Modern Slavery Statement



Introduction

Monos is proud to share our second Modern Slavery Statement, developed in accordance with paragraph 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. As an organization, we remain deeply committed to upholding ethical, fair, and responsible practices across all facets of our operations and partnerships. Through thoughtful policies, clear structures, and ongoing collaboration, we aim to build a resilient and values-driven supply chain.

This statement has been approved by the Monos Board of Directors as of April 25, 2025.
In 2023, we took a major step forward in aligning our operations with global best practices by beginning our BCorp certification process. This initiative has played an important role in helping us refine our internal systems and strengthen our approach to sustainability, ethics, and accountability. As we move forward, our continued focus on anti-slavery, child labour prevention, and BCorp principles will shape our efforts to operate transparently and responsibly.

The goals of this statement are threefold:

- To identify areas of elevated risk within our operations and take measures to strengthen them
- To educate and align both our internal team and external partners around our expectations and ethical commitments
- To develop a comprehensive, long-term strategy that strengthens our ability to prevent and respond to the risks of modern slavery across all business relationships
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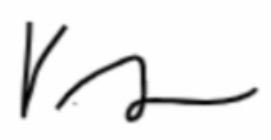
At Monos, we believe that transparency and collaboration are key to confronting the complex risks of modern slavery. This statement covers our activities during the 2024 fiscal year (January 1 – December 31) and reflects our focus on conducting a thorough risk assessment, identifying areas of vulnerability, and setting the foundation for impactful action, both now and into the future for the benefit of our employees, customers, and communities.

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 Modern Slavery Statement for Monos. Based on my knowledge, I have exercised reasonable diligence , I attest that the information in this statement is true, accurate and complete in all material respects for the purpose of the act, for the reporting year listed above.



Victor Tam CEO

Our Business

Monos is a Canadian company rooted in sustainability, specializing in thoughtfully designed travel and lifestyle products. We offer high-quality luggage and travel essentials at accessible prices, with a deep commitment to reducing our environmental impact.
As a BCorp Certified company, and through our partnerships with veritree and Bullfrog , we are proud to be driving meaningful climate action and environmental restoration efforts—furthering our mission to protect the places we love to explore.

Founded in 2018 by three entrepreneurs, Monos is headquartered in Vancouver, Canada, with manufacturing operations based in China. Our business is grounded in the principles of sustainability, affordability, and durability. Today, we are supported by a team of 61 employees across North America, each playing a critical role in the success of our core business areas:

- Wholesale partnerships
- Retail (including our store in Vancouver, with a second location in Toronto)
- Ecommerce, operating across Canada, the US, Australia, and the UK

While we do not operate physical retail locations outside of Canada, we work with trusted third-party logistics providers worldwide to support our ecommerce fulfillment.

Our partnerships extend far beyond internal operations—they are intentional and values-driven. We aim to ensure our sourcing relationships contribute positively to the communities in which we operate, by creating fair employment opportunities and fostering long-term economic impact.

Our supply chain includes a mix of direct and indirect suppliers, covering everything from hard and soft goods manufacturing to offshore customer service support in the Philippines, as well as key service providers in areas like technology and marketing.

We organize our business into five key operational segments: Headquarters, Offshore, Retail, Sourcing & Manufacturing, and Supply Chain.

At Monos, people and culture are at the heart of everything we do. We believe that every action and decision should reflect care, inclusion, and purpose. This commitment has earned us recognition as one of Canada's Great Places to Work , as well as an award for having one of Canada's Most Admired Cultures. Our goal is to ensure these values are deeply embedded across our organization and extend to every partner and supplier we work with.

Analysis of Modern Slavery Risk

Monos is committed to rigorous supplier vetting to ensure that strong anti slavery practices are embedded throughout our supply chain.

We maintain ongoing oversight of our key partners, supported by frequent on-site visits that allow us to assess operations directly. These visits have strengthened our ability to monitor compliance while also fostering trust-based, long-term relationships with our suppliers.

HQ & Retail

Monos currently employs 65 team members at our corporate office and an additional 12 in retail locations.

From day one, our hiring and selection process has been rooted in fairness and inclusivity, with a strong emphasis on diversity. We use a video interviewing platform that allows us to engage with every applicant not just those with standout résumés ensuring equal opportunity for all candidates.

People are at the heart of our business, and that begins with a thoughtful onboarding experience. Before their first day, new hires receive a comprehensive employee handbook outlining our policies, expectations, and culture, helping them start their journey at Monos with clarity and confidence.

Our People & Culture team is introduced as a primary point of contact for all employees—whether at headquarters or in retail—to ensure they know where to turn for support or questions at any time.

At Monos, we are committed to operating with fairness, integrity, and transparency, principles consistently reinforced by our C-suite leadership. Any employee who feels they are not being treated respectfully or fairly is encouraged to speak with the People & Culture team or submit a report via our third-party whistleblowing integrity line.

To continually improve the employee experience, we conduct two confidential engagement surveys annually, alongside one-on-one check-ins with our People & Culture team. These touchpoints help us better understand our strengths and identify areas for growth.

We have a zero-tolerance policy for discrimination, harassment, bullying, and abuse. Any violation of this policy results in immediate termination. All employees are required to sign our handbook and key policies, confirming their understanding and commitment to upholding our values.

Each year, we focus on strengthening specific aspects of our operations to promote fairness and compliance. This includes partnering with a third-party firm to conduct a comprehensive pay equity review across our corporate and retail teams.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Offshore

Monos partners with a third-party agency to manage the HR administration of our offshore workforce, including recruitment, payroll, and terminations, while training and onboarding are led directly by the Monos team.

We currently have a team of 45 employees based in the Philippines, supporting a range of departments including Customer Happiness, Supply Chain, Creative, Marketing, and Finance. We stay closely connected to this team through weekly Zoom meetings and annual performance reviews, ensuring they feel integrated into the broader Monos culture.

All employees are 18 years or older, with age and identity verified through two government-issued IDs during hiring. Although employed through the agency, Monos conducts interviews with each candidate to ensure alignment with our values and expectations. Our North American leadership team also conducts annual in-person visits to foster relationships and ensure engagement. The most recent visit took place in March 2024.

Our offshore team members work full time, following a 40-hour workweek. Overtime is compensated at double the regular rate, exceeding local labor standards. Statutory holidays are fully paid, with additional compensation provided for any hours worked.

Each employee receives three weeks of paid vacation and five paid sick days annually. Time and attendance are jointly tracked through the agency and our internal HRIS system (BambooHR) to ensure transparency and fair compensation.

While the team works remotely, Monos covers coworking space costs for those who prefer an office environment. We maintain direct communication with all offshore employees through the agency, including for matters related to performance, feedback, grievances, and workplace investigations.







Sourcing & Manufacturing

Monos partners with a select group of Tier 1 vendors that span across luggage, bags, fabrics, trims, luggage components, packaging, and apparel. These partners represent the core of our sourcing and manufacturing operations. Over the past year, our Monos team has conducted on-site visits to the majority of these partners in China, allowing us to maintain a high level of visibility and engagement across the supply chain. We remain in frequent and direct contact with all Tier 1 partners, reinforcing strong, collaborative relationships.

To support our on the ground oversight, Monos employs a senior leader based in China who serves as our Director of Sourcing & Manufacturing. This individual brings longstanding experience with our leadership team and a deep understanding of both our product and cultural expectations. Fluent in the local language, this team member is directly involved in selecting, managing, and regularly visiting our Tier 1 partners to ensure alignment with Monos's standards.

Our presence in China also includes a dedicated team of Quality Specialists, all of whom are considered an integral extension of our headquarters. We prioritize embedding our values across every level of our global operations, treating these team members with the same level of support and accountability as those at our HQ.

Monos maintains a streamlined and carefully vetted supply chain, selecting partners based on criteria such as financial stability, reputation, and commitment to human and labour rights. Through our ongoing due diligence efforts, we have not identified any instances of forced or child labour within the operations of our sourcing and manufacturing partners.
The following outlines the categories and nature of our Tier 1 partnerships.

Partner 1: Luggage Manufacturer

As of April 2025, Monos maintains an active partnership with our primary manufacturing supplier based in China. The factory currently employs 249 workers and operates three production lines, with the capacity to expand to eight lines if demand requires. The facility has been in operation for three years.

