

THE PAS GROUP ETHICAL SOURCING CODE

The PAS Group Limited (ABN 25 169 477 463) and its subsidiaries (“The PAS Group”) place a high level of importance on social and ethical compliance. We are dedicated to ensuring products at all levels of the supply chain, including raw materials, are ethically sourced and/or manufactured in accordance with our international obligations and in compliance with all applicable laws.

We build and maintain long term manufacturing relationships with like-minded vendors who live up to the high standards that we set for ourselves. We closely monitor progress at every stage of the production life-cycle including announced or unannounced visits to factories by members of our senior management team and, where appropriate, internal or external auditors.

The PAS Group Ethical Sourcing Code forms part of the supply contract with suppliers. By signing up to this Code, a supplier undertakes to comply with The PAS Group’s minimum requirements and expectations as well as all applicable laws as a condition of doing business with The PAS Group. In this regard, the supplier must establish effective management systems for such compliance in relation to each factory or facility involved in the sourcing and/or manufacture of products for The PAS Group.

If applicable, the supplier must also comply with any additional minimum standards and expectations from the customers of The PAS Group, as may be notified by The PAS Group from time to time.

Labour & Human Rights:

- Child labour must not be used.
- Employment must be freely chosen, and the use of forced, bonded or involuntary prison labour is prohibited.
- Working conditions and any sponsored accommodation must be safe and hygienic, free from any form of harassment.
- Workers must be paid wage and benefits which satisfy all applicable laws and not be required to work excessive working hours or overtime.
- Discrimination on the basis of personal characteristics, such as race, gender, religion, sexual orientation, maternity status, disability or political beliefs, is prohibited.
- Freedom of association and the right to collective bargaining are to be respected, to the extent permitted by applicable law.
- Unauthorised sub-contracting is not permitted.

- Bribery and corruption are prohibited.

Environment & Animal Welfare:

- All environmental protection laws and standards must be met.
- Angora, fur (except fake/faux fur) and mulesed wool must not be used.
- Any leather used must be sourced in accordance with world best practice on animal welfare.
- Suppliers must take all reasonable steps to ensure their products are safe and not harmful to consumers or the environment.

This Code may be amended from time to time and suppliers may be requested to sign up to any revised version. By signing up to this Code, the supplier consents to their compliance commitment to this Code being made public.

The minimum requirements and expectations under this Code are in addition to any minimum standards under applicable laws. In the event of inconsistency, the stricter requirement must be followed.

Suppliers must communicate and make this Code available to workers in each relevant factory or facility.

Any breaches of this Code will be reported to the supplier for follow up and corrective action. Where a supplier does not reasonably demonstrate a willingness to comply with corrective actions, The PAS Group reserves the right to discontinue business with the supplier.

Any actual or suspected breaches of this Code may be reported to The PAS Group at <http://www.thepasgroup.com.au/contact/> The identity of anyone who makes a report will be kept strictly confidential, unless otherwise requested by the person who makes the report or required by law.

Note: This Code must be signed by the Supplier’s or Agent’s head office and each factory/facility (by the most senior person-in-charge).

We hereby undertake to comply with The PAS Group Ethical Sourcing Code:

Supplier/Agent Company Name:

Head Office Address:

Signature:

Signatory Name:

Title:

Date:

Factory/Facility Name:

Factory/Facility Address:

Signature:

Signatory Name:

Title:

Date:

Factory/Facility Name:

Factory/Facility Address:

Signature:

Signatory Name:

Title:

Date:

Factory/Facility Name:

Factory/Facility Address:

Signature:

Signatory Name:

Title:

Date: