our Certified B-Corporation® status.
 - We continued our membership with Cascale¹ to demonstrate our commitment to industry-wide sustainability progress and meeting Cascale membership requirements.
 - We maintained our membership with Customs Trade Partnership Against Terrorism (“CTPAT”) program administered by the U.S. Customs and Border Protection.

E. OUR POLICIES AND DUE DILIGENCE PROCESSES

Mondetta has policies and processes in place to promote and ensure that our internal activities and operations comply with applicable laws and regulations in the jurisdictions in which we operate our business, including with respect to employment, human rights, forced labour and child labour. Mondetta employees are paid twice each month via electronic deposit and pay stubs are provided to each employee. All overtime work for Mondetta employees must be authorized by an employee’s supervisor prior to being worked. Any authorized overtime is compensated for at the rate of 1.5 hours for each 1 hour of overtime worked by an employee.

As set out in the Mondetta Employee Handbook, we are committed to fostering and maintaining a diverse workforce that is characterized by dignity, respect and equity. Mondetta provides equal opportunity to all employees and applicants for employment. Our Employee Handbook also includes policies and procedures relating to whistleblowing, anti-bribery and anti-corruption compliance and workplace health and safety.

From an external perspective, Mondetta is committed to responsible business conduct and to acting ethically and with integrity in all our business dealings and requiring the same from our Business Partners. To promote responsible business conduct and to prevent and reduce the risk of forced labour and child labour being used in our supply chain, we rely on our internal assessment and screening mechanisms, third party certifications and the requirements and processes set forth in

¹ Cascale (formerly the Sustainable Apparel Coalition) is a global, non-profit alliance of more than 300 leading consumer good brands, retailers, manufacturers, sourcing agents, service providers, trade associations, NGOs and academic institutions working to reduce environmental impact and promote social justice throughout the global value chain.

the Mondetta Compliance and Factory Registration Policy and the Mondetta Business Agreements.

(1) Mondetta Compliance and Factory Registration Policy

Our Compliance and Factory Registration Policy contains an extensive process for approving new suppliers and their production facilities, while also imposing an annual audit requirement on our existing suppliers and their production facilities. Put simply, Mondetta will only do business with a supplier and production facility once they successfully meet – and thereafter continue to satisfy – the requirements set out in our Compliance and Factory Registration Policy.

The Mondetta Compliance and Factory Registration Policy is a holistic process through which we evaluate our suppliers and their production facilities on a variety of considerations, including environmental and social matters. Our Compliance and Factory Registration Policy requires that a supplier and its production facility must be registered in our supplier database before we send any type of Mondetta business documentation, such as quotations, tech packs, specifications, or design details, to the supplier. To become registered in our supplier database, a supplier and its production facility are required to successfully complete the following process:

STEP ONE:	Mondetta performs a preliminary assessment of the supplier and production facility, which requires the supplier and facility to (i) complete various forms and questionnaires aimed at providing Mondetta with information relating to the operations of the supplier and the facility and (ii) provide Mondetta with social compliance certifications issued by third party organizations – either Worldwide Responsible Accredited Production (WRAP) certification or Social Accountability International organization SA8000 certification – along with any other material certifications (RDS, RWS, GOTS, OCS, OEKO-TEX Standard 100, bluesign®, International Organization for Standardization (ISO) and Global Recycle Standard (GRS)) related to the supplier and the facility.
STEP TWO:	If the information and certifications provided by the supplier and production facility in STEP ONE successfully meet our requirements, Mondetta will set up a virtual meeting with the supplier and production facility to communicate Mondetta’s expectations and requirements for the potential business relationship (including our Corporate Social Compliance Requirements Policy, supply chain transparency, ESG initiatives, annual compliance audits and Mondetta’s site visits and inspections). Following this initial meeting, we send the supplier and production facility the Mondetta Business Agreements to be adopted and endorsed by the supplier and production facility.
STEP THREE:	One or more representatives from the Mondetta team will visit the supplier and the production facility to conduct and complete an in-person assessment, which includes carrying out the Mondetta Basic Factory Expectation Audit, to verify whether the supplier and production facility satisfy Mondetta’s requirements.
STEP FOUR:	If the supplier and production facility successfully complete STEPS ONE, TWO and THREE, Mondetta will register the supplier and production facility in our supplier database and provide the supplier’s unique MID (Manufacturing Identification) number from US Customs and Border Protection.

After successfully completing the onboarding process to become a new supplier to Mondetta, the supplier and production facility are thereafter required to continually comply with the requirements

set out in the Mondetta Business Agreements (which necessitates the supplier and production facility successfully complete annual compliance certifications and audits, as described below).

