



The Fashion Biz Ethical Sourcing Policy applies to all facilities that produce goods or provide services for the Fashion Biz Group of Companies or any of its subsidiaries, business units, or agents.

Fashion Biz is committed to sourcing products and services in an ethical and responsible manner, and considering the welfare of workers, health and safety and potential environmental impacts. The Fashion Biz Ethical Sourcing Policy is based primarily on Ethical Trade Initiative Base Code (ETI), conducting business ethically, manufacturing responsibly and demonstrating environmental consciousness. The policy details the minimum requirements that suppliers must meet in order to conduct business with the Fashion Biz Group of Companies.

1. POLICY REQUIREMENTS

- All suppliers are required to agree to the principles in the Fashion Biz Ethical Sourcing Policy and as set out in their Trading Agreement with Fashion Biz.
- If suppliers are unable to demonstrate a commitment to comply with the Fashion Biz Ethical Sourcing Policy, Fashion Biz reserves the right to terminate the Trading Agreement, and all current purchase orders.
- Suppliers must complete a self-assessment (Fashion Biz Ethical Sourcing Self-Assessment Questionnaire) and Fashion Biz may, at its discretion, require an independent audit of a supplier's compliance with this policy. Audits must be carried out at supplier cost by Fashion Biz's recommended providers – SGS, Intertek, Bureau Veritas, or Fair Working Conditions (FWC).
- Fashion Biz will also mutually recognise the below current (no older than 12 months or if currently undergoing an audit) Ethical Sourcing (ES) audits in lieu of an independent audit of a supplier's compliance to this Policy:
 - SA8000
 - Business Social Compliance Initiative (BSCI)
 - Supplier Ethical Data Exchange (Sedex), ETI/SMETA
 - Worldwide Responsible Accredited Production (WRAP)

2. LEGAL REQUIREMENTS

- All suppliers must fully comply with all local laws and regulations regarding labour, health, safety and the environment. Suppliers must also fully comply with the legal requirements of the countries in which they operate in addition to all elements of this Ethical Sourcing Policy.

3. CHILD LABOUR SHALL NOT BE USED

- Suppliers must not use child labour. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential and that is harmful to their physical, moral and mental development.

- Suppliers must be able to verify the age of all employees to ensure no child labour is used. All suppliers shall comply with the minimum legal working age in the country in question or by the ETI clause 4, whichever is higher.
- Suppliers must develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child and must implement effective systems to prevent the use of child labour in the future.
- Children and young persons under the age of 18 must not engage in hazardous work.

4. EMPLOYMENT IS FREELY CHOSEN AND FORCED LABOUR SHALL NOT BE USED

- Suppliers must not engage in forced, bonded or involuntary labour.
- Suppliers will ensure that employment is freely chosen, workers are not required to lodge “deposits” or their identity papers with their employer and are free to leave their employer after reasonable notice.

5. NO HARSH NOR INHUMANE TREATMENT IS ALLOWED

- Workers’ shall be treated with dignity and respect. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited

6. DISCRIMINATION

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

7. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

- Suppliers acknowledge that workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- Suppliers are required to adopt an open attitude towards the activities of trade unions and their organisational activities.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

8. WORKING CONDITIONS ARE SAFE AND HYGIENIC

- Suppliers must ensure that a safe and hygienic working environment is provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The company observing the code shall assign responsibility for health and safety to a senior management representative.

9. WAGES AND BENEFITS

- Suppliers must ensure that wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher.
- All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment, and about the particulars of their wages for the pay period concerned, each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the express permission of the worker concerned. All disciplinary measures should be recorded.
- Overtime will be remunerated at a premium rate if legally required or, at a minimum, regular hourly compensation.

10. WORKING HOURS ARE NOT EXCESSIVE (BASED ON ETI)

- Including any overtime, workers must not work above the maximum hours per week or per month as stipulated by local laws, or where local laws do not exist, a total of 60 hours in any 7 day period, as per ETI clause 6.5.
- Workers must have at least one day off in 7 days or two days off in every 14 days.
- Overtime must be voluntary, not be excessive or demanded on a regular basis and must be compensated as prescribed by local laws.

11. REGULAR EMPLOYMENT IS PROVIDED

- To every extent possible work performed must be on the basis of a recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

12. ENVIRONMENT

- Suppliers must comply with local and national environmental laws and regulations, ensuring no impact on the health of the local environment and community.

- Suppliers must use reasonable endeavours to comply with international standards on environmental protection and have programs for continual improvement.
- Suppliers must ensure safe disposal of waste and safe use of and disposal of chemicals, and maximise recycling.

13. SUB-CONTRACTING AND SUPPLY CHAIN

- There must be no sub-contracting unless previously approved by Fashion Biz Biz or a subsidiary. Such arrangements must be documented and available for review by Fashion Biz or an independent auditor, including but not limited to records of subcontractor’s names and locations. Fashion Biz considers sub-contracting to mean:
 - o Sites contracted by Fashion Biz’s direct suppliers to produce product in its final form
 - o Sites that significantly contribute to the final form of the product
 - o Sites that apply branding to product
 - o Service providers contracted by Fashion Biz’s direct service provider to deliver any service in substitution of the direct provider
- Suppliers must have adequate policies and procedures in place for properly managing subcontracting to ensure that sub-contractors operate in accordance with applicable laws, regulations and the Fashion Biz Ethical Sourcing Policy.

14. BUSINESS INTEGRITY

- Suppliers must engage professional business ethics in all dealings.
- Bribes, favours, benefits or other similar unlawful or improper payments, in cash or in kind, are strictly prohibited, whether given to obtain business or otherwise.
- Suppliers must notify Fashion Biz via email immediately should any form of conflict of interest become apparent.

15. MANAGEMENT SYSTEM, DOCUMENTATION AND POLICIES

- Appropriate documentation and evidence must be in place to ensure effective ethical management practices.
- Appropriate policies must be developed to ensure effective management of ethical issues.
- Without prejudice to paragraph 1, where non-compliances to this policy are identified, these must be remedied within appropriate timeframes, and verified by Fashion Biz to ensure appropriate actions have been taken.

SUPPLIER DECLARATION AND ACCEPTANCE

I, _____ of _____
 (Print name) (Company name)

 (ACN or Equivalent)

In my capacity as _____
 (Designation)

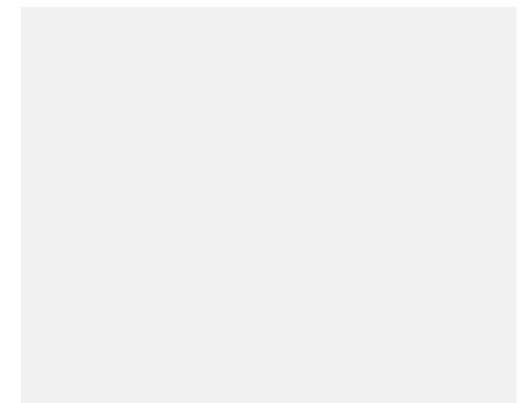
hereby confirm that:

- I have read and understood the Fashion Biz Ethical Sourcing Policy.
- The above-named company (as a supplier to Fashion Biz) is in compliance with the Fashion Biz Ethical Sourcing Policy and the requirements therein.
- Our supply chain (including all our suppliers and subcontractors) are compliant with the Fashion Biz Ethical Sourcing Policy and the requirements therein.
- The above-named company and our supply chain do not have any Zero Tolerance Breaches or non-conformances that require corrective action.
- I agree to notify Fashion Biz of any material changes in the supply chain (including, but not limited, to the engagement of new subcontractors or factories).

I confirm that I am an authorised person for the above-named company and that the information submitted on this form is true and correct.

 (Signature)

 (Date)



(company stamp)



Supplier Partner Requirements Statement

We are committed to providing a safe and sustainable workplace for our employees, this also extends to the operations of our Supplier Partners which operate in a diverse range of environments across the world. The following is a list of expectations for Supplier Partners to clearly articulate what we expect them to adhere to for us to do business with them.

1. Under no circumstances will Supply Partners employ or utilise child or prison labor in their own or associated companies.
2. In all instances employees will work for Supply partners of their own free will and without compulsion.
3. Supply Partners will provide a safe working environment for their employees and contractors and review incidences wherein people have been injured or the potential to be injured.
4. Employees of Supply Partners will be paid at prescribed rates for all hours worked and in accordance with agreements freely entered into by employees. Conditions of employment will meet or exceed local standards as prescribed by relevant authorities. We value Supply Partners who retain employees as a consequence of the environment and positive culture of their workplace.
5. Hazardous materials are managed by Supply Partners throughout the manufacturing processes, with the objective of reducing employee or contractor exposure to same.
6. Fire Safety is an ongoing area of vigilance for Supply Partners, who hold regular evacuation drills in relevant areas.
7. Supply Partners will minimize their impact on their direct environment modifying work practices where appropriate to reduce waste and emissions. Supply Partners will work with their own suppliers to seek to reduce waste and emissions throughout the supply chain.
8. Quality control and assurance procedures are in place and actively managed to ensure products are of the best quality possible.

Modern Slavery Act 2018

Logo Line employees, including directors, suppliers and others who represent our business, must respect and support human rights. We are committed to preventing modern slavery in domestic and global supply chains and support Australian legislation to mitigate the risk of unethical practices occurring in our supply chain.

Maintenance of these standards are vital to us as good corporate citizens and we are sincere in consistently pursuing our Core Values which include that we operate with integrity and honesty. We constantly and consistently look to partner with suppliers who share this value and live it out through the expectations articulated above.

We constantly monitor our supplier's factories by personal inspections.

Simon Atkinson
Chief Executive Officer



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ETHICAL & SOCIAL RESPONSIBILITY

GOOD QUALITY PRODUCT COMES FROM GOOD QUALITY FACTORIES.

JB's wear chooses to work with factories that:



Do not use child or forced labour



Provide a safe work place and conditions for all employees



Comply with all environmental, health and safety and employment laws in the countries that they operate



To whom it may concern.

Fair and ethical sourcing is something that we strongly value internally at PromoCollection, to ensure that we maintain not only our reputation, but that of our partners, when supplying them with products.

We achieve this in a number of ways:

a. Internal company and factory standard

Based on industry best practice, we have an internal standard which sets out that we will take all efforts to only work with fair and ethical production partners. Including the assessment of items such as safe working conditions, legal rates of pay, no forced or child labour and adequate management systems and standards. All of these conditions are also strictly adhered to, without exception, internally within our company.

b. New Factory Screening

Prior to working with a new factory, we undertake a number of steps to determine their suitability to work with us, based on their production ability, but also their work practices and certifications.

Prior to commencing cooperation we undertake the following due diligence:

- factory visit, facility inspection
- review of all current certifications
- review of online media, and government agencies to determine their record

It is only after these checks are successfully completed, and compliance with our internal standards is checked, will a factory be added to our approved factory list.

Factories that we deal with generally possess a number of certifications relating to different categories:

- System certifications – such as ISO
- Labour audit certifications – such as SEDEX SMETA P4 and BSCI
- Food safety certifications – such as FDA approval
- Local market certifications – such as Australian standards issued by BSI or SAI global

c. On going monitoring

We undertake regular checks and audit of our factories to ensure that they continue to adhere to the internal standards we have set.

d. Issue investigation

If it becomes known to us that one of our production partners, may no longer adhere to our internal standards, through exposure in the media, or notice from government authorities, we immediately suspend cooperation, pending clarification of the situation.

If you have any further questions, feel free to contact us.

Regards



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Re: SHINY Fair Trade Policy

In response to enquiries regarding Fair Trade with our offshore makers, at SHINY we do not support profiting from unauthorised labour or exploitation of any kind, and we comply with the set humane international standards for manufacturing.

Our company office in Fujian China, controls the manufacturers we use and inspect the facilities regularly to maintain our quality standards and QC responsibilities, they also ensure that exploitation is not an issue.

Our manufacturers are modern and large volume providers, in established manufacturing hubs with secure workforce and living standards, these companies are not exposed to any exploitation that may still exist in outer provinces.

We are mindful of the concerns regarding offshore manufacturing, however we have taken all the required safeguards that we are sourcing our products from legitimate government sanctioned factories.

SHINY is an ISO 9001:2008 accredited company, and a requirement of that accreditation is that our resources are legitimate, compliant companies.

Please contact me if you have any other enquiries re this

John Carroll
Business Manager SHINY
john@shiny.com.au

TRENDS

At **TRENDS** we continuously work with our suppliers and manufacturers to ensure that all products are manufactured in an ethical way. This includes the sustainable sourcing of materials, the ethical treatment of workers and the inclusion of safe environmental practises.

At **TRENDS** we only work with suppliers that we have developed a relationship with where we are confident in their business history and systems. We have suppliers that have social and environmental compliance certification in their own countries and suppliers that are subject to international scrutiny in the form of SMETA and BSCI audits.

Because of the relationship that we at **TRENDS** have with our suppliers we are confident that we are operating in a way that ensures the values of our company.

All suppliers of **TRENDS** are required to:

- Comply with policies and all applicable laws in the countries of operation. Wherever standards differ, the standard offering the greater degree of protection to workers will apply.
- Allocate required resources for full implementation of social compliance.
- Communicate policies to all employees, sub-contractors, home workers, temporary and contract workers and suppliers engaged in their supply chain.
- Communicate honestly and openly with **TRENDS** and allow access to sites and documentation as required to evaluate performance against social compliance policies.

TRENDS is committed to protecting the environment and the health and safety of our employees, vendors, and customers. **TRENDS** recognizes that by integrating values that include environmental as well as health and safety management practices, we can offer safe innovative products, provide a safe and secure working environment and conserve and enhance resources for future generations.

Kind regards



Emma Ramsay
Product Quality & Compliance Officer