

MODERN SLAVERY POLICY

Fashion Biz (Aust) Pty Ltd ('Fashion Biz') recognises that we operate in a high-risk industry sector. Our high-risk classification is the result of complex and diverse supply chains that encompass risks of modern slavery, unethical sourcing, and environmental, product quality and sustainability concerns.

We are committed to working with the resources available to us to assess and address modern slavery and unethical sourcing risks.

Fashion Biz is an international wholesaler of innovatively designed high-quality apparel. We distribute our garments through several channels including agencies, promotional companies, embellishers, uniform specialists and retailers. We take pride in the craft of our clothing, remaining at the forefront of fabric development, maintain adequate stock levels and ensure the latest business infrastructure is in place to enable us to offer and guarantee the best service to our customers.

Our manufacturing bases include China, Bangladesh and India. Throughout our supply chain (which includes manufacturers, decorators and other service providers) we are committed to working with the resources available to us to assess and address modern slavery and ethical sourcing risks. We recognise that our role in complex and diverse supply chains does not preclude us from responsibility to instil a culture of transparency and to work with suppliers and customers to address risks of unethical sourcing and modern slavery.

We are reporting entity under the Australian Modern Slavery Act 2018 and published our first Modern Slavery Statement in 2023. We are committed to working towards assessing and addressing the risks of modern slavery in our supply chain by empowering and educating our team members and suppliers.

Fashion Biz is actively working towards more ethical and responsible supply chains. This Modern Slavery Policy should be read in conjunction with our Ethical Sourcing Policy and our Modern Slavery Statement.

Modern slavery encompasses a range of distinct legal principles that include (but are not limited to) forced labour, debt bondage, forced marriage, slavery, slavery-like practices, and human trafficking. While there is no precise legal definition for modern slavery, it serves as an umbrella term that highlights the commonalities across these legal concepts.

On its website, Anti-slavery International outlines the most common types of modern slavery as: Human trafficking. The use of violence, threats or coercion to transport, recruit or harbour people in order to exploit them for purposes such as forced prostitution, labour, criminality, marriage or organ removal.

- **Forced labour.** Any work or services people are forced to do against their will, usually under threat of punishment.

- **Debt bondage/bonded labour.** The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt.
- **Descent-based slavery (where people are born into slavery).** A very old form of slavery, where people are treated as property, and their "slave" status has been passed down the maternal line.
- **Child slavery.** When a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery.
- **Forced and early marriage.** When someone is married against their will and cannot leave. Most child marriages can be considered slavery.
- **Domestic servitude.** Domestic work and domestic servitude are not always slavery, and when properly regulated can be an important source of income for many people. However, when someone is working in another person's home, they may be particularly vulnerable to abuses, exploitation, and slavery, as they might be hidden from sight and lack legal protection.

RESPONSIBILITY

We continue to work with the resources available to us to address modern slavery and ethical sourcing risks.

The following principles inform how we will implement this policy. Fashion Biz:

- will not knowingly use or contribute to modern slavery practices in any form including using forced, bonded, involuntary labour or human trafficking;
- will actively work to identify and eliminate modern slavery practices from our operations, business partnerships and supply chains;
- acknowledges that any form of exploitative treatment, punishment, abuse of labour rights and coercive control of workers in our operations or supply chain is unacceptable;
- understands that ethical business processes are an essential part of value for money and 'fit for purpose' considerations; and
- will work with our customers and distributors to ensure the final purchasing decisions are not based on price alone, but also consider ethical and environmental risks and opportunities.

RISKS

We recognise that our principal areas of risk in relation to offshore manufacturing include:

1. Sourcing of raw materials such as fabrics and trims (including cotton) that go into the goods we procure.
2. Direct procurement of products and merchandise (including textiles and garments) sourced from suppliers located in countries such as China, India and Bangladesh, where the risk of modern slavery is high.
3. Exploitation and modern slavery in the materials processing, packaging, transport (particularly international shipping), logistics and warehousing sectors.
4. Use of contract workers including low skilled or temporary migrants anywhere along our extended supply chain.
5. Employment of women and girls, migrant workers, or use of child labour in the extended supply chain.
6. Use and disposal of dyes, inks, hazardous materials and packaging used in the manufacture of garments and associated accessories (such as hats, belts, ties and bags).
7. End of life recovery and/or disposal, particularly where this occurs offshore.

OUR COMMITMENT

Our industry faces several sourcing issues including sourcing goods from countries deemed to be high risk for modern slavery, that compel active involvement in supply chain risk management and mitigation.

Our approach to modern slavery risk management and ethical supply chains is based on an industry-wide acknowledgement of risks and commitment to the following key actions:

1. Build meaningful relationships with suppliers that aim to educate and support them in addressing modern slavery and ethical sourcing risks. This includes ensuring:
 - o all suppliers' understand, acknowledge and agree to comply with the Fashion Biz Ethical Sourcing Policy;
 - o we communicate our expectations through honest and open discussions with our highest-priority and highest risk suppliers initially;
 - o we actively work towards increasing awareness of modern slavery in our extended supply chain through conversation, engagement and training; and
 - o we provide information on actions being undertaken to address modern slavery and ethical supply risks when requested.
2. Consider how our own business operations could influence and contribute to unethical practices through our purchasing policies, processes and decisions.
3. Understand where modern slavery risks exist in our operations and supply chains and manage and mitigate these risks through effective due diligence.
4. Work in conjunction with our industry association (APPA) to empower our industry to address modern slavery and broader human rights risks and promote active involvement in ethical sourcing practices and supply chain risk management.
5. Work as a collective to influence the wider industry to move towards more ethical and slavery-free supply chains, recognising the leverage we have to influence change.

This Modern Slavery Policy should be read in conjunction with our Ethical Sourcing Policy.

FEEDBACK AND REVIEW PROCESSES

This policy and any associated codes of conduct and procedures will be reviewed annually.



Harmesh Khatri (Fashion Biz Director)

ADDENDUM

Fashion Biz will work towards achieving compliance with the following ethical sourcing criteria, in accordance with the expectations documented in the APPA Code of Conduct and our own ethical sourcing values.

1. Labour rights

Employment is freely chosen and is in no way forced, bonded or involuntary. Wages and benefits paid for a standard working week must meet, as a minimum, applicable national laws, standards, regulations or industry benchmarks, whichever is the higher.

2. Freedom of association and the right to collective bargaining are respected

Workers have the right to join or form trade unions and to collectively bargain. Where this right is restricted by law, the employer will facilitate alternative means for independent and free association and bargaining.

3. Working conditions, health and safety

A safe and hygienic working environment shall be provided and workers shall have access to personal protective equipment and training in its use.

4. Child labour

Suppliers shall comply with all minimum age provisions outlined in applicable laws, regulations and international conventions. Young workers under the age of 18 shall not be employed to work at night or in conditions which compromise their health, safety, moral integrity, and/or which harm their physical, mental, spiritual, moral or social development.

5. Harsh or inhumane treatment

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

6. Environment

Suppliers must comply with relevant environmental laws and regulations and have processes in place to actively improve the efficiency with which finite resources, including fossil fuels and water, are used. Suppliers must minimise the release of harmful emissions to the environment associated with manufacture, use and end-of-life product management.

7. Product safety

Suppliers must comply with mandatory standards to sell products in Australia and/or New Zealand and use quality control measures to ensure products will not cause harm when used in a reasonable manner. Suppliers comply with other product safety rules including product bans and recalls.

EXPECTATION OF OUR SUPPLIERS

Fashion Biz expects all our suppliers to respect and comply with the criteria set out in this policy. We encourage our suppliers to be open and honest about the challenges they face so we can work together to find practical solutions. We will continue to work with and support those suppliers who demonstrate a commitment to ethical sourcing and continual improvement and reserve the right to review or terminate contracts where continual non-compliances or lack of commitment is observed.