Our most recent on-site visit took place in April 2025, and we maintain ongoing communication with the factory team to ensure visibility and alignment on our standards. The supplier received WRAP (Worldwide Responsible Accredited Production) certification in 2024, demonstrating adherence to internationally recognized standards for safe, lawful, humane, and ethical manufacturing. Monos has received a copy of this certification.
The factory has confirmed that while their new FCP facility has not yet been operational long enough to apply for WRAP certification, preparations are currently underway to pursue this accreditation.

Supply Chain Transparency & Ethical Sourcing

- Material Sourcing: The majority of our product components and materials are sourced from within China.
- Supplier Oversight: The supplier require all of our suppliers to comply with the WRAP standard and conduct routine checks to ensure these expectations are met.
- Voluntary Employment: Our supplier confirms that all workers are employed voluntarily and are protected under a robust local labor legal system.
- Workplace Protections: To ensure ethical treatment and prevent any form of coercion or exploitation, the supplier maintains:
    - A transparent communication system, including regular staff meetings and open feedback channels
    - Fair compensation and employee welfare practices
    - Worker accommodations provided on site

Partner 2: Apparel Manufacturer

As part of our ongoing due diligence and commitment to ethical sourcing, Monos maintains a direct relationship with an apparel manufacturing partner based in Vancouver, Canada. Our most recent visit to the site took place in February 2024, and we remain in regular communication with the team.

This partner currently employs 5 staff in their office and an additional 16 employees at the factory. Their primary production facility operates three production lines focused on knits and wovens. A second facility is in development and is expected to house two additional production lines.

Ethical and Legal Compliance

- Sourcing and Auditing: All fabrics and materials are sourced from China. The manufacturer conducts regular audits of their fabric suppliers and maintains supporting documentation, which can be provided for review upon request.
- Labour Standards: Employees are hired in full compliance with Canadian labor laws. Social Insurance Numbers (SINs) and employment documentation are required during the hiring process, and copies of employment contracts are maintained on file.
- Workplace Safety: The partner is audited regularly by WorkSafe BC, with no issues reported to date. They also collaborate with local authorities to maintain compliance and continuously improve safety conditions.
- Foreign Workers: One team member is currently employed through the Temporary Foreign Worker Program, with additional hires planned under the same process.
- Prohibition of Child and Forced Labour: The partner has confirmed that no child or forced labour is permitted. Documentation is collected from all employees to confirm legal working age and eligibility.
- Fair Employment Practices:
    - Employment contracts are issued in English.
    - No disciplinary wage deductions are practiced.
    - A confidential grievance process is in place to ensure fairness and protection from retaliation.
    - Recruitment is handled directly by the company, typically through local postings and word-of-mouth — no third-party recruitment agencies are used.
    - The partner complies with all local laws regarding working hours, overtime, paid leave, and statutory holidays.

Although this partner has not yet been certified by a third-party ethical sourcing organization, Monos continues to engage directly with the team to ensure ethical labour practices are upheld throughout our supply chain.

Partner 3: Luggage Manufacturer

As part of our commitment to ethical sourcing, Monos maintains a long-standing partnership with a luggage manufacturing supplier based in China. Our most recent visit took place in April 2025, and we continue to maintain regular communication.
The supplier employs 35 office staff and 430 factory workers, operating across a facility of over 40,000 square meters with 10 production lines. A new adjacent building is currently under development to support future growth.

Ethical and Legal Compliance

- The factory is certified under the Sedex Members Ethical Trade Audit (SMETA) program. Monos has reviewed their documentation, including policies on child labour, forced labour, and non-compulsory work.
- Workers are provided with contracts in their native language, and the company has procedures in place to verify age and employment eligibility.
- Grievance mechanisms include employee feedback boxes and trade union support. The company does not use third-party recruiters; all hiring is done directly.
- The partner complies with local labour laws, including standards for working hours, wages, leave entitlements, and safety regulations. No wage deductions are made for disciplinary reasons.
- Contract workers are used, but managed directly by the company.

Worker Accommodation and Welfare

- On-site accommodation is provided, with regular inspections for fire safety, sanitation, access to clean water, food quality, and healthcare.
- Emergency drills are held twice yearly, and the facility maintains a clean and secure living environment.

While a detailed supply chain map is not available, employment records and compliance documentation are maintained internally and available for review upon request. Monos remains committed to ensuring this partner upholds ethical labour practices across all operations.
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Partner 4: Luggage Manufacturer

Monos partners with a key luggage manufacturer operating across Haimen, Shanghai, and Cambodia. Our most recent visit took place in April 2025, and we maintain regular communication with the supplier.

