

Our Commitment to Ethical & Responsible Business Practices

Premier acknowledges that ethical and responsible operations drive positive change throughout our value chain for each brand: the workers and the suppliers we partner with, our customers, our team, our stakeholders, the communities we serve and our shareholders.

As a Group, we are focused on creating sustainable long-term value for our customers, team members, shareholders, suppliers and the broader community with our commitment to make meaningful and lasting change. Our focus is to always act ethically, with integrity, responsibly and with care in all our dealings.

Ethical and responsible business practices are sponsored at a Board level and are a strategic focus of our Directors. Our CEO and Executive Team are accountable for the implementation of our agreed commitments and goals.

This year we have strengthened our focus to the following four pillars which better align to our strategic efforts:

People, Partners, Planet and Product.

As part of communicating our work in these areas, our brands have launched their 'Better Practices' customer facing online sites which align with, and provide insight into, brand specific activities in each pillar. We will continue to evolve these sites over time as our work continues to evolve.

People

We strive to create a great place to work that is safe, inclusive and has the best talent who can connect with current and emerging customer needs.

The most enduring impact we can have on our team members is to create an environment that fosters engagement: allowing them to bring their whole selves to the workplace, and ensuring they strive for excellence while prioritising their wellbeing.

We are a committed team of over 10,000 team members across seven countries. Our people lay the groundwork for our success.

Our work program that underlies our people strategy has a particular focus on:

1. team member wellbeing & engagement;
2. diversity, equality & inclusion; and
3. health & safety.

Team Member Wellbeing & Engagement

Background

Our culture framework aligns personal performance with organisational goals and values. This arms our team with purpose, enabling our people to achieve both career progression and their full potential.

We have a suite of vehicles for our team members across all markets to provide us with feedback, including our People Support Advisory line for all questions or concerns, together with focus group discussions to better understand key issues, improve ways of working and develop initiatives to maximise team member engagement.

Employee Assistance Program

We recognise that sometimes our team members face difficult or challenging circumstances in their life.

An employee assistance program is available to all team members across all markets, providing team members with access to confidential psychological, social and financial counselling services.

Training and Development

We are committed to unlocking the potential of every team member. Premier provides ongoing learning and development for our team. We ensure all team members understand the competencies for their roles and support this with a comprehensive induction program, training, tools and regular development discussions.

Our training and development programs enable in person and remote self-learning via our 'JUST Learn' platform. In FY23, 17 training programs were available on our online platform.

Reward and Recognition

We believe that celebrating our achievements, big and small, are important for individuals and teams.

We recognise and reward in a number of ways throughout the year including bi-annual Brand retail conferences, annual Just Excellence Awards and bonus and incentive programs.

Diversity, equality & inclusion

All workplaces should be free from discrimination.

We are proud of the opportunities and careers our company provides to all team members, and in particular, for women in retail.

In FY23, 91% of our total team, and 55% of our executive leadership team, are women. Our Board is made up of 22% women. We continue to focus on building more holistic diversity and inclusion across our teams. We are committed to learning from, and engaging with, our team on diversity and inclusion initiatives.

Health & Safety

Creating a safe environment for our team, partners and customers is a key priority that is embedded in our culture. Our teams are trained to monitor, assess, prevent, record and mitigate risks using the 'Just Play it Safe' and 'Safety Eyes' framework.

Our Distribution Centres in Australia and New Zealand are a key focus given the potential risk of injury in the movement of stock. Our Key Performance Indicators (KPIs) include Lost Time Injury Frequency Rate (LTIFR – the number of Lost Time Injuries per million hours worked) and Lost Time Injuries (LTI).

Both metrics saw improvement on the previous year and we remain focused on ensuring all our teams return home safely and without incident.

We reported a 9.7% improvement to LTIFR and a 6% reduction in LTI compared to the previous year.

91%
WOMEN TEAM MEMBERS

55%
WOMEN IN EXECUTIVE LEADERSHIP ROLES
(average service 10 years)

9.7%
IMPROVEMENT IN LOST TIME
(injury frequency rate compared to FY22)



New Projects to Improve Workplace Health & Safety

In addition to our general safety framework, two new projects have commenced in FY23 to address key Health & Safety risks in our workplace:

Manual handling task analysis project

Manual handling incidents are the leading cause of injuries and claims in the workplace. We have engaged expert external advisers to complete an independent analysis and risk based recommendation report.

Psychosocial risk assessment

Recent legislative changes in several jurisdictions related to psychosocial risk have clarified and increased our obligation to assess, monitor and control risks relating to occupational violence. Our external advisers are assisting us to assess our psychosocial risk profiles across all operations, and to provide a detailed analysis to assist in building an actionable improvement plan.

