

MON CHERI BRIDALS

Annual Compliance Report on Forced Labor and Child Labor in Supply Chains

Under the Requirements of Canadian Legislative Bill S-211 for the most recently completed financial year ending on December 31, 2024.

ORIGINAL REPORT

May 31, 2025

Mon Cheri Bridals, LLC

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USA

moncheribridals.com

Opening Statement

Mon Cheri Bridals LLC (“**Mon Cheri**”) is committed to upholding the highest standards of integrity and ethical conduct across all our operations and within our vendor and partner relationships. We recognize our responsibility to combat all forms of forced labor. Our commitment extends beyond compliance with legal requirements; it is a core part of our mission and reflects our values of dignity, respect, and fairness.

We are dedicated to ensuring that our supply chains, business practices, and partnerships are free from forced labor and human trafficking, both in action and in spirit. Our leadership actively supports this commitment, which is integrated into our business processes and corporate policies. We conduct regular audits and maintain transparent relationships with all stakeholders to ensure adherence to these principles, fostering a safe and fair working environment throughout our entire network.

Scope of Report

This single-entity report for Mon Cheri Bridals LLC includes the activities and compliance measures of all brands and products shipped and invoiced to Canada.

Legal Status and Business Activities in Canada

- Mon Cheri Bridals LLC is responsible for all shipments into Canada and manages all inbound shipments and factory relationships related to its entities and brands.
- Mon Cheri Bridals LLC is the only reporting entity in Canada, serving as the central hub for compliance and oversight of all associated brands regarding the import and distribution of goods within the Canadian jurisdiction.

Business Number: 849 500 673 RM 0001

Responsibility for Compliance: Mon Cheri ensures compliance with Canadian labor standards and import regulations for all its brands and associated entities.

This report details Mon Cheri’s actions and activities for its most recently completed financial year, which ended on December 31, 2024, aimed at addressing and preventing forced and child labor within our operations and supply chains.

In 2024, Mon Cheri continued to refine and strengthen our existing measures against forced labor, emphasizing the impact of our supplier evaluations, employee training programs, and compliance committee activities established in 2023.

Supply Chain Oversight and Labor Practices

In our ongoing commitment to uphold ethical labor practices, Mon Cheri has implemented stringent procedures to select and maintain factory relationships, particularly in regions where we face complex subcontracting dynamics. Our team has visited several partner factories. In all the factories we have visited, we have observed no instances of forced or child labor. We have

also noted that the workers are generally highly skilled, reflecting the specialized craftsmanship required for our dresses. This expertise has become increasingly valuable as the labor pool in the apparel segment contracts, leading to higher wage demands and a shift in labor market dynamics.

A significant challenge in our supply chain transparency is the indirect procurement of fabrics, often conducted in large markets. Mon Cheri continues to initiate new protocols to enhance oversight. Each of our direct factory partners and key suppliers is required to affirm their alignment with Mon Cheri's corporate responsibility values and labor standards. This affirmation supports our commitment to ethical practices across all supplier relationships and reinforces shared expectations regarding labor conditions and human rights.

Since expanding operations in 2019, we have deepened our direct relationships with vendors in key production regions. Our internal team works closely with each factory to interpret design requirements and ensure alignment with our quality and ethical standards. We continue to explore opportunities to strengthen on-the-ground engagement in these areas further, reinforcing our commitment to consistent oversight and adherence to our corporate responsibility values across all operations.

Mon Cheri is dedicated to exceeding labor standards in every market where we operate. We are committed to continuous improvement and transparency in our practices, ensuring that our supply chain is free of forced and child labor. Our efforts are documented in regular reports and subject to independent audits to validate the integrity of our operations and our commitment to corporate responsibility.

Challenges and Forward Steps

These regional descriptions highlight the complexity of maintaining visibility and control in our supply chain. Mon Cheri acknowledges the importance of enhancing direct oversight and is exploring measures to address these gaps. Our commitment to ethical labor practices remains steadfast, and we continually work on strategies to enhance transparency and accountability across all our operational regions.

Legal Entity Overview

Mon Cheri Bridals LLC is a Limited Liability Company (LLC) duly organized and existing under the laws of the United States.

Operating as an LLC allows Mon Cheri Bridals significant flexibility in management and operational approaches while simplifying administrative obligations. Unlike corporations that require structured management, such as a board of directors, Mon Cheri benefits from the ability to be either member-managed or manager-managed, according to the specific needs of the business and its strategic direction.