The partner employs 35 staff in Haimen, 56 in Shanghai, and 18 in Cambodia, with factory teams of 323, 174, and approximately 240, respectively.

Operations & Certification

- Haimen: 6 assembly lines across 32,769 sq.m.
- Shanghai: 3 lines across 20,000 sq.m.
- Cambodia: 2 lines across 15,000 sq.m. (opened recently)
- Certifications: Shanghai holds Sedex, ISO14001, ISO45001; Haimen holds ISO14001, ISO45001; Cambodia plans to apply after 6 months.

Labour Practices

- All employees undergo ID verification, probation, and receive contracts in their native language.
- Overtime is voluntary, and there is no child or forced labour. However, supplier oversight does not currently extend to verifying third-party compliance.
- Grievance processes are in place, with escalation options to government offices if needed.

Accommodation & Safety

- Accommodation is provided at Haimen and Cambodia, with regular checks for fire safety, cleanliness, food quality, water access, and healthcare.
- No disciplinary wage deductions are made.
- Only Haimen employs non-permanent workers.

Documentation & Oversight

- Employment records and ID copies are maintained and available upon request.
- A simplified supply chain process includes: raw material → forming → assembly → final product.

Monos remains committed to ensuring this partner maintains ethical labour practices and safe working conditions across all facilities.

Partner 5: Bags & Luggage Manufacturer

As part of our ongoing commitment to ethical sourcing and supply chain transparency, Monos works with a manufacturing partner in China that supports our luggage production across two factory sites. We conducted our most recent site visit in April 2025 and maintain regular, direct communication with the partner.

The company employs 33 office staff and 181 factory workers across two locations. One factory has been operating for 3 years and the other for 1 year, each housing 2 production lines.

Compliance & Oversight

- The partner holds ISO 9001 certification and sources materials from designated suppliers who are audited annually. No third-party labour audits have been conducted to date.
- All employees undergo ID verification upon hiring to ensure legal working age compliance. Employment contracts are issued in native languages.
- The company follows local laws regarding working hours, compensation, sick leave, and holidays, and provides training, employee feedback channels, and a formal process to resolve any workplace concerns within 24 hours.

Labour & Workplace Standards

- No child or forced labour is permitted, and all workers are hired directly — no third-party recruiters are used.
- Workers are employed on a permanent basis only.
- Employee grievances are reviewed by a supervisory commission, with issues typically resolved within one business day.
- The company does not impose wage deductions for disciplinary reasons.

Worker Accommodation & Safety

- Workers are offered clean and safe dormitory-style accommodation, with access to bucket water, meals through a canteen, and medical care.
- Regular checks are conducted to ensure compliance with fire safety, sanitation, water access, and food quality standards.

Supply Chain & Documentation

- The company's supply chain process includes planning, sourcing, production, distribution, and returns.
- Employment records are maintained, and sample contracts can be shared upon request, though they are in Chinese and vary by department.

Monos continues to work with this partner to ensure ethical labour practices and safe working environments are upheld throughout their operations.

Partner 6: Luggage Parts Manufacturer

Monos works closely with a manufacturing partner in China that supports luggage production through six trolley and three wheel assembly lines. Our most recent visit took place in April 2025, and we remain in regular contact.
The partner employs 110 office staff and 220 factory workers, operating from a 20,000 sq. meter facility established in 2010.

Certifications & Compliance

- Certified under ISO9001, SA8000, ISO14001:2015, and GRS (Global Recycled Standard).
- Material sourcing is from China and Taiwan, primarily aluminum and plastics.
- While third-party audits of material suppliers have not yet been conducted, they plan to implement this in 2025.

Labour Practices

- All workers are over 16 years old, verified through ID checks.
- Contracts are provided in Chinese, and recruitment is done directly through online postings and referrals.
- The company complies with local laws regarding wages, working hours, paid leave, and public holidays.
- All employees are contract workers, and no wage deductions are made for disciplinary reasons.

Worker Welfare

- Clean, secure accommodation is provided, including water access, meals, and healthcare via social medical insurance.
- Dormitories undergo regular checks for fire safety, sanitation, and food quality.

