

D Ô E N

CONSOLIDATED MODERN SLAVERY & SUPPLY CHAIN TRANSPARENCY STATEMENT

FY 2025

INTRODUCTION

This disclosure has been prepared by Communauté LTD, doing business as DÔEN, in alignment with applicable modern slavery, forced labor, and supply chain transparency requirements, including Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, the United Kingdom *Modern Slavery Act 2015*, the California *Transparency in Supply Chains Act*, and relevant international expectations concerning responsible business conduct and human rights due diligence.

DÔEN is committed to conducting business in a manner that respects internationally recognized human rights and seeks to prevent forced labor, child labor, human trafficking, and other forms of modern slavery within its operations and supply chain. This report outlines the measures undertaken during the reporting period to identify, assess, prevent, and mitigate risks related to modern slavery, which for the purposes of this report, is used as a broad term encompassing all severe forms of labor exploitation, including forced labor, debt bondage, servitude, human trafficking, slavery, and the worst forms of child labor.

This disclosure covers DÔEN's 2025 financial year, from January 1, 2025 through December 31, 2025 ("FY2025"). Information included in this disclosure was gathered through internal document reviews, supplier data, operational reporting, and cross-functional discussions. As this disclosure relates solely to DÔEN and its operations, no joint reporting entities are covered under this statement.

OVERVIEW: COMPANY STRUCTURE AND SUPPLY CHAIN

COMPANY STRUCTURE; GOVERNANCE AND OVERSIGHT RELATED TO MODERN SLAVERY

DÔEN is a privately-owned women-founded and women-run apparel and lifestyle company headquartered in Los Angeles, California. Founded in 2016, DÔEN operates as a digitally-led, multi-channel business offering apparel, footwear, accessories, and lifestyle products. In FY2025, DÔEN operated seven retail stores, all located within the United States.

Responsibility for identifying and responding to modern slavery risks is shared across relevant business functions, including sourcing, production, operations, and impact-related teams. DÔEN's Senior Director of Impact and Responsible Sourcing, in addition to executive leadership, supports the identification, escalation, and management of potential human rights and labor-related concerns within the company's supply chain and operations.

Where concerns or elevated risks are identified, these matters may be escalated to the Impact Team as appropriate.

SUPPLY CHAIN OVERVIEW

DÔEN's supplier base includes manufacturing partners, fabric mills, and other suppliers operating across eight countries, including India, China, Italy, Portugal, Turkey, Peru, Madagascar, and Vietnam.

As of FY2025, DÔEN worked with approximately 40 active Tier 1 suppliers and maintained significant visibility into portions of its Tier 2 supply chain through certification programs and material traceability requirements embedded within its sourcing

practices. A majority of DÔEN products incorporate certified materials, including materials certified under standards such as GOTS and OCS. These certification programs provide transaction certificates and chain-of-custody documentation that identify mills, processors, and countries of origin, enabling DÔEN to obtain independently verified information about portions of its upstream supply chain and conduct additional follow-up or due diligence where appropriate.

DÔEN primarily sources finished goods through third-party manufacturing partners and does not own or operate manufacturing facilities. Production activities are therefore conducted through independent suppliers that support the company's apparel, footwear, accessories, and lifestyle product categories, with suppliers carrying out activities including fabric and material production, garment manufacturing, finishing, and related production processes. Finished products are distributed primarily through DÔEN's direct-to-consumer business model, including ecommerce fulfillment and retail operations within the United States, and are also shipped internationally to customers in select markets.

In addition to direct suppliers, DÔEN's supply chain may involve indirect suppliers and subcontracted activities associated with fabric processing, embroidery, embellishment, raw material production, and other specialized manufacturing or finishing processes. As part of supplier onboarding processes, suppliers are expected to acknowledge and adhere to DÔEN's Vendor Guide and related supplier expectations, which includes disclosure of subcontractors and pre-approved subcontracting arrangements.

DÔEN recognizes that indirect supply chain relationships, subcontracted activities, and upstream raw material sourcing may present heightened visibility and due diligence challenges. As part of its ongoing efforts to strengthen supply chain oversight and visibility, DÔEN aims to further enhance supply chain traceability in FY2026 through investments in new technologies and tools intended to support greater visibility into Tier 3+ suppliers, including raw material sourcing and subcontracted production activities.