(2) CTPAT Compliance Audit

Every new production facility must complete the Mondetta CTPAT audit (which is conducted by a Mondetta-approved third-party auditor) within 6 months of being registered with Mondetta. Thereafter, we require all our production facilities to satisfactorily complete our Mondetta CTPAT audit on an annual basis. Mondetta does allow production facilities to submit a Global Security Verification (GSV) or Supplier Compliance Audit Network (SCAN) certification in lieu of completing the annual Mondetta CTPAT audit.

(3) Mondetta Social Compliance Audit and Basic Factory Expectation Audit

In addition to setting out the process and requirements for onboarding new suppliers and their production facilities, the Mondetta Compliance and Factory Registration Policy also requires that every production facility must, on an annual basis, submit to and successfully complete both the Mondetta Social Compliance Audit and the Mondetta Basic Factory Expectation (BFE) Audit.

The Mondetta Social Compliance Audit is generally aimed at ensuring that a supplier and its production facility meets or exceeds international social compliance standards. A successful Social Compliance Audit is only valid for one year and therefore needs to be updated and successfully completed by each supplier and its production facility on an annual basis. Mondetta does accept WRAP or SA8000 certification as an alternate means for a production facility to satisfy the Mondetta Social Compliance Audit, provided that the production facility also provides Mondetta with the full audit report that was issued alongside the WRAP or SA8000 certification. Similarly, any WRAP or SA8000 certification is only valid for one year and therefore needs to be successfully completed and re-submitted to Mondetta on an annual basis.

Further, all production facilities providing goods to Mondetta are required to successfully complete the Mondetta Basic Factory Expectation (BFE) Audit on an annual basis. The annual BFE Audit is conducted by a Mondetta-approved third-party auditor and the objective is to ensure that the production facility meets (or exceeds) our basic factory expectations in relation to, among other things, child labour, forced labour, safety, quality, compliance, sharp tool management, cleanliness and chemical management. If there are non-compliances discovered during the BFE Audit, Mondetta will not commence business with a new production facility and will typically allow the production facility to submit a corrective action plan. Thereafter, Mondetta will re-audit the production facility to verify if the non-compliances have been rectified. However, if a critical non-compliance were to be discovered during the BFE Audit (such as the use of child labour or forced labour by the production facility), Mondetta would immediately terminate all business with that production facility.

(4) Corporate Social Compliance Requirements Policy

As noted, the Mondetta Compliance Factory Registration Policy demands that all our Business Partners endorse and comply with the Mondetta Business Agreements. This involves adopting the Mondetta Corporate Social Compliance Requirements Policy as a set of minimum operating standards for their business and operations.

Our approach to conducting business in a socially responsible manner is set out in the Mondetta Corporate Social Compliance Requirements Policy. In keeping with local and international industry standards, as well as the International Labour Organization’s (ILO) conventions and guidelines, our Corporate Social Compliance Requirements Policy requires, among other things, the following of our Business Partners:

Subject Matter	Details
Minimum Requirement	<ul style="list-style-type: none"> All Business Partners are required to adopt the Mondetta Corporate Social Compliance Requirements Policy as a set of minimum operating standards.
Human Rights and Employment	<ul style="list-style-type: none"> Prohibits the use of child labour, forced labour, harsh or inhumane treatment, harassment or abuse. Mandates compliance with legal minimum wages, benefits, working hours and overtime. Requirement to provide workers with freedom of association and collective bargaining.
Dispute Resolution / Grievance Mechanisms	<ul style="list-style-type: none"> Business Partners to have effective policies and processes in place to prevent and address workers’ rights and human rights violations and to provide effective and genuine remedy for those whose rights have been violated.
Health and Safety	<ul style="list-style-type: none"> Provide workers with education on the importance of health and safety. Adopt procedures to prevent accidents, injury and spread of disease. Effective fire and building safety management systems. Provide safe and hygienic working environment.
Environmental	<ul style="list-style-type: none"> Subscribe to and disclose environmental footprint through the Higg Facility Environmental Module. Complete internal risk assessment of environmental risks and impacts. Obtain carbon footprint calculation from platform approved by Mondetta and inform an appropriate emission reduction strategy. Comply with Mondetta’s standards, policies, disclosure requirements and procedures relating to managing their environmental footprint.
Supply Chain Management	<ul style="list-style-type: none"> Comply with applicable customs and import laws. No illegal transshipping. Required to join Transparency-One platform and declare supply chain for all products. Comply with Mondetta audit requests, including allowing Mondetta and its representatives and agents to conduct confidential and private interviews.
Compliance and Sustainable Improvement	<ul style="list-style-type: none"> Mondetta has right to terminate relationship with Business Partner upon discovery of unfair or illegal labour practices, such as forced labour or child labour. Ability to confidentially report violations or non-compliance to Mondetta.
Mondetta Helpline	<ul style="list-style-type: none"> Business Partners are required to have processes in place for workers to report complaints within their organization. All production facilities are required to display Mondetta Policy posters along with details for contacting Mondetta’s helpline.

Further, the Mondetta Business Agreements direct that our Business Partners cannot enter into any agreement with a subcontractor for the manufacture of our products without obtaining our prior written consent. Our Business Partners are required to ensure that any subcontractor approved by Mondetta is compliant with all applicable laws and regulations in the jurisdictions in which they operate, as well as with the requirements and obligations set forth in the Mondetta Business Agreements.

F. RISK ASSESSMENT AND MANAGEMENT

As Mondetta does not manufacture its own products, we consider the greatest risk of forced labour and child labour to exist in our product supply chain. We have identified the following risk factors as being inherent in the products we sell and therefore increase the possibility of forced labour or child labour practices occurring in our supply chain:

- **Industry Risk:** the garment industry generally involves low-skilled workers, labour-intensive tasks and short lead times, which results in a heightened risk for certain labour and human rights impacts. These risks exist at every level / tier of the supply chain.
- **Product Risk:** some products carry a heightened risk for certain labour and human rights impacts due to the processes used to make them. For example, cotton products are identified as being more susceptible to the use of forced labour and child labour in the harvesting of cotton.
- **Geographical Risk:** certain countries or regions carry a heightened risk for labour and human rights impacts due to poor governance, failure to adopt international conventions and socio-economic challenges.

We understand that the nature of our relationship with our Business Partners will determine how we may cause, contribute to, or be linked to the risk of forced labour or child labour and therefore we have implemented a number of different strategies and processes to manage and mitigate these risks, including:

1. **Internal Risk Assessment** – Following our supply chain strategy, we evaluate and assess our Business Partners on a variety of factors, including compliance with international social standards and relevant risks, to inform our decisions. To this end, we review and evaluate risks and factors relating to forced labour and child labour, wages, benefits, health and safety requirements, lead time, capability, price competitiveness, duty advantage, security risk assessment and the history of the country in which our Business Partner is located (in relation to, among other things, forced labour, child labour, political instability and other relevant factors) before we will engage in discussions with potential suppliers and production facilities. To aid in our internal risk assessment, we utilize relevant information made publicly available by the United Nations Sustainable Development Goals Report, the World Economic Forum’s Global Risks Report and the United Nations Environment Programme.
2. **Policies and Agreements** – As identified under Part E above, the Mondetta Compliance and Factory Registration Policy (including the Mondetta Social Compliance Audit and the Mondetta Basic Factory Expectation Audit) and the Mondetta Business Agreements are

measures that we have previously implemented, and continually monitor and update, as a means of ensuring our Business Partners are carrying on business in accordance with applicable laws and regulations and in a socially responsible manner. We also carefully review and consider our internal supply chain strategy relative to the geographical location of our suppliers.

3. **Audits** – As part of the Mondetta Compliance and Factory Registration Policy and the Mondetta Business Agreements, we conduct an internal and in-person audit of any new production factory prior to entering into business with that production facility, and we audit all our existing production facilities on an annual basis through our Social Compliance Audit and our Basic Factory Expectation Audit to ensure compliance with, among other things, international social standards.
4. **Supply Chain Mapping** – By using the Transparency-One platform, we are able to track the journey of our products from their origins to our customers, helping us make informed decisions that benefit the environment, and everyone involved in creating our products. To date, approximately 70-80% of our Tier 1 suppliers (final garment production facility) and Tier 2 suppliers (direct suppliers of fabrics used in our products) have joined the Transparency-One platform and disclosed their compliance documents and certifications. Looking forward, we plan to map 100% of our products all the way down the supply chain (including disclosures of testing and inspection reports) to reaffirm our commitment to responsible sourcing and providing ethical products.
5. **Transaction Certificate (TC) Process** – We rely on third-party organizations to issue Transaction Certificates to guarantee that the material in our customer’s favourite styles do not come from restricted production zones. Currently, 100% of our suppliers are compliant with the Transaction Certificate process.
6. **Higg Index Tools** – We require all the production factories that we do business with to utilize the Higg Facility Social & Labor Module (FLSM) and the Higg Facility Environmental Module (FEM) tools to assess their performance with the industry benchmark. In particular, we’ve adopted the Higg FLSM tool to demonstrate our commitment to promoting safe and fair social and labour conditions globally for value chain workers and to gain valuable insight into our sustainability performance and take steps to reduce our environmental impact, improve worker welfare and promote more sustainable business practices.
7. **Cotton DNA Testing** – We conduct in-depth DNA testing to identify the origin of the cotton that is used in our products to allow us to determine whether the raw material has been sourced from a restricted production zone.

Notwithstanding the inherent risk for adverse human rights impacts that exists in the apparel industry, we believe that our supply chain currently presents a low risk for the use of forced labour and child labour considering the policies and processes that we have in place to evaluate, assess and manage these risks. Our team remains committed to identifying new processes and mechanisms to help reduce and prevent the risk of forced labour and child labour being used at any step of our supply chain.