Grievance & Documentation

- A structured grievance process is in place, with multiple reporting channels and confidentiality protections.
- Employment records and age verification documents are maintained both physically and digitally.
- The supply chain includes raw material prep, extrusion, cutting, aging, oxidation, assembly, and packaging.

Monos continues to engage with this partner to uphold ethical labour standards and safe working conditions.

Partner 7: Water Bottle Manufacturer

Monos works with a small-scale manufacturer in China specializing in stainless steel insulated drinkware. This partner operates a single facility, established in 2011, with 5 office staff and 20 factory workers across five production lines. Monos conducted a site visit in October 2022 and maintains regular communication to monitor working conditions and compliance.

Labour Standards & Practices

- The partner complies with local labour laws, does not employ child or forced labour, and verifies legal working age through ID checks during hiring.
- Employment contracts are provided in the native language, and recruitment is typically conducted via job fairs and online postings, with occasional third-party agency support.
- Workers are informed of their rights and can submit grievances through a weekly-reviewed complaint box or escalate through an internal team.

Workplace Conditions & Welfare

- Accommodation is provided, including filtered water, daily cleaning, 24-hour security, and a canteen offering three meals a day.
- Dormitories house two workers per room, with routine checks for safety, sanitation, and food quality.
- The partner offers medical insurance and regular health checkups to all employees.

Oversight & Documentation

- While no third-party labour or supplier audits have been conducted, Monos reviews conditions through direct observation during visits and ongoing communication.
- Employment records are stored in both paper and digital formats, in line with local legal requirements.
- The partner reports occasional use of non-permanent workers.

Monos continues to engage with this supplier to support ethical practices and ensure safe, compliant operations.

Partner 8: Zipper Manufacturer

Monos partners with a long-established supplier in China, operating two factory locations with a combined workforce of 772 employees — 365 in Shenzhen and 407 in Shanghai. Our most recent visit was conducted in May 2024, and Monos continues to maintain direct communication with this partner.

Facilities & Certifications

- The Shenzhen and Shanghai factories specialize in zippers and fastening products, with operations dating back to 1995.
- The partner holds SLCP and SMETA certifications, affirming compliance with ethical sourcing and labour standards.
- Regular third-party audits and supplier assessments are conducted, and all suppliers must sign a Social Responsibility Commitment Letter.

Labour & Hiring Practices

- The partner strictly prohibits child and forced labour, with a minimum hiring age of 16 and ID verification during recruitment.
- Employees receive contracts in their native language, and the organization adheres to all local labour laws, including those covering working hours, paid leave, and public holidays.
- A formal Compliance Department and whistleblowing system are in place for reporting concerns, ensuring anonymity and protection from retaliation.

Worker Welfare

- Accommodation is provided in Shenzhen, with regular safety checks, two annual fire drills, 24/7 water access, cleaning services, and an on-site healthcare center.
- The Shanghai facility does not offer accommodation.
- No salary deductions are made for disciplinary reasons.

Oversight & Documentation

- A structured process is in place for reviewing complaints, with direct reporting to leadership and follow-up investigations as needed.
- While documentation is maintained according to labour standards, employee personal information is treated as confidential and not shared externally.
- The partner reports the use of non-permanent workers in some cases.

Monos continues to engage with this partner to ensure that ethical labour practices and safe working environments are upheld across all operations.




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Supply Chain

The Monos supply chain covers all key operational areas including production, procurement, logistics, inventory management, and fulfilment in support of our direct-to-consumer business model.

While ocean freight from China remains our primary shipping method, we occasionally use air freight to accelerate delivery timelines. Upon arrival, our products are handled by eight third-party logistics (3PL) partners based in North America, the UK, and Australia. Over the past year, Monos has conducted site visits with two of these partners and maintains ongoing, direct communication with all of them.

We acknowledge the potential risk of modern slavery within our logistics network, particularly as these are external service providers beyond our direct ownership or day-to-day oversight. To mitigate this, we focus on responsible partner selection and apply rigorous procurement standards to help ensure ethical practices are upheld across our supply chain.

Partner 1: 3PL

This international freight broker supports Monos by coordinating sea and air shipments across Canada and the United States. An on-site visit was conducted in January 2024 to better understand their operations.

While the visit offered useful operational insight, it was not specifically focused on evaluating fair labour practices. We acknowledge the need for increased due diligence to ensure full compliance with anti-slavery and ethical standards throughout this partnership.

Partner 2: 3PL

Location: Mexico
While Monos has not conducted a physical site visit to this third-party logistics (3PL) location, we maintain direct and ongoing communication with the partner.

The partner has reported adherence to the Ethical Trading Initiative (ETI) Base Code and compliance with local labor laws. They employ individuals of legal working age under at-will contracts and operate as an equal opportunity employer, with no discrimination based on race, religion, color, or other protected characteristics. To ensure clarity, all offer letters and onboarding documents are provided in Spanish.

In the event of labor standards violations, the company conducts thorough investigations and implements corrective actions in coordination with their legal team. During the peak season (October to January), seasonal workers are hired, with all employment records maintained in an HRIS system in compliance with federal and state regulations.

Partner 3: 3PL

This partner operates across Washington, British Columbia, Utah, Ontario, and Tennessee, with over 30 years of experience in the logistics industry. While Monos has not conducted an on-site visit to any of their facilities, we maintain regular communication with the partner to support ongoing operations.

The company employs approximately 300 staff and manages a network of six distribution centers across the United States and Canada.

Partner 4: 3PL

Location: Australia
Monos conducted an on-site visit in November 2022. This partner has published a Modern Slavery Statement, and their tier 1 suppliers, primarily freight carriers, have also released statements addressing anti-slavery and human trafficking.

The partner has demonstrated a strong commitment to due diligence from the outset of employment. Their recruitment process requires proof of identity to confirm legal working age, and hiring is conducted based on merit.

Employees receive an employment contract and supporting documentation outlining company policies, including procedures for managing grievances and concerns.

Partner 5: 3PL

Location: United Kingdom
This partner operates a B2C warehouse and distribution facility in Milton Keynes, which Monos visited in 2023. As a UK-based operation, the partner has implemented a formal anti-slavery policy in line with national requirements. The site employs approximately 30–50 staff.

The company enforces a strict minimum age policy, ensuring all employees are 18 or older, verified through government-issued identification. Supplier relationships are closely managed, with anti-slavery clauses embedded in all UK contracts to promote compliance throughout the supply chain.

An established HR team oversees employee relations and workplace well-being. All staff receive a detailed company handbook outlining labor regulations, policies, and expectations. The partner is fully compliant with applicable UK labour laws.

Partner 6: Freight Forwarder

This logistic partner has over 56,000 employees worldwide in over 104 countries. Monos relies on this company for transportation of our containers carrying finished goods from China to our warehousing facilities where product is stored until ready for delivery.

Being such a large global company, Monos has not visited this partner for a facilities and site check but is in frequent contact with them for operational purposes.

Partner 7: Streamline

This logistics partner boasts a workforce of over 22,000 employees worldwide, operating in more than 144 countries. Monos depends on this company for ocean freight services, transporting goods from China to our warehousing facilities where products are stored until ready for delivery.

Due to its extensive global presence, Monos has not conducted a site visit to this partner's facilities but maintains frequent communication with them for operational purposes.

Partner 8: Streamline

This logistics partner operates globally, serving clients in over 113 countries. Monos depends on this company to transport containers carrying finished goods to the warehousing facility.

Despite its expansive global reach, Monos has not conducted a site visit to this partner's facilities but maintains regular communication with them for operational needs.

Partner 9: Logistics Partner

With a workforce exceeding 13,000 across Canada and annual revenue surpassing a billion dollars, Monos depends on this company to deliver products to our customers promptly and efficiently.

Despite being a sizable global entity, Monos has not yet visited the facilities of this partner.

Partner 10: Wholesale Partner

A longstanding fashion retailer with over a century of experience, currently boasting 93 retail outlets, operates across the United States. Monos has forged a partnership with this retailer to showcase Monos luggage in a select number of their stores.

Despite being a major global entity, Monos has yet to visit the facilities of this partner. However, it's worth noting that the partner is based in North America and adheres to all relevant employment laws in the states where they operate.

