

# **LA VIE EN ROSE**

**G R O U P**

 laVie en Rose BIKINI VILLAGE

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## **REPORT ON THE PREVENTION OF FORCED LABOUR AND CHILD LABOUR**

FINANCIAL YEAR 2025

## 1. INTRODUCTION

This joint report describes the activities undertaken by the parent company, Administration LVER Inc., and its subsidiary Boutique La Vie en Rose Inc. (hereinafter the "Company"), during its last financial year to ensure that forced labour and child labour did not occur in the production of goods imported into Canada in accordance with Canada's *Fighting against Forced Labour and Child Labour in Supply Chains Act*. Both companies are privately held corporations. This joint report pertains to the financial year that ended on August 2, 2025.

References in this report to "la Vie en Rose", "we", "our", and similar terms refer to the Company.

The report was drafted in accordance with the principles of linguistic inclusivity, aiming to reflect the diversity of individuals and avoid any form of gender-related discrimination. This linguistic approach aligns with our commitment to diversity, equity, and inclusion, and to our internal policy on inclusive writing.

### ABOUT THIS REPORT

This report describes the Company's approach to identifying, preventing, and mitigating risks of forced labour and child labour based on the practices in place during the reporting period. The information presented reflects the Company's level of due diligence maturity and available supply chain visibility for the stated reporting period, practices that continue to evolve over time. Certain practices are in earlier stages of development and are disclosed accordingly.

### REPORT PREPARATION AND INFORMATION SOURCES

The information used to prepare this report was gathered by the Company's Principal Advisor, Corporate Social Responsibility (CSR). It was sourced from internal organizational policies and processes, consultations with relevant internal teams, participation in industry organizations, and publicly available sources accessed through desk-based research.

## 2. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

### COMPANY OPERATIONS

Administration LVER Inc., the parent company, and its subsidiary Boutique La Vie en Rose Inc., are incorporated under the *Canada Business Corporation Act* and headquartered in Montreal, Québec, Canada.

Boutique La Vie en Rose Inc. has activities in the retail sector and operates two store banners: La Vie en Rose and Bikini Village. At the end of the 2025 financial year, Boutique la Vie en Rose Inc. operated 304 stores across Canada, six stores in the United States and employed more than 5,000 employees within Canada.

In addition to physical stores, Boutique la Vie en Rose engages with its customers in Canada and the United States through three commercial websites: [www.lavieenrose.com](http://www.lavieenrose.com), [www.bikinivillage.com](http://www.bikinivillage.com), and [www.newexprotection.com](http://www.newexprotection.com).

## PRODUCTS AND MARKETS

Since 1985, the la Vie en Rose banner has specialized in lingerie, swimwear, and sleepwear. It currently offers customers products from its private-label brands: la Vie en Rose, la Vie en Rose Aqua, and Newex.

Bikini Village is the destination for swimwear, beachwear, and accessories for both women and men. This banner features products from private-label brands — Tropik, Turquoise Couture, Hamabe, Eau de Sea, SeaTonic, Santemarre, Costa Del Rey, Off the beach and My Bikini Story — alongside a selection of merchandise from a variety of well-established third-party brands. Private-label merchandise accounted for over 51% of purchases by number of units for this banner during the 2025 financial year.

## SUPPLY CHAIN STRUCTURE

The Company's supply chain spans multiple countries, with private label merchandise designed in Canada and produced by apparel manufacturers internationally. The Company purchases the majority of its goods directly from manufacturers and handles the importation to Canada itself while shipment is handled through partnerships with freight forwarders.

During the last financial year, this sourcing and importation model applied to over 90% of merchandise units purchased. The remaining units were acquired from third-party brands or Canadian suppliers who manage their own importation processes.

The Company owns and operates its own distribution centre and partners with third party carriers to distribute merchandise to the store network and to customers directly.

## SUPPLY CHAIN GEOGRAPHY AND VISIBILITY

The Company sources most of its private-label merchandise directly from apparel manufacturers located in Bangladesh, Cambodia, China, Ethiopia, India, Mexico, Myanmar, and Sri Lanka. These suppliers operate in the ready-made garment sector, producing lingerie, sleepwear, swimwear, and related accessories.

Indirect suppliers are chosen by our direct manufacturers and include upstream actors in the textile supply chain such as yarn, fabric, and fibre producers. Additionally, in some cases agents act as intermediaries between the Company and its suppliers.