This management flexibility is particularly beneficial for Mon Cheri as it navigates the complex global supply chains involved in designing, manufacturing, and distributing bridal and formal wear. The LLC structure enables us to adapt swiftly to industry changes and market demands

while maintaining rigorous compliance with national and international regulations, including those relevant to preventing forced and child labor, as stipulated under Bill S-211.

Furthermore, as an LLC, Mon Cheri maintains fewer record-keeping and reporting requirements than corporations, which allows us to focus more resources on core business activities, such as enhancing supply chain oversight, improving product quality, and ensuring ethical business practices. Despite the reduced formalities, we are committed to transparency and accountability in all our operations, striving to exceed the compliance expectations outlined in our industry and by governing bodies, including labor practices.

Mon Cheri is committed to conducting business responsibly and ethically. Our dedication to integrity and respect for human rights is evident throughout our operations and supply chains.

According to the Act, Mon Cheri has identified its responsibility to report as it does business in Canada, has at least \$20 million in assets, and has generated at least \$40 million in revenue in at least one of its two most recent completed financial years.

Workforce Composition

Mon Cheri employs a diverse and dedicated workforce that reflects our commitment to excellence and ethical business practices. Our U.S.-based operations comprise approximately 85 full-time employees and 18 independent contractors as of the last reporting period. This staffing structure enables us to maintain flexibility in our operational capabilities while ensuring that we meet the dynamic needs of our market.

Employee and Contractor Overview

- **Full-Time Employees:** Our team of 85 employees in the United States forms the core of our operations. These individuals are spread across various departments, including design, sales, marketing, customer service, logistics, and administration. Our employees are crucial to our day-to-day operations and strategic initiatives, and we are committed to supporting their professional growth and well-being through comprehensive training programs, competitive compensation packages, and a supportive work environment.
- **Independent Contractors:** In addition to our full-time staff, we engage 20 independent contractors who provide specialized services that complement our in-house capabilities. These contractors are primarily involved in sales, market research, product development consulting, and specific logistical operations. The use of independent contractors enables Mon Cheri to scale operations efficiently and inject expert knowledge and fresh perspectives into our projects.

Organizational Structure



Activities of Mon Cheri

Mon Cheri is headquartered in Trenton, New Jersey, USA, and operates as a stand-alone entity. However, it is affiliated with multiple brands under its corporate umbrella. While these brands are part of the broader Mon Cheri portfolio, each maintains distinct operational processes aligned with Mon Cheri’s overall business strategy. Our operations primarily focus on designing, marketing, and distributing bridal and formal wear.

Importation of Goods into Canada

As the sole entity within our corporate structure responsible for importing goods into Canada, Mon Cheri is responsible for all activities related to importing and distributing our products in the Canadian market. We import a diverse range of bridal and formal wear distributed through selected retailers across Canada. The volume of goods imported varies seasonally, depending on market demand and collection cycles.

Our primary operations are based in the United States, where we manage design, administration, and some aspects of production. However, most manufacturing processes are outsourced to specialized facilities in countries with solid textile industries. We engage with local factories in these countries that adhere to our stringent quality and ethical standards. Our activities in these regions are closely monitored through regular audits and compliance checks to ensure adherence to local and international labor law.

Supply Chain Management

In 2024, we maintained consistency in our supply chain management approach to strengthen institutional knowledge and process adherence. Rather than introducing new processes, we focused on deeper implementation of our existing vendor selection and supply chain review protocols. Our target for 2024 was to ensure 100% compliance with our established documentation standards across all supplier relationships, thereby creating a solid foundation for potential future enhancements.

Raw Material Sourcing

Mon Cheri sources raw materials, including fabrics, lace, and embellishments, primarily from suppliers in countries renowned for their textile industries. These materials are critical components in the production of our bridal and formal wear collections.

Manufacturing and Production

Our manufacturing operations are outsourced to specialized facilities that have been carefully selected for their ability to meet our high standards for quality and ethical labor practices. In 2024, we continued our commitment to oversight through regular on-site visits to our manufacturing partners, with a specific focus on verifying labor practices. During these visits, our team utilized a standardized assessment protocol to evaluate working conditions and documentation practices related to workforce composition. These inspections enabled us to maintain direct visibility into our partners' operations and confirm compliance with our ethical standards regarding the prohibition of forced labor and child labor.