POLICIES AND PROCEDURES

DÔEN maintains policies, supplier standards, and contractual expectations intended to support responsible conduct within its operations and supply chain. The company's internal and external policies are intended to address labor and human rights risks, including forced labor, child labor, harassment and abuse.

INTERNAL POLICIES AND PROCEDURES

DÔEN maintains an Employee Handbook that includes provisions related to ethical business conduct, reporting concerns, and whistleblower protections, including encouraging employees to report conduct that may violate company standards, policies, or applicable laws. Employees receive and acknowledge the Handbook at hire.

To support the identification, prevention, and remediation of potential risks, DÔEN also maintains a Social Compliance and Responsible Sourcing Playbook establishing procedures related to the company's Social Compliance Program. This playbook contains procedures to support the implementation of DÔEN's supply chain goals, especially focused on promoting management systems related to social and environmental compliance risks. This includes requirements for business partners, risk audit procedures, compliance audit methodology, and corrective action and remediation procedures.

DÔEN recognizes the importance of continuing to formalize and strengthen internal governance and policy frameworks related to human rights due diligence as its program continues to evolve.

POLICIES GOVERNING OUR SUPPLY CHAIN

DÔEN's Vendor Workplace Code of Conduct ("Code of Conduct") establishes labor, health and safety, environmental, and business conduct expectations applicable across the company's supply chain, including suppliers, subcontractors, and certain sub-tier production partners. The Code of Conduct is informed by standards established by the ILO and applies to a broad range of workers, including permanent, temporary, migrant, agency, salaried, hourly, and piece-rate workers.

The Code of Conduct includes standards related to the prohibition of forced labor, bonded labor, prison labor, slavery, human trafficking, and child labor, including hazardous work involving young workers. It also prohibits practices commonly associated with forced labor risks, including the confiscation of identity documents, recruitment-related coercion, involuntary overtime, restrictions on lawful movement, and worker-paid recruitment-related debt. Suppliers are expected to ensure that workers remain

free to terminate employment in accordance with applicable legal requirements.

In addition, the Code of Conduct addresses workplace harassment and abuse, discrimination, excessive working hours, retaliation, and interference with freedom of association and collective bargaining rights, alongside broader workplace conduct and labor standards expectations.

DÔEN also maintains a Zero Tolerance (ZT) Policy applicable to certain severe labor and human rights violations, including forced labor, child labor, human trafficking, and other serious worker protection concerns. DÔEN's approach is to prioritize remediation and corrective action where possible, while reserving the right to discontinue business relationships where suppliers are unable or unwilling to remediate serious violations.

Furthermore, DÔEN maintains a Homeworker Policy informed by ILO Convention C177 concerning home work. The policy outlines expectations related to transparency, working conditions, compensation, working hours, and oversight where homeworking arrangements are identified within the supply chain. It is well-known that homeworking and informal labor arrangements may present heightened labor rights and due diligence risks if not appropriately monitored and managed.

OUR APPROACH TO RISK MANAGEMENT AND CONDUCTING DUE DILIGENCE

DÔEN recognizes that certain labor and human rights risks, including risks associated with modern slavery, may vary by sourcing region, production process, workforce type, and tier of the supply chain. Based on publicly available research from organizations including the ILO, the Organisation for Economic Co-operation and Development (OECD), and the World Bank, heightened risks may be associated with upstream supply chain tiers where visibility is more limited, subcontracting practices are more difficult to monitor, and informal working arrangements may be more prevalent. Further, data shows that labor-intensive and handcrafted production processes, leather and cotton supply chains, and regions where migrant labor is more common due to economic instability or labor migration patterns may present elevated risks. As a result, the company does not take a one-size-fits-all approach to responsible sourcing and instead utilizes a range of risk identification and due diligence processes under the supervision of DÔEN's Senior Director of Impact and Responsible Sourcing.

ONBOARDING AND CONTINUOUS MONITORING

As part of supplier onboarding, DÔEN requests and reviews suppliers' most recent social compliance audits and associated corrective action plans ("CAPs"), where available, prior to approving suppliers for production. The collected audits and CAPs are then graded against an internal grading matrix that has been designed to rigorously assess a suppliers' governance systems and labor practices. This process is intended to support visibility into existing labor-related issues, supplier management systems, and potential areas of elevated risk before onboarding decisions are finalized.

In addition to audits, DÔEN also utilizes supplier questionnaires intended to support broader understanding of supplier operations and workforce composition. Information collected may include workforce size, gender representation within management and leadership, and details on supplier management systems.

SOCIAL COMPLIANCE PROGRAM

During FY2025, several social compliance audits were conducted at supplier facilities, and equivalency audits were received for all new facilities. These audits were conducted by a third-party entity, Arche Advisors, and assessed a range of labor and workplace issues, including forced labor indicators, child labor, freedom of association, wages and working hours, health and safety, discrimination, and related topics. Where non-compliances or policy violations were identified, the company worked with suppliers through corrective action and remediation processes intended to address identified issues and support continuous improvement. Refer to the 'Grievance Mechanisms' section for more information.

As of FY2025, DÔEN had not identified any confirmed incidents of modern slavery, including forced labor or human trafficking, within its operations or supply chain.

SITE VISITS

Site visits serve as one of many mechanisms for engaging suppliers, increasing visibility, and conducting due diligence.

During FY2025, DÔEN continued to strengthen visibility into its supply chain through site visits to Tier 1 suppliers. These visits were conducted by multiple departments, including members of DÔEN's Product and Impact teams, providing opportunities to engage directly with suppliers, observe production practices, and gain a deeper understanding of working conditions. Furthermore, in FY2025, DÔEN's Senior Director of Impact and Responsible Sourcing visited Tier 2 and Tier 3 facilities in India in collaboration with a Tier 1 supplier partner, expanding the company's traceability efforts and building awareness of complex material supply chains.

In addition, during FY2025, DÔEN collaborated with Build a Nest, an organization focused on responsible artisanal and handcrafted supply chains. As part of this effort, the company began developing a third-party handcraft validation process for handcrafted products produced in Peru to support greater visibility into homeworker and artisanal production arrangements, which may not be effectively assessed through traditional audit methodologies. This initiative is intended to enhance understanding of labor conditions within decentralized production models and strengthen DÔEN's broader approach to responsible sourcing.

STAKEHOLDER ENGAGEMENT

During FY2025, DÔEN engaged with a range of internal and external stakeholders, including suppliers, external advisors, industry initiatives, and responsible sourcing organizations to support ongoing due diligence and responsible sourcing efforts. These engagements included collaboration with organizations and initiatives such as Arche Advisors, Better Buying Institute, the GRI Working Group, RISE, and the American Apparel & Footwear Association (AAFA).

Together, discussions related to supplier engagement, audit best practice, training activities, industry collaboration, and labor rights were held, including a focus on responsible purchasing practices, and freedom of association and collective bargaining.

CONTINUOUS IMPROVEMENT EFFORTS RELATED TO MODERN SLAVERY

During FY2026, DÔEN aims to conduct a forced labor risk assessment across its Tier 1 suppliers focused on the ILO's 11 forced labor indicators. The assessment is intended to help identify potential labor vulnerabilities within supplier management systems and operational practices, while also incorporating broader structural and contextual indicators, including rule of law considerations, wage payment systems, use of dormitories or employer-provided transportation, and other workforce-related risk factors.

In addition, during FY2026, the company aims to onboard a new traceability platform intended to strengthen supply chain visibility across key material categories. The tool is expected to support improved identification of upstream suppliers, sourcing locations, and countries of origin associated with raw materials, while enhancing broader traceability and due diligence efforts across the supply chain.

Finally, the company intends to review and expand its social compliance audit program to support more comprehensive assessment across a broader range of labor, human rights, environmental, and responsible sourcing topics, including but not limited to modern slavery and forced labor risks.

GRIEVANCE MECHANISMS

Grievance mechanisms are a critical component of effective human rights due diligence and responsible supply chain management systems.

Internally, DÔEN maintains an Employee Handbook that includes provisions related to ethical conduct, reporting concerns, and whistleblower protections, including encouraging employees to report conduct that may violate company standards, policies, or applicable laws.

Within the supply chain, the company utilizes supplier engagement, audits, CAPs, and open dialogue as mechanisms to address

concerns. Worker interviews conducted as part of social compliance audits may also contribute to identifying workplace or potential labor rights risks within supplier facilities. These procedures are outlined in the Supplier Code of Conduct and by the company's third-party audit firm. Suppliers are also expected to have effective grievance procedures in place, with a specific focus of audits working to ensure they are available, well-known, and trustworthy.

Where concerns or non-compliances are identified, DÔEN works with suppliers through remediation processes intended to address root causes and support long-term improvement. Depending on the severity of identified concerns, including evidence of modern slavery, DÔEN may halt business activities, engage suppliers in remediation efforts, and pursue responsible disengagement where necessary, in alignment with OECD-aligned responsible sourcing and due diligence principles intended to avoid worsening impacts on affected workers.

In the coming years, the company aims to further evaluate and strengthen its grievance mechanisms. This may include assessing evolving best practices related to worker voice and exploring new digital and anonymous reporting channels.

TRAININGS

During FY2025, DÔEN provided ongoing training and awareness-building activities related to responsible sourcing, labor rights, traceability, and risks associated with modern slavery.

- In partnership with an external partner, we conducted forced labor and social compliance-related training for approximately 46 employees across sourcing, production, and product development teams. Training focused on labor risks within global supply chains, supplier oversight, and identification of potential non-compliance indicators.
- Approximately 25 employees across product, sourcing, and production functions participated in Better Buying Purchasing Practices Index-related engagement training and follow-up training focused on responsible purchasing practices for certain employees involved in product, sourcing, and production functions.
- Quarterly company-wide meetings involving all employees included updates on DÔEN's social impact and responsible sourcing initiatives, including implementation-related updates connected to ILO's Rise Project.
- Supplier partners also received onboarding-related engagement and training concerning our Supplier Code of Conduct, traceability expectations, and UFLPA-related compliance practices.

EFFECTIVENESS AND GOAL SETTING

USE OF DATA AND EVALUATING OUR EFFECTIVENESS

DÔEN utilizes both quantitative and qualitative data to monitor the effectiveness of its responsible sourcing and due diligence activities.

Information from social compliance audits, corrective action plans, supplier questionnaires, site visits, material disclosure, publicly available risk databases, and internal business data—including sourcing volumes and supplier performance indicators—is reviewed to inform sourcing decisions, supplier engagement strategies, onboarding processes, and ongoing monitoring efforts, particularly where elevated risks may be associated with weak regulatory environments, subcontracting practices, or lower levels of supplier engagement.

DÔEN also works with internal teams, suppliers, external advisors, industry initiatives, and other stakeholders to strengthen its understanding of evolving risks and assess the effectiveness of its approach over time.

GOAL SETTING

During FY2026, we aim to enhance our ability to identify, assess, prevent, and respond to labor and human rights risks through a

series of initiatives. This may include but is not limited to the following:

- Onboard a social compliance management platform to support audit management, corrective action tracking, supplier questionnaires, and monitoring of supplier performance over time.
- Implement a traceability platform to strengthen visibility into upstream supply chains, including supplier mapping and raw material countries of origin.
- Conduct forced labor assessment across Tier 1 suppliers using the ILO’s 11 forced labor indicators.
- Continue implementation of worker engagement and worker well-being initiatives through participation in RISE.

Progress against these objectives will be monitored through key performance indicators, including supplier engagement or participation rates, number of actionable findings identified through forced labor assessments, percentage of suppliers and employees trained on new due diligence systems, audit and corrective action closure rates, and improvements in supply chain traceability and visibility. Oversight of goal setting, implementation, and performance monitoring is led by DÔEN’s Senior Director of Impact and Responsible Sourcing, in collaboration with relevant teams.

SIGNATURE

This disclosure has been reviewed and approved by the Chief Executive Officer of Communauté LTD. This disclosure is published pursuant to, and is intended to satisfy the requirements of, the following laws: Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act; the United Kingdom Modern Slavery Act 2015 (Section 54); and the California Transparency in Supply Chains Act. Communauté LTD is the reporting entity for purposes of each of the foregoing laws.

In accordance with the requirements of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report on behalf of Communauté LTD. I have the authority to bind Communauté LTD. Based on my knowledge, and having exercised reasonable diligence, I attest that the information contained in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the financial year ending December 31, 2025.

Full name: Margaret Kleveland
Title: CEO
Date: **June 30, 2026**
Signature: 