Partners

Ethical Sourcing

We are committed to the highest standards of ethical conduct and responsible sourcing practices to protect the rights of workers and the communities from which we source. Our program framework drives ongoing improvement through measurable and actionable insight.

Our Supplier Partners

We partner with suppliers – both locally and internationally – with factories located in Australia, China, Bangladesh, Vietnam, Pakistan, India, Indonesia and Taiwan. In our first full non-COVID impacted trading year since FY19, we have returned to a normal travel schedule, enabling us to visit and engage with our international factory partners. Furthermore, we have successfully collaborated with key partners from all regions to update suppliers on our ethical sourcing work program, and to carry out key sourcing activities.

We continue to work closely with our partners to ensure they understand the importance of full transparency, and support our approach of continuous improvement.

Our Ethical Sourcing Program

In FY23 we continued to partner with LRQA (formerly ELEVATE) to embed our Ethical Sourcing program, and to further understand the Modern Slavery risk within our product supply chain. The deployment of Elevate Responsible Sourcing Assessments (ERSA), SMETA 4 Pillar Audits (for nominated licensed factories), Production Verification Assessments (PVA) and Anonymous Worker Sentiment Surveys (WSS) built on the level of data and insights that was collected in the previous year.

Partnered with our strategic audit partner in FY23 LRQA to conduct:

- 122 on-site social compliance audits (ERSA and SMETA)
- 34 on-site production verification audits
- 40 anonymous worker sentiment surveys

Modern Slavery Statement FY22



Documents are available on Premier’s website; www.premierinvestments.com.au

Audit and Risk Monitoring

We monitor risks in our supply chain through reviewing public and proprietary risk indices at a country and province level through the use of EiQ and Sentinel tools.

Social compliance audits are one part of our holistic work program which seek to understand the true working conditions in the factories we partner with. ERSA’s are our nominated social compliance audit due to their focus on transparency and integrity. These audits provide an in-depth assessment of a factory’s compliance level, so we can make informed decisions about necessary remediation and capacity building based on an assessment of the following five key pillars as outlined directly below.



Partners

Published our third Modern Slavery Statement in January 2023

Expansion of Worker Voice Program and Speak Up Channels in FY23

Over 80% of our product teams trained in Ethical Sourcing and Modern Slavery awareness

Modern Slavery Reporting

Premier has zero tolerance to modern slavery in all its forms.

Our third Modern Slavery Statement was published in January 2023, which spoke to the results of our Ethical Sourcing program. Our Modern Slavery Statement includes our framework for measuring the effectiveness of our program against a number of indicators and engagement points.

Our Modern Slavery Statement is a comprehensive report on all of our activities and due diligence, and is published in January each year. Some key areas of focus in FY23 are set out below.

Living Wage Commitment

In June 2022, Premier published our first Living Wage Position Statement, which included a clear roadmap of plans and activities.

Premier is committed to working alongside our suppliers, NGOs, unions and industry peers in addition to exploring multi stakeholder initiatives, where we will continue to strive to close the gap between minimum legal wage and a living wage. During FY23 we progressed a number of activities including finalising the scope of a wage gap analysis, to further understand the wages paid within our supply chain.

Further details on our progress will be reported on in our next Modern Slavery Statement.



Documents are available on Premier's website; www.premierinvestments.com.au

Worker Voice

In FY23, we expanded on our worker voice program by launching a new pilot project in Bangladesh. The Amader Kotha worker helpline is an existing third-party grievance mechanism benefiting workers in the Bangladesh garment manufacturing industry. By implementing this mechanism in our Bangladesh factory partners, we give workers a channel to report grievances they may be experiencing, whilst also giving Premier further insight into worker experience. In partnership with LRQA, we have begun the rollout of this grievance mechanism in key factories, and will continue to do so into FY24.

Training

Throughout FY23 we continued our training efforts through the delivery of our internal Ethical Sourcing and Modern Slavery awareness training. Through this exercise we have trained 80% of product team members to date. This year we also introduced our Ethical Sourcing program to our Australian store managers, with updates provided at our annual store conferences. This supports our work to further educate our internal team members, regardless of role, on the topic of Modern Slavery and our Ethical Sourcing program more generally. We will continue to undertake this training program in FY24.

As part of our ongoing commitment to collaboration and education, we also conducted Ethical Sourcing and Modern Slavery training for our supplier and factory partners. Run over two sessions, we provided our partners with an update on our Ethical Sourcing program to date and educated participants on Modern Slavery risks in supply chains. We also focused on the ongoing support we require from our supplier and factory partners. This training was a valuable exercise to further engage and collaborate with our partners, and we will continue to build out further capacity around training programs in the future.

To support our formal training, we have also implemented a number of informal 'Lunch and Learn' training and awareness activities, including an internal event commemorating the 10th anniversary of the tragic Rana Plaza factory collapse.

Partners

Community

Through continued collaboration, we are proud to work alongside a number of community organisations through financial and in-kind support programs.

We support both brand and team level fundraising for a number of important causes.

Thread Together

Our five apparel brands plus Peter Alexander have worked with Thread Together since 2022. Thread Together was founded on the idea that unsold clothing should be donated, rather than disposed, providing new clothing to people in need, while also protecting the environment.

In FY23, 10,659 items donated, supporting over **2,100** people in need. Since FY22, 43,658 items donated, supporting over **8,700** people in need.

RSPCA & Paw Justice

Peter Alexander along with our Peter Alexander team have had a long-standing relationship with the RSPCA in Australia, and Paw Justice in New Zealand.

This year the proceeds of charity chocolate blocks were donated to the RSPCA and this, along with other activities, raised just under \$133,000. Since the partnership commenced over 15 years ago, a total sum of over \$1.4 million has been raised.

Our commitment to communities in New Zealand has seen similar activity with proceeds donated to Paw Justice. In FY23 we raised \$8,500, totalling over \$148,000 since our partnership began in 2014.

Animal Welfare donation of **\$141,200** for the RSPCA (Australia) and Paw Justice (NZ) in FY23.

Supporting the National Breast Cancer Foundation

Just Group has been supporting the National Breast Cancer Foundation via their 'Go Pink' campaign since 2016 through various fundraising efforts. To date Just Group have raised over \$150,000 for this important cause and look forward to continuing this in years to come.

Foodbank Fundraiser

Throughout FY23, the Jay Jays retail operations team conducted a food drive in partnership with Foodbank Victoria. Foodbank are an organisation who provide food and grocery relief to Australians experiencing food insecurity. The food collected provides hundreds of meals to people in need.

Supporting Families and Children

Our Smiggle brand contribute and fundraise for a number of charities that support children's physical and mental well-being at home and in schools.

Alannah & Madeline Foundation

The Alannah & Madeline Foundation is an organisation committed to the safety and well-being of children. Smiggle is proud to be the Foundation's Official Buddy Bag Partner. Since 2019, Smiggle has provided complimentary products and in FY23 donated \$80,000 (RRP) worth of backpacks.

The Diana Award

In FY23 Smiggle sold 'Choose Kindness Keyrings' during the Back to School period, with all proceeds donated to The Diana Award Anti-Bullying Programme in the UK and Republic of Ireland. Smiggle raised over £9,000 for this cause.

Dolly's Dream

Smiggle has supported Dolly's Dream for the past four years, raising funds for the antibullying cause through the sale of the 'Choose Kindness Keyring' for the past two years. This initiative has raised over \$50,000 in FY23, and over \$100,000 in the past two years. The funds raised help Dolly's Dream to continue to support schools, speak directly to parents via an online portal, and expand the services of the Dolly's Dream Support Line helping parents, carers and children around bullying and associated mental health issues.



Planet

We recognise our responsibility to ensure we have a positive impact on the environment and reduce the amount of energy and natural resources consumed.

We are committed to ongoing improvement, including focusing on increasing our understanding of our impact on the planet and what change and mitigation strategies we can implement to manage current and future risk.

In FY23 we have implemented or improved a number of our processes including:

- Forest Stewardship Council (FSC) certified materials used in our distribution centre and packaging
- Completed the scoping of a project to convert all poly-bags from virgin plastic to those utilising recycled plastic, or the removal of poly-bags completely where to do so maintains product integrity
- In FY23 we reduced the number of customer plastic shopping bags ordered across our network by 40%
- We are well underway in removing customer plastic shopping bags from our stores to comply with legislative requirements. This includes the complete removal of plastic bags in Peter Alexander and Smiggle, and from all our apparel brands in WA. In addition, by the end of 2023, plastic shopping bags will also have been removed from all brands in Queensland and the ACT
- Across our Australian and New Zealand distribution centres, over 900 tonnes of cardboard was recycled
- All customer-facing shipper bags used in our online business have been converted to 100% recycled plastic, with a further trial underway exploring alternative options
- Moving to adopt Australasian Recycling Labels (ARLs) on some of our packaging, bags and tags to better educate customers on what materials can be recycled. ARLs are an initiative of the Australian Packaging Covenant, of which Just Group is a signatory
- A review of ticketing, including in Peter Alexander removing the 'Penny' plastic kimble in favour of a plant based alternative made from corn starch
- In our Smiggle brand, switching from PVC visual merchandising signage to recycled and reusable paper signage. This switch is saving over 6,000kg of PVC vinyl from going to landfill each year. Reviews are underway to expand this initiative to all Premier brands
- We continue to ensure all lighting supplied to new and refurbished stores along with support offices is low energy LED

We acknowledge that our journey is one of continuous review and improvement. We will continue to adapt our policies and activities to ensure they meet the expectations of the suppliers and workers in our supply chain, our customers, team members and shareholders.