Monos Policies

Monos has implemented some key policies aimed at prohibiting and preventing modern slavery and human trafficking within our business

- Global Code of Conduct
- Diversity, Equity and Inclusion
- Accessibility and Accommodation
- Human Rights
- Non Discrimination
- Harassment or Abuse
- Modern Slavery Prevention Policy
- Employer Pay Principles
- Health, Safety and Environment
- Hours of Work
- Code of Ethics

Training

Monos has integrated modern slavery awareness into our employee onboarding process as part of our broader commitment to ethical practices. All new hires receive foundational training to help them understand and identify potential indicators of modern slavery within our operations and supply chain.

The training includes:

- Understanding modern slavery
- Recognizing key indicators
- Legal and ethical responsibilities
- How to report concerns
- Real-life scenarios
- Our approach to continuous improvement

This initiative ensures that every employee, from day one, is equipped with the knowledge and tools needed to uphold our standards and contribute to a responsible and transparent workplace.

Due Diligence

Monos continues to maintain a streamlined and tightly controlled supply chain, enabling us to foster direct, personal relationships with our partners. While we acknowledge that broader compliance efforts are still in progress, we remain deeply committed to partnering with suppliers who align with our values and contribute to a more ethical and transparent supply chain.

Over the past year, we have:

- Maintained direct communication with all Tier 1 partners
- Conducted site visits to several key manufacturing and logistics locations
- Implemented modern slavery awareness training into our employee onboarding process
- Continued to review and refine supplier documentation, including reviewing modern slavery statements and certifications
- Prepared a Vendor Compliance Handbook, which is now ready for distribution and will be shared with all Tier 1 partners
- Translated our Vendor Compliance Agreement into Simplified Chinese to ensure clear understanding across all stakeholders

We understand that policies alone are not enough. That's why we're focused on building internal awareness, strengthening accountability, and setting the foundation for rolling out our Vendor Compliance Agreement across all Tier 1 partners in the coming year.
Looking ahead to 2025–2026, we will expand our efforts to include Tier 2 and lower-tier suppliers, ensuring our ethical standards and practices are embedded throughout our extended supply chain. Our phased approach is designed to support meaningful, sustainable progress as we evolve our responsible sourcing strategy.

Remediation Measures

Monos recognizes that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first priority basis. To date, we have not identified any instances of forced labour or child labour in our business or supply chain, therefore no remediation measures have been needed.

Assessing Effectiveness

Monos maintains a strict zero-tolerance policy towards forced labor, human trafficking, child labor, discrimination, and harassment in all aspects of our operations. We prioritize human rights, and address discrimination and harassment rigorously at every level of our organization. We expect full compliance with these principles from everyone associated with Monos, including our Board of Directors, employees, third-party partners, and operations, with a steadfast focus on these matters.

To date, we have not taken any actions to assess the effectiveness of our actions in preventing and reducing risks of forced labour and child labour in our business operations and supply chains. Going forward, we will assess the effectiveness of our actions by:

- Tracking relevant performance indicators, such as the percentage of employees trained, the number of cases reported and resolved, the number of suppliers assessed for forced/child labour risk, the number of contracts containing anti-forced and -child labour clauses

- Periodically reviewing our policies

- Working with suppliers to measure the effectiveness of our actions

Our Board of Directors reviews all of our governance once a year ensuring all of our programs, policies and practices are in compliance and they hold the entire Monos team accountable to upholding standards.

Actions Since Last Year

Policy and Governance Improvements

- Policy Updates: Revised our internal policies to strengthen our stance against modern slavery and human trafficking.

Factory Visits

- We conducted in-person visits to the majority of our production factories to strengthen relationships, gain visibility into working conditions, and reinforce our expectations around ethical labor practices.

Training in Onboarding

- We added modern slavery awareness training to our onboarding program to ensure all new employees understand our values, how to identify red flags, and the importance of speaking up. This supports a culture of shared responsibility and vigilance from day one.

Supplier Handbook Distribution

- We developed and distributed a comprehensive Supplier Handbook to reinforce our expectations around ethical sourcing and labor practices. To ensure accessibility and understanding, the handbook was provided in dual languages, enabling our partners to fully engage with our standards regardless of their primary language.

Next Steps

In the year ahead, we will continue conducting on-site visits to strengthen oversight, establish measurable goals to track our progress, and actively engage employees, suppliers, and stakeholders in advancing our anti-slavery initiatives. Additionally, we will prioritize having all supplier handbooks formally reviewed and signed to ensure alignment and accountability across our network.