Supply chain visibility is generally limited to Tier 1 for private-label merchandise, and to the brand partner for third-party brand merchandise. Additional documentation on the upstream tiers of the supply chain is available for fibres identified as posing specific risks, as outlined in the section on fibre-related risk controls.

## 3. GOVERNANCE

Responsibility for managing risks of forced labour and child labour is shared across the Company. The Production team oversees supplier relationships and sourcing decisions, while the CSR team provides expertise on human rights and supports policy development and risk assessments. Senior leaders, including the Vice-President of Production and Procurement and the Vice-President of Administration and Human Resources, provide oversight to ensure these practices are integrated into operations. This collaborative approach helps maintain accountability and supports ongoing improvements in our supply chain due diligence.

## 4. POLICIES

### INTERNAL OPERATING POLICIES

La Vie en Rose has several internal policies relevant to forced labour and child labour.

#### Corporate Social Responsibility (CSR) Approach

The CSR Approach is an internal document that formalizes our commitment to responsible business conduct. The CSR Approach contains sections pertaining to human rights and outlines the responsibilities of all employees to respect these rights within our operations. It also outlines our commitment to perform due diligence in our supply chain to prevent human rights violations in relation to our activities.

#### Employee Guide

We distribute our *Employee Guide* to our employees to inform them about their rights, obligations, and benefits, including their responsibility to help us maintain a healthy work environment through their conduct, free from any form of discrimination, harassment, and abusive practices related to human rights.

#### Code of Conduct

Our Partner Code of Conduct (the "Code") constitutes an essential pillar in our approach to managing human rights risks in our supply chain.

The Code was established to reinforce our due diligence efforts and to promote respect for the human rights of workers involved in the manufacture of our products. In particular, the Code applies to the manufacturers of our merchandise with which we have a direct relationship, or with whom we communicate through an agent, and provides for:

- The prohibition of all forms of forced labour and child labour, as well as specifications on the norms that shall apply concerning the employment of young workers.
- The requirement to comply with all laws and regulations of the operating country and to follow ethical commercial practices.
- The protection of workers against discrimination and harassment, as well as the guarantee of their right to freedom of association and a safe and secure workplace.
- The implementation of grievance mechanisms to deal with worker concerns in a fair and timely manner.

The Code also includes instructions to follow to signal cases of non-compliance. La Vie en Rose reserves the right to terminate partnerships with manufacturers in the case that identified issues are not resolved.

### INTERNATIONAL STANDARDS

La Vie en Rose's approach to responsible business conduct is informed by internationally recognized frameworks relating to human rights and labour standards. In particular, the Company's policies and practices reflect elements of the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines on Responsible Business Conduct, and the International Labour Organization (ILO) Core Labour Standards.

These frameworks guide the Company's understanding of salient human rights risks and support the development of policies, supplier expectations, and due diligence activities aimed at preventing

forced labour and child labour within its operations and supply chains. The principles set out in these international standards are integrated into key internal and external documents, including the Company's CSR Approach, Partner Code of Conduct, and Employee Guide.

We recognize that alignment with international standards is an ongoing process that evolves with the maturity of internal systems, the expansion of due diligence practices, and increased supply chain visibility. While we have introduced several foundational elements consistent with these frameworks, such as a supplier Code of Conduct, risk identification processes, and monitoring activities, we continue to work toward further strengthening our approach.

## COMMUNICATION AND ENFORCEMENT

La Vie en Roes communicates and enforces its policies related to forced labour and child labour through a combination of internal and external mechanisms.

Internally, the CSR Approach and other relevant policies are approved by senior leadership and made available to employees through the Company's intranet and website. Employees are also provided with the Employee Guide, which outlines rights, obligations, and responsibilities for maintaining a respectful and compliant work environment.

Externally, the Company enforces its expectations of suppliers through its Code of Conduct, which applies to manufacturers with whom the Company has a direct relationship or communicates through an agent. Suppliers are required to formally acknowledge and agree to comply with the Code on a regular basis.

Compliance with these requirements is reinforced through the Company's due diligence processes, including supplier assessments, monitoring activities, and follow-up on identified issues. Where instances of non-compliance are identified and not adequately addressed, la Vie en Rose reserves the right to take appropriate action, up to and including the termination of supplier relationships.

## 5. HUMAN RIGHTS RISK IDENTIFICATION AND ASSESSMENT

### IDENTIFYING AND ASSESSING RISKS

Maintaining a mapping of our suppliers is a foundational element of the Company's risk identification and assessment approach. Facility locations are identified for each of our private-label manufacturers. This ensures that over 90% of our business volume by units has mapped production locations. Mapping activities are supported by the use of Open Supply Hub to verify facility locations.