G. REMEDIATION MEASURES

We are not currently aware of any forced labour or child labour practices occurring within our supply chain. Accordingly, we have not undertaken any measures to remediate any forced labour or child labour to date. As we are not currently aware of any forced labour or child labour practices occurring within our own operations or our supply chain, Mondetta has not undertaken any specific measures to remediate any loss of income that may have resulted from measures taken by us to eliminate or reduce the risk that forced labour or child labour is being used in our operations or supply chain.

While Mondetta is not currently aware of any forced labour or child labour occurring within its own operations or in its supply chain (and therefore has not taken any specific measures to remediate the loss of income which may have resulted from measures taken by us to eliminate such adverse impacts), Mondetta has, since its inception, always known that moving forward means giving back. To that end, Mondetta has a long history of supporting local philanthropic organizations and, in 2004, Mondetta established the Mondetta Charity Foundation (MCF) as a way to give back to our founders' homelands of Uganda and Kenya, with a focus on reaching children, the region's most vulnerable demographic. Through our core values of partnership, community and inclusion, Mondetta and the MCF seek to eliminate barriers and enhance the lives of impoverished and disadvantaged children through access to education, health and nutrition, alongside gender equality programs. At present, we mainly focus on education by supporting a school in Uganda, an orphanage in Kenya, and contributing to the Business Council of Manitoba's Indigenous Education Awards Program. To learn more about the numerous achievements of MCF, please visit: <http://www.mondettacharityfoundation.org/>

H. TRAINING

For our financial year ended December 31, 2023, Mondetta did not provide training to its employees that was specific to the risks of forced labour and child labour. Since the end of our last financial year, Mondetta has updated the Mondetta Employee Handbook to directly address the issues of forced labour and child labour and, moreover, Mondetta has implemented a forced labour and child labour training program for its employees. This forced labour and child labour training program will be provided on an annual basis going forward and is required to be completed by all employees of Mondetta. The training program covers matters such as the definitions and identification of forced labour and child labour, as well as Mondetta's stance on forced labour and child labour and the actions that Mondetta has taken to reduce and prevent forced labour and child labour. Additionally, Mondetta intends to start providing this training program to the main contacts and representatives of its direct suppliers in 2024.

I. ASSESSING EFFECTIVENESS


At Mondetta, we strive to elevate everyone our brand touches to live happier, healthier and safer lives by raising their living standards, supporting education and well-being, and embracing diversity. This includes continually assessing and evolving our approach to eradicating forced labour and child labour from our supply chain. To assess the effectiveness of our activities aimed at these objectives, we monitor, verify and validate progress against our programs, measures and policies outlined in this Report. This assessment includes:

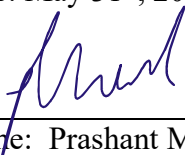
1. Setting up regular internal reviews and/or audits of our policies and procedures related to preventing forced labour and child labour in our supply chain.
2. Partnering with external organizations such as SGS, TÜV SÜD, Bureau Veritas (BV) and WRAP to conduct an independent review and/or audit of Mondetta's Business Partners and their respective operations to ensure compliance with, among other things, internationally recognized human rights factors (such as forced labour and child labour).
3. Communicating clearly to our Business Partners the minimum standards set forth in our Mondetta Corporate Social Compliance Requirements Policy and our Mondetta Business Agreements (which policy and agreements prohibit the use of forced labour and child labour) and ensuring compliance by our Business Partners with these minimum standards through a combination of in-person site visits by Mondetta team members and formal audits completed by Mondetta team members or Mondetta-approved third-party auditors.

J. APPROVAL AND ATTESTATION

This Report has been approved by the Board of Directors of Mondetta Canada, Inc. in accordance with subparagraph 11(4)(b)(i) of the Act. 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 Mondetta Canada, Inc. 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.

MONDETTA CANADA, INC.

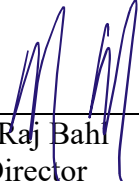
Per: 
Name: Raj Bahl
Title: Director
Date: May 31st, 2024

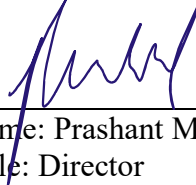
Per: 
Name: Prashant Modha
Title: Director
Date: May 31st, 2024

I/we have the authority to bind Mondetta Canada, Inc.

This Report has been approved by the Board of Directors of Dimensions 100 Inc. in accordance with subparagraph 11(4)(b)(i) of the Act. 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 Dimensions 100 Inc. 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.

DIMENSIONS 100 INC.

Per: 
Name: Raj Bahl
Title: Director
Date: May 31st, 2024

Per: 
Name: Prashant Modha
Title: Director
Date: May 31st, 2024

I/we have the authority to bind Dimensions 100 Inc.