Service Providers

Various service providers support our operations, including logistics companies, marketing agencies, and technology providers. These services are essential for product distribution, promotional activities, and operational efficiencies. Our service providers are primarily based in the United States, with additional partners in Canada and other regions worldwide, depending on the nature of the services.

Geographic Scope and Supplier Relationships

China and India

These countries are pivotal to our production processes due to their expertise in garment manufacturing. We have established a network of direct suppliers in these regions and are regularly audited to comply with labor laws and our corporate standards.

United States and Canada

We engage with North American logistics providers, technology firms, and marketing agencies. These service providers are crucial for maintaining our market presence and operational effectiveness.

Policies and Due Diligence Processes

Mon Cheri Bridals has established comprehensive policies prohibiting forced and child labor in our operations and supply chains.

These policies are in accordance with international human rights standards and local legal requirements. They outline clear expectations not only for our employees but also for our vendors, suppliers, and partners. In 2024, we enhanced our policy acknowledgment process by implementing a digital signature system for all policy documents. This streamlined approach improved our ability to track and verify that all employees and vendors have received, reviewed, and formally acknowledged our policies regarding forced labor and child labor. The digital system also enables us to efficiently distribute policy updates and collect renewed acknowledgments whenever policies are revised, ensuring that all stakeholders remain informed of our current standards and expectations.

Key Policy Elements Include:

- Maintaining a zero-tolerance policy for any form of forced or child labor;
- Ensuring all business partners comply with our Code of Conduct, which requires adherence to all applicable labor laws and regulations; and
- Reviewing policies annually to adapt to new legal and regulatory developments and best practices in labor rights protection.

Our due diligence processes are designed to identify, prevent, and mitigate any risks of forced and child labor in our business activities and extended supply chain. These processes are integral to our purchasing decisions and third-party contractual obligations.

Due Diligence Steps Include:

- Conducting risk assessments to identify high-risk areas in our supply chains;
- Regular audits are performed to ensure compliance with our labor policies, both announced and unannounced;
- In cases where non-compliance is identified, corrective action plans are developed and implemented, and assurance that these plans will be followed through to resolution; and
- Training our employees and suppliers on recognizing and preventing forced and child labor. This training helps to reinforce our policies and the importance of ethical labor practices.

Commitment to Transparency and Ethical Accountability

Transparency forms the cornerstone of our operational ethos. We are dedicated to maintaining open and honest communication about our efforts to combat forced and child labor within our supply chain. Following our initial planning in 2023, we continued to develop our sustainability reporting framework throughout 2024, with a focus on establishing robust data collection processes and key performance indicators.

Recognizing the need for secure and reliable methods to report concerns, we have implemented a confidential whistleblowing system. This system is designed to protect the identities of our employees and external stakeholders who report any suspected violations of our ethical policies. We guarantee that all reports are treated with the utmost seriousness and investigated thoroughly, with a firm commitment to ensuring that no retaliation will be taken against anyone who comes forward.

By implementing these measures, Mon Cheri reaffirms its commitment to leading with integrity and fostering a culture of responsibility and respect for human rights.

Remediation Measures for Forced Labor and Child Labor

Mon Cheri rigorously assesses our activities and supply chains to identify any risks related to forced and child labor. Our monitoring and auditing processes have not identified any instances of forced or child labor within our operations or supply chains, so specific remediation measures were not necessary in 2024.

Despite this, we maintain a firm commitment to uphold the highest standards of labor practices. We have implemented several proactive measures to reinforce our zero-tolerance policy regarding forced and child labor, including preventive training and awareness programs for all employees and suppliers.

Additionally, our supplier contracts include strict clauses that mandate adherence to labor laws and our internal policies, with regular audits to ensure compliance. Non-compliance triggers an immediate review and may result in the potential termination of the contract. We also maintain a confidential reporting system that enables employees and external stakeholders to report concerns without fear of retaliation, ensuring that all reports are thoroughly investigated and appropriate actions are taken. Regular review and updates of our policies ensure that our strategies remain effective and adapt to any new risks or changes in our operational environment.

Mon Cheri is committed to conducting these efforts with the utmost integrity and transparency, guided by a firm commitment to ethical practices while ensuring privacy and legal concerns are respected.

Remediation Measures for Loss of Income to the Most Vulnerable Families

Mon Cheri has consistently prioritized ethical labor practices across our operations and supply chain. To date, our monitoring and auditing processes have not identified any instances of forced labor or child labor, nor have we encountered situations where the discontinuation of unethical labor practices resulted in a loss of income for vulnerable families. This outcome reflects our proactive efforts to prevent such risks through careful supplier selection and continuous oversight.

Although remediation has not been necessary, we remain committed to being prepared. As part of our broader ethical risk management approach, we continue to evaluate and refine our response plans to ensure we can act swiftly and responsibly if a future issue were to impact vulnerable individuals or communities.

Commitment to Corporate Social Responsibility

At Mon Cheri, we firmly believe our responsibility extends beyond the exquisite dresses we create. We stand firmly against forced and child labor, ensuring that our practices uphold dignity and respect for everyone involved in our production. We proudly lead our corporate social responsibility efforts, committing to ethical practices and sustainability as the foundation of our every action.

Throughout 2024, we maintained open channels of communication with our retail partners, suppliers, and industry associations regarding these initiatives. The dialogue fostered by our reporting helped reinforce the importance of these standards across our business relationships, strengthening our collective commitment to ethical practices.

This ongoing engagement ensures that every step we take is a step towards a more just and responsible global community.

Training Provided to Employees on Forced Labor and Child Labor

In response to Bill S-211 and as part of our ongoing commitment to uphold ethical corporate practices, Mon Cheri has strengthened our policies against forced and child labor. These enhancements build on our already robust ethical standards, ensuring our corporate ethos is maintained and strengthened.

In 2024, we enhanced our training on forced and child labor awareness by transitioning from primarily text-based materials to an interactive learning format. This updated approach incorporated case studies, scenario-based exercises, and short assessment quizzes to deepen understanding and retention. The training was integrated into our new hire orientation and corporate policy acknowledgment processes for all new employees. In contrast, current employees, contractors, and vendors participated in redesigned refresher sessions that emphasized the practical application of our ethical standards.

Go-forward Effectiveness in Ensuring Forced Labor and Child Labor are not Being Used in Business and Supply Chains

Mon Cheri continues to strengthen its strategy for preventing forced and child labor across our business and supply chains in alignment with the requirements of S-211. As part of this ongoing effort, we conduct regular audits and thorough supplier assessments to ensure continued compliance with our labor standards. These audits are carried out by our internal team, with a focus on regions and operations identified as higher risk through our due diligence process.

As outlined in our training section, Mon Cheri provides ongoing instruction to employees and suppliers on relevant forced labor and child labor regulations, as well as our internal expectations. The effectiveness of these programs is reviewed regularly, with updates informed by participant feedback to ensure the content remains practical and impactful.

Engagement with our stakeholders, employees, suppliers, and customers is a key element of our approach. Their insights help us identify areas for improvement and enhance how we apply our standards in real-world contexts. We also utilize feedback from internal reviews to inform regular updates to our labor policies and procedures, ensuring we remain aligned with evolving industry expectations and legal requirements.

This forward-looking approach underscores Mon Cheri's continued commitment to ethical labor practices and our dedication to leading with integrity as we evolve and grow.

In Closing

Mon Cheri Bridals remains steadfast in combating forced and child labor within our operations and supply chains. We understand the moral and ethical principles that guide our policies, and we are committed to upholding these values by continually improving our practices and processes.

Throughout this reporting period, we have taken substantial steps to ensure compliance with both the spirit and the letter of the law, as outlined in Bill S-211. Our internal audits, supplier assessments, and training programs are designed to comply with regulatory requirements and foster a culture of respect and dignity for all workers associated with our brand.

We recognize that the path to eradicating forced and child labor is continuous and full of persistent obstacles. However, we are resolute in confronting these challenges directly, utilizing all available resources to drive positive change. We can make a substantial difference through sustained efforts, transparent practices, and stakeholder collaboration.

We appreciate the opportunity to share this report as part of our compliance with Bill S-211.

ATTESTATION


This report has been reviewed and approved by the appropriate governing body of **Mon Cheri Bridals, LLC**.

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

Jon Liney

Chief Operating Officer

Date: June 3, 2025

Signature: 

I have the authority to bind **Mon Cheri Bridals, LLC**.