Case Study

In FY23, our Melbourne support office and Australian distribution centres partnered with social enterprise Reground to collect soft plastics and coffee grounds from those workplaces. The soft plastic is recycled into building film, whilst coffee grounds are distributed to home and community gardens. Through our partnership with Reground we have recovered 4,458kg of resources, whilst avoiding 4,952 greenhouse gas emissions.

Soft plastic recycling:



3,198 kg
SOFT PLASTIC
DIVERTED



2,558 kg
EMISSIONS
AVOIDED



640
TROLLEYS OF SOFT
PLASTIC SAVED

Coffee ground collection:



1,260 kg
COFFEE GROUNDS
DIVERTED



2,394 kg
EMISSIONS
AVOIDED



HOME GARDENS: 83%
MELBOURNE ZOO: 3%
COMMUNITY GARDENS: 12%
(END USERS)

Product

We are committed to creating product ranges that meet changing customer trends and values.

Premier recognises the social and environmental impacts that our purchasing decisions have. This year, we accelerated our existing sourcing efforts to embed human rights, animal welfare and responsible fabric procurement requirements. Underpinning this work is the evolution and expansion of our framework for responsibly sourced materials along with a more detailed governance around our customer facing communications.

The vast majority of the apparel products we sell are composed of one or more of cotton, polyester or viscose fibres. Our approach to these materials continues to evolve with more of our products moving away from utilising the conventional form of the fibre (for example, moving from virgin polyester to recycled polyester).

We will continue to evolve and mature in our capability to source a far greater proportion of our products in preferred materials.

In FY23, we continued to work on initiatives such as:

- **Better Cotton membership**
Better Cotton's mission is "to help cotton communities survive and thrive, while protecting and restoring the environment". Since Just Jeans' membership first commenced in early 2021, Premier has expanded its membership to include Jay Jays, Dotti, Portmans, Jacqui E and Peter Alexander. Premier is committed to improving cotton farming practices globally with Better Cotton
- **Global Organic Textile Standard (GOTS)**
GOTS is an internationally recognised organic textile standard. Products carrying GOTS certification contain an assurance of organic origin, as well as environmentally and socially responsible processing, as clothing produced under a GOTS certification must use a minimum of 95% organic cotton. Peter Alexander continues its commitment to GOTS for a selection of women's apparel and childrenswear
- **LENZING™ ECOVERO™ & Birla Cellulose's LIVAEKO™**
A large proportion of viscose used in apparel is made from pulp sourced from endangered and ancient forests. LENZING™ ECOVERO™ and Birla Cellulose's Liva Eco™ are viscose fibres derived from certified renewable wood sources and made using more responsible production methods, both generating lower emissions and having a reduced water impact than traditional viscose. Premier continues to explore more responsible sources of viscose and increase the proportion of improved options such as LENZING™ ECOVERO™ and Birla Cellulose's Liva Eco™

Case Study

Our largest project to date has been the rollout of our **Better Cotton** membership and usage across Jay Jays, Dotti, Portmans, Jacqui E, Just Jeans and Peter Alexander.

- Over 55% of Just Jeans cotton procurement in FY23 was sourced as Better Cotton
- At a group level, 664 metric tonnes of Better Cotton in FY23, which equates to over 16% of our total cotton sourcing across all six brands, an improvement from FY22.
- **Cotton Pledge**
We do not condone the sourcing of cotton harvested from any region where state sanctioned forced labour regimes or where forced labour practices exist
- **Recycled polyester**
Synthetic fibres such as polyester are essentially a type of plastic which is usually derived from petroleum. Recycled polyester uses existing materials in the supply chain to help create new fabric. With a lower reliance on resources such as water and energy, these fabrics leave a smaller impact on the environment. Our teams are incorporating recycled polyester where possible into new ranges and are continuing to review additional alternatives to virgin synthetics
- **Animal welfare**
Premier does not condone any form of animal cruelty. The following animal derived materials are banned from all Just Group products - angora & other rabbit hair; fur and feathers