

Our Commitment to Ethical Sourcing

Premier commits to the highest standards of ethical conduct and responsible product sourcing practices.

We support this commitment by our models for sourcing products, the principles that back-up those models, together with our policies and assurance program.

MODERN SLAVERY

Premier has zero tolerance to modern slavery in all its forms, including forced labour, child labour, slavery, people trafficking, deceptive labour recruitment practices, forced marriage and debt bondage. Premier fully supports the introduction of modern slavery legislation in various jurisdictions in which we operate. Premier published its full Modern Slavery Statement in March 2021 and it is available on Premier Investments' website at premierinvestments.com.au

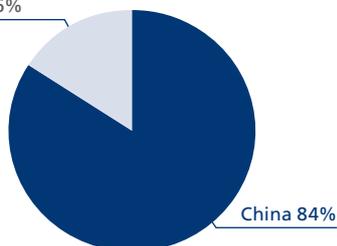
OUR SOURCING MODELS, PRINCIPLES & POLICIES

We share our customers' full engagement in understanding where products come from, how products are made and the way that people who manufacture those products are treated. Our sourcing activities include direct sourcing from fully audited factories across Asia. In addition, we work with known established and trusted Australian importers.

We currently source products in the following countries: China, Australia, Bangladesh, India, Pakistan, Turkey and Vietnam.

Source Countries (The Just Group, Units)

Rest of the world 16%



Our Ethical Sourcing and Supply Code (Code) supports our commitment to sourcing merchandise that is produced according to these principles, regardless of origin.

All suppliers must sign our supply terms and conditions, which incorporate both our Code of Conduct and clauses relating to the Modern Slavery legislation. In addition suppliers must sign a Modern Slavery commitment and we will not do business with suppliers who do not comply with these requirements.

Among other things, we note that our supply terms and the Code:

- Requires compliance with all laws (and/or requires our suppliers to meet higher standards)
- Insists on the free association of workers, including the right to collectively bargain and be represented
- Requires labour to be voluntary, without workers being required to lodge deposits (eg. identity documents; for recruitment fees etc.)
- Prohibits forced labour (including child labour)
- Insists on worker rights such as the right to work in safe, hygienic premises where working hours are not excessive
- Requires the payment of the minimum national legal standards or local benchmark standards (whichever is higher), and, in relation to full time workers, sufficient to meet basic needs and to provide discretionary income
- Prohibits unauthorised sub-contracting – meaning that we have a fully transparent relationship with our suppliers
- Prohibits discrimination on the basis of personal attributes as well as union membership or political affiliations

In each case our model is supported by the following strict sourcing principles:

- 1 We comply with all laws in the countries we source from and operate
- 2 We have zero tolerance for modern slavery in all its forms
- 3 We insist on workers' legal rights – including worker empowerment and free association
- 4 We have zero tolerance for bribery and corruption
- 5 We have zero tolerance for animal cruelty

ASSURANCES WHICH SUPPORT OUR SOURCING PRINCIPLES

Background checks. We conduct thorough and ongoing compliance activities of all direct suppliers by qualified audit firms.

Factory inspections. All factories that manufacture for us are audited and inspected. We continue factory visits and ensure audits are up to date throughout our relationship with our suppliers to ensure our principles are strictly adhered to.

BANGLADESH SOURCING

Background

Bangladesh's economic and social development relies on the expansion and strength of the garment sector, including through investment by international retailers. The garment industry comprises around 80% of all Bangladesh export earnings, is a significant contributor to GDP, and employs over 4 million workers, most of whom are women. Premier currently sources a portion of its Just Jeans, Dotti and Jay Jays branded products in Bangladesh and we highlight our program in this country in the interest of full transparency.

MEMBERSHIP OF THE ACCORD ON FIRE AND BUILDING SAFETY IN BANGLADESH

As of the 31st July 2021 The Just Group was a member of the Accord on Fire and Building Safety in Bangladesh (the Accord). This has since expired and will be replaced by both a government run program RSC and the New Accord jointly signed by International Brands and unions. The Just Group plans to join the Brand Association and new Accord agreement in due course, once finalised.

The Accord shares common priorities including a relentless focus on workers generally, as well as building integrity and safety – all supported by financial commitments and good governance.

Together with our international peers in Bangladesh, we have invested in worker safety, improved conditions and transparent reporting in a results-oriented, measurable and verifiable way.

All initiatives of the Accord are publicly available at <http://bangladeshaccord.org/>

OUR ACTIVITIES IN BANGLADESH

Our operational processes have included the establishment of our own office in Bangladesh, which we opened in March 2014. Our investment in on the ground infrastructure in Bangladesh, including employing staff at our sourcing office directly, supports our audit and compliance activities in that market with particular focus on social compliance and safety which includes:

1. Senior management personally inspect ALL factories that manufacture for us prior to commencing business. We continue factory visits throughout our relationship with our suppliers to ensure our principles are strictly adhered to. Our Code includes the ability for us to make unannounced visits in Bangladesh for the purposes of our audit and compliance activities.
2. Prior to placing orders with any factory, we also engage independent, internationally recognised assessment and audit firms to verify compliance with all local laws and safety conditions, in relation to labour and safety issues (including fire and building integrity).
3. During manufacturing, an independent audit firm or our own Just Group quality inspectors, inspect all audits.
4. In addition, we will not conduct business with factories that do not comply with the requirements of the Accord. All factories have been disclosed to the Accord for assessment under its operational processes.

ETHICAL RAW MATERIAL PROCUREMENT

Our sourcing commitment is supported by the following initiatives relating to fibre procurement:

Cotton

1. On 1 January 2021 Just Jeans became a member of the Better Cotton Initiative (BCI) now known as Better Cotton. Through our membership we support initiatives to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future.
2. We will not source cotton harvested in Uzbekistan or Turkmenistan. We will maintain this position until the government of Uzbekistan and Turkmenistan ends the practice of forced child and adult labour in its cotton sector. To this end, we signed the Pledge against Child and Adult Forced Labour in Uzbek and Turkmen Cotton.

Azo Dyes

We have voluntarily adopted the EU standard whereby we prohibit the manufacture and sale of goods which contain prohibited levels of the specific aromatic amines originating from a small number of azo dyes.

Sandblasted denim

The harmful practice of 'sandblasting' denim with silica based powders has been discontinued in our business since 2011.



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