Once locations are mapped, risks can be assessed using desk-based research and by monitoring of publicly available information, including news, reports and developments related to forced labour and child labour risks relevant to the apparel and textile industry. Early risk identification efforts focused on cotton sourced from the Xinjiang region in China in recognition of the elevated risk associated with this region.

The Company also considers broader structural risks inherent to the manufacturing industry and acknowledges that risks of child labour and forced labour are prevalent across the many levels of global apparel supply chains. Risk levels are understood to vary depending on the country of production, the supply chain tier, and the raw materials used.

## PRIORITY RISKS AND HIGH-RISK REGIONS

While the Company maintains visibility over its Tier 1 merchandise manufacturers, it recognizes that some facilities are located in places where certain types of human rights risks may be more prevalent. According to the *2024 List of Goods Produced by Child Labor and Forced Labor* published by the U.S. Department of Labor's Bureau of International Labor Affairs, risks for forced labour, child labour, and forced child labour exist across the value chain, including the production of raw materials (notably cotton), yarn and thread, textiles, and finished garments<sup>1</sup>.

Based on the Company's supplier mapping and risk analysis, for the manufacture of garments:

- Risks of forced labour may be present in Bangladesh, China, India, and Myanmar.
- Risks of child labour may be present in Bangladesh, Myanmar, India, and Mexico.
- Risks of forced child labour may be present in India.

In addition, the Company recognizes that its direct manufacturers maintain their own supply chains, which may extend into upstream tiers and regions associated with heightened human rights risks, where visibility is currently limited.

## RISK ASSESSMENT FREQUENCY

The Company's risk assessment is reviewed and updated on a periodic basis. The current assessment was utilized in the context of preparing this report. It was last updated prior to this reporting cycle.

## 6. BUSINESS MODEL CONSIDERATIONS

The Company has considered how its business model and related performance indicators may contribute to forced labour and child labour risks. In particular, pressure on production timelines, where the company may play a role, can impact working conditions and increase the risk of practices such as use of overtime. This awareness informs the Company's approach to supplier engagement and due diligence, including its emphasis on building long-term, trust-based supplier relationships and monitoring activities aimed at mitigating production-related risks.

## 7. DUE DILIGENCE PROCESSES

### AGENT-LED DUE DILIGENCE

In certain cases, the Company works with agents who act as intermediaries between the Company and its manufacturers. Some of these agents conduct their own due diligence processes to evaluate factories before proposing them as manufacturing partners. These processes are intended to assess whether factory practices meet acceptable standards and whether risks of forced labour and child labour are present.

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<sup>1</sup> U.S. Department of Labor, Bureau of International Labor Affairs. (2024). *2024 List of Goods Produced by Child Labor or Forced Labor*. Retrieved December 23, 2025, from [https://www.dol.gov/sites/dolgov/files/ILAB/child\\_labor\\_reports/tda2023/2024-tvpra-list-of-goods.pdf](https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2023/2024-tvpra-list-of-goods.pdf)

During the reporting year, over 16% of the total units imported by the Company were sourced from manufacturers that were subject to an agent-led due diligence process.

While agents conduct initial due diligence activities, the Company remains responsible for its sourcing decisions and for overseeing due diligence related to forced labour and child labour risks within its supply chain.

## SITE VISITS AND RELATIONSHIP MANAGEMENT

La Vie en Rose carefully selects its manufacturers. Maintaining strong, long-term relationships with our partners across the production chain is a key priority. To support this approach, the Company conducts periodic production site visits.

These visits serve both to observe working conditions in real time and to foster trust and open communication with suppliers, supporting responsible business conduct throughout the supply chain.

## SOCIAL EVALUATIONS AND VERIFICATION

As a member of Cascale, the Company uses the Higg Index Facilities Social and Labour Module (FSLM) to assess the social conditions of the workers who produce its merchandise. The FSLM module evaluates manufacturers' performance across several key areas, including their practices for the prevention of forced labour and child labour.

During the last financial year, suppliers exceeding a certain volume threshold were requested to complete the FSLM and share the results with the Company, providing visibility into their human rights practices. The Company also requests third-party validation of FSLM responses to increase data reliability and accuracy.

## 8. RISK MANAGEMENT

During the last financial year, key measures for the prevention of forced labour and child labour included maintaining chain of custody documentation for high-risk fibres, and piloting a follow-up process for high-risk location-based issues identified through supplier evaluations.

To mitigate the risks associated with the manufacture of our products, we work in collaboration with our suppliers to establish and maintain trusting, long-term relationships. The trust we have with our partners in the supply chain allows us to evolve our due diligence practices cooperatively and to carry out programs to the benefit of all involved.

La Vie en Rose's current approach prioritizes preventive measures and upstream risk identification, recognizing these as foundational elements of effective human rights due diligence. As internal systems mature and supply chain visibility increases, we intend to strengthen complementary accountability mechanisms.

## FIBRE-RELATED RISK CONTROLS

To address risks associated with cotton production, we require documentation for upstream supply chain stages prior to finished product manufacturing. These stages include the production of raw materials, fibers, yarns, and textiles for private label products whose main fabric contains cotton, given the known risks of forced labour for this fibre.

For the reporting year, we upheld our prohibition of the use of cotton originating from the Xinjiang region in China. To enforce this, all product collections where the main fabric contains cotton must be accompanied by documentation proving the origin of the fiber, yarn, and fabric. The required information includes transaction documents for each transformation stage: from boll supplier to yarn supplier, yarn supplier to fabric supplier, and fabric supplier to our manufacturers. None of these production steps may occur in the Xinjiang region.

Information requests are triggered for each product collection concerned by these rules. Factories provide the necessary supporting documents via email. Once received, the documents are verified for compliance, archived, and recorded in our product lifecycle management system.

## LOCATION-BASED RISK FOLLOW-UP

During the last financial year, the FSLM was used to evaluate working conditions across our supply chain. Third-party verified FSLM results covered over 58% of our business volume by purchased units.

To strengthen our approach to location-based risk management, we piloted a follow-up process for critical and high-risk issues flagged in verified FSLM evaluations submitted by suppliers. As part of this process, suppliers were asked to provide details on flagged issues and outline their remediation plans.

All contacted suppliers provided proof that corrective actions had been implemented.

## 9. REMEDIATION AND GREIVANCE MECHANISMS

### INCIDENTS OF FORCED LABOUR AND CHILD LABOUR

During the last financial year, no incidents of forced labour or child labour were identified through the Company's existing due diligence, monitoring, and supplier engagement mechanisms. As a result, no remediation actions were required during the reporting period.

The Company acknowledges, however, that the identification of impacts is inherently linked to the scope and maturity of detection mechanisms, including supply chain visibility and access to effective grievance channels. As such, the absence of identified incidents does not preclude the existence of risks, particularly in upstream tiers of the supply chain where visibility is more limited.

### REMEDIATION APPROACH

At present, the Company does not have a standalone remediation policy or formalized remediation framework specifically dedicated to forced labour or child labour. Where concerns related to labour practices are identified through supplier evaluations, site visits, or other engagement activities, the Company's approach prioritizes engagement with suppliers to understand the issue and encourage corrective action, in line with applicable contractual obligations and supplier expectations set out in the Partner Code of Conduct.

The Company recognizes the importance of effective remediation as part of a robust human rights due diligence program and intends to further formalize its approach as its due diligence processes continue to evolve.

### GRIEVANCE MECHANISMS

Currently, workers in the Company's supply chain access grievance mechanisms primarily through supplier-managed channels. The Partner Code of Conduct requires suppliers to establish mechanisms

that enable workers to raise concerns and access remedy in a fair and timely manner, without fear of retaliation.

While the Company does not presently operate its own grievance mechanism accessible to supply chain workers, it recognizes the role that effective grievance mechanisms play in identifying risks and enabling remediation. The Company remains committed to strengthening its overall due diligence framework over time.

## 10. TRAINING

During the last financial year, key individuals in the Company took actions to inform themselves on risks so as to ensure access to internal expertise on human rights issues such as forced labour and child labour. The Company's Principal Advisor, CSR attended the following webinar trainings related to forced labour and child labour:

- "Modern Slavery and Child Labour in the Ready-made Garment Sector of Bangladesh," presented February 10, 2025, by GoodWeave in collaboration with the University of Nottingham's Rights Lab as part of the OECD Forum on Due Diligence in the Garment and Footwear Sector. The session presented findings from a report by GoodWeave and Rights Lab on the risks faced by workers and children in Bangladesh's ready-made garment sector.
- "Bridging the Gap: Traceability to Enable Due Diligence – Data Collection Insights and Best Practices to Enable Impact, In Line with CSDDD Requirements," presented February 13, 2025, by Cascale in collaboration with a host of experts from different organizations as part of the OECD Forum on Due Diligence in the Garment and Footwear Sector. The session explored traceability initiatives, intelligence, research, and programs that support due diligence for manufacturers, brands, and retailers.
- "The Responsible Brand's Guide to Maximizing Supplier Engagement," presented February 13, 2025, by Worldly. The session explored the top techniques to successfully scale social and environmental assessment programs to reduce hidden risks in supply chains.

The Principal Advisor, CSR also attended Cascale's Annual Meeting in Munich, Germany in September 2024. One of Cascale's missions is to support decent work for all, and a number of sessions were centered around human rights-related issues.

La Vie en Rose also belongs to the Responsible Procurement Committee of the Retail Council of Canada, a committee aimed at helping its members develop and improve their responsible procurement programs. Throughout the year, several webinars and newsletters were offered to members to keep them informed about the actions to take to comply with Canadian due diligence obligations and recommendations.

## 11. STAKEHOLDER ENGAGEMENT

La Vie en Rose engages with internal and external stakeholders to support the identification, assessment, and management of forced labour and child labour risks across the supply chain.

The Company is a member of Cascale, an industry initiative focused on sustainability and social responsibility in global supply chains. Through this membership, La Vie en Rose leverages the Worldly platform to support supply chain mapping activities and social impact assessments. Participation in

Cascale also enables engagement in collective action initiatives and peer learning aimed at strengthening industry-wide due diligence practices.

La Vie en Rose also engages with the Retail Council of Canada's Responsible Procurement Committee, which provides webinars, guidance, and information-sharing opportunities to support compliance with Canadian due diligence obligations and to advance forced labour prevention strategies. These external engagements support continuous improvement through shared learning and collaboration.

Internally, stakeholders are engaged through cross-functional collaboration. Policies related to forced labour and child labour were developed with input from the Production team, which manages supplier relationships, and were approved by senior management. Risk assessment activities are carried out collaboratively by the Production and CSR teams, ensuring operational knowledge is integrated into due diligence processes.

Supplier engagement is a key component of the Company's approach. La Vie en Rose maintains long-standing relationships with many of its manufacturers. These long-term partnerships foster trust and enable the cooperative development of due diligence practices. Suppliers are engaged through participation in assessments, including completion and third-party verification of the Higg Index Facilities Social and Labour Module (FSLM), periodic site visits, and, where applicable, agent-led factory evaluations. Together, these activities reflect a proactive, partnership-based approach to preventing forced labour and child labour.

## 12. ASSESSING EFFECTIVENESS

The prevention of forced labour and child labour will always be a work in progress. While we did not have a structure in place to assess our effectiveness in preventing and reducing the risks of forced labour and child labour in our operations and supply chains during the last financial year, the Company monitored proxy indicators of effectiveness through supplier engagement outcomes, completion of social evaluations, and follow-up on identified issues.

## 13. CONTINUOUS IMPROVEMENT

Since the last reporting cycle, the Company expanded its store footprint into the United States and increased its workforce, while supply chain structure and sourcing practices remained generally unchanged.

Over the past year, La Vie en Rose introduced a formal CSR Approach, consolidating commitments to human rights and due diligence and complementing existing tools such as the Partner Code of Conduct.

The Company also piloted a follow-up process for high-risk issues identified through verified FSLM evaluations and intends to implement this process annually to strengthen monitoring and support improvement of supply chain conditions.

The risk assessment methodology remains unchanged for the time being, as the focus will be on embedding the enhanced due diligence practices piloted during the 2025 financial year.

## 14. CONCLUSION

During the 2025 financial year, La Vie en Rose took important steps to strengthen the prevention of forced labour and child labour, including the introduction of a formal CSR Approach and the piloting of risk monitoring processes. We recognize that some practices, such as remediation and effectiveness evaluation, are still under development. The Company remains committed to continuously improving its due diligence mechanisms to promote responsible and transparent supply chains.

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## ATTESTATION

The report was approved under subparagraph 11(4)(b)(ii) of the Law by the Company's Directors.

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.

I have the authority to bind Administration LVER Inc. and Boutique La Vie en Rose Inc.



Per: Francois Roberge

Title: President and CEO, Administration LVER Inc. and Boutique La Vie en Rose Inc.

Date: January 16th, 2026