

Responsible Business Practices Build Trust & Deepen Our Relationships

Our commitment to ethical and responsible ways of working are embedded in our operations, supply chain and the communities in which we operate across the four strategic pillars set out below.

We are proud to share highlights from our FY25 work program.

<div></div> <div>People</div>	<div>Engaging our 5,000+ global team</div> <div>We aim to create an environment that focuses on engagement – ensuring our people strive for excellence while prioritising their wellbeing</div>	<div>Building retail careers</div> <div>We are proud to internally promote our team members across our store network, support office and DC</div>	<div>Boosting wellbeing and safety leadership</div> <div>We conducted mental health first aid training for a group of regional managers and established dedicated Health and Safety committees for both Peter Alexander and Smiggle</div>
<div></div> <div>Partners</div>	Ethical Sourcing		
	<div>Ethical sourcing resources</div> <div>We appointed dedicated ethical sourcing managers for both Peter Alexander and Smiggle to strengthen responsible sourcing practices</div>	<div>Modern Slavery risk awareness</div> <div>We maintained our partnership with LRQA to advance our ethical sourcing program and deepen insights into modern slavery risks in our supply chain</div>	
	Community		
	<div>Breast cancer fund raising</div> <div>We supported the National Breast Cancer Foundation, with our team raising over \$22,000 in FY25, and over \$222,000 over the course of our fundraising partnership</div>	<div>Clothing donation</div> <div>We donated over 2,870 items in FY25, including to people in need</div>	<div>Supporting vulnerable children</div> <div>We continued to provide Smiggle product donations to children in need</div>
	<div></div> <div>Planet</div>	<div>Measuring emissions</div> <div>We continued measuring our primary suppliers' Greenhouse Gas Emissions</div>	<div>Improving data</div> <div>We continued to improve the accuracy of our packaging and waste data for APCO reporting</div>
<div></div> <div>Product</div>	<div>Responsible fibre procurement</div> <div>We continued responsible fabric sourcing in our product ranges, including 92+ metric tonnes of Better Cotton, and investment in more traceable viscose sources</div>	<div>Recycled Polyester</div> <div>We continued to source recycled polyester where possible into new ranges</div>	<div>Global Organic Textile Standard</div> <div>We remain committed to incorporating certified organic cotton where possible throughout our baby and junior collections</div>



We are committed to unlocking the potential of each of our 5,000+ strong team members. We also strive to attract and retain top talent that can meet the needs of our strategy and customers.

Our work program, which forms the basis of our people strategy, has a specific emphasis on:

- promoting the well-being and engagement of team members;
- fostering diversity, equality, and inclusion; and
- ensuring health and safety for our team members and customers

Team Member Wellbeing & Engagement

We continue to connect individual performance with the goals and values of our Group. We do this by:

- **Training & developing our people.** In FY25, 9 programs and 59 modules were available, together with a Development Program for leadership. We remain committed to continuously evolving our training programs in line with the changing needs of modern business. As part of this commitment, we will be conducting a comprehensive review of our training strategy in FY26 to further support the development and growth of our team members.
- **Rewarding our team** for excellence, including through seasonal bonus & incentive opportunities.
- **Supporting our people** when they encounter challenging life situations. Team members in all markets have access to an employee assistance program.
- **Extending value** by recognising the cost-of-living pressures on our team. We offer discounts for purchasing in our own stores, as well as for products from selected third parties (eg. health insurance, gym memberships, finance & technology products).

Equality & Inclusion

We stand firmly against all forms of discrimination in the workplace. We take great pride in the robust career opportunities we provide, particularly for women in the retail sector.

In FY25, women comprised over 90% of our workforce and held 44% of executive leadership roles. One third of the Premier Board are women.

We remain dedicated to fostering comprehensive diversity and inclusion across our teams, continually learning from and engaging with our workforce on diversity initiatives to ensure our workplace is free from discrimination.

Health & Safety

Our team members have a right to be safe at work in an increasingly complex retail environment. Moreover, our team has a right to be treated respectfully at all times. We acknowledge and support recent industry initiatives to address the rising incidence of abuse and violence towards retail employees. Incidents such as those that took place at Northland in 2025 have once again underscored the risks our store teams face. In FY25, our efforts have concentrated on addressing these physical and psychosocial hazards. We developed a tool to thoroughly review critical incidents, ensuring we capture key insights and take appropriate action. Additionally, we conducted mental health first aid training for a group of regional managers and established dedicated Health and Safety committees for both Peter Alexander and Smiggle.

In FY25, we had a continued focus on preventing and minimising injuries to team members and continued to track lost time injuries (**LTIs**) and the lost time injury frequency rate (**LTIFR**), which reflects the number of LTIs per million hours worked. In FY25, we saw significant improvements in both our LTI and LTIFR across the business. Overall, we saw a 21.4% decrease in LTIs and a 21% decrease in LTIFR across Smiggle, Peter Alexander and Premier Retail Services.

To ensure we have the right support in place and comply with legislative requirements regarding psychosocial hazards, we are utilising risk management funding to engage external consultants who will develop a tool to assess these hazards across our business. This will help us evaluate the effectiveness of our current controls and collaborate with our teams to identify and implement any additional measures as needed.

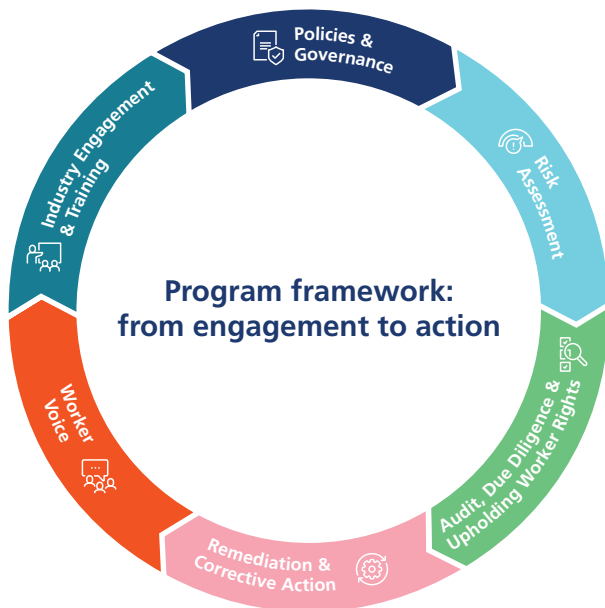
Partners

We continue our long standing commitment to upholding human rights standards and responsible sourcing practices to ensure the rights of workers and the communities from which we source are protected.

Our Ethical Sourcing Program

Premier Retail's brands partner with product suppliers who work with factories based in China and India. These factories participate in our Ethical Sourcing program. Our updated program, now in its fifth year, is monitored through a number of audit & compliance requirements, as well as regular factory visits throughout the year by our team. In FY25 we continued our partnership with LRQA to implement our program and to further understand Modern Slavery risk in our supply chain. Our partnership continues for Peter Alexander and Smiggle even after the sale of the Apparel Brands business as of 26 January 2025.

Our framework approach is one of continuous improvement and full transparency. Full details of our framework are set out in our fourth Modern Slavery Statement, which we published in January 2025 and can be found on our website on the page 'Commitment to Sustainable & Responsible Business Practices'. In our next Modern Slavery Statement, due to be published in January 2026, we will focus on the efforts of Peter Alexander and Smiggle only. We are pleased however to confirm an investment in our Peter Alexander and Smiggle teams which includes the appointment of dedicated ethical sourcing managers covering solely those brands. We will continue to invest in our teams to ensure that our commitments are upheld.



The six core pillars of our Ethical Sourcing Program framework include work programs in each pillar, informing actions and change.



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

Community

Supporting our communities & having a positive impact is important to us. Our FY25 partnerships included the following outcomes:



Over \$22,000 raised

We have raised over \$222,000 for Breast Cancer Research since 2016.



2,870 items donated

Providing new sleepwear for people in need.



\$60,000 raised for the RSPCA through continued Peter Alexander partnership

With just under \$7,000 raised in New Zealand for Paw Justice.

Over \$1.46 million raised for the RSPCA since our partnership began over a decade ago, and over \$162,000 for Paw Justice in New Zealand.



\$130,000 Smiggle product donated over the last 3 years

Through the Buddy Bag program, supporting vulnerable children experiencing crisis or trauma. Our contribution to this program includes backpacks, markers, pencils and books.



Smiggle investing in anti-bullying partnerships & raising funds for this important cause

Including raising over \$54,000 in FY25 for anti-bullying organisation Dolly's Dream. Smiggle has raised over \$254,000 across our long term fundraising partnership.



In the UK, our Choose Kindness keyrings raised over £19,000 for The Diana Award.



New Smiggle partnership in New Zealand

Raising over NZ\$5,000 through the sale of Choose Kindness keyrings, supporting Kiwi children living in hardship. Smiggle has raised over NZ\$13,000 over the last two years for KidsCan.



Team member product donation

Our team members ran a period product drive to benefit Share the Dignity which was aligned with International Women's Day. This product drive assists women experiencing period poverty when experiencing or at-risk of domestic violence or homelessness.

We recognise our responsibility to ensure we have a positive impact on the environment and play our part in making better decisions in our sourcing and operations.

Our commitment to ongoing improvement includes focusing on increasing our understanding and impact of our sourcing and decision-making. In FY25 we continued making changes and improvements in the following areas:

- Measuring our primary suppliers' Greenhouse Gas emissions in ERSA audits. So far over 58 sites have had data captured. Several sites are currently using renewable energy which will inform future projects and supplier requirements
- Continued scoping the upcoming Climate Related Financial Disclosures legislation including short listing partners and software providers and designing an implementation plan to ensure future compliance. Further information around our Climate Related Financial Disclosures will be provided in next year's Annual Report.
- All customer-facing shipper bags used in our online business are 100% recycled plastic
- Continued use of Forest Stewardship Council (FSC) certified paper and cardboard in our distribution centre and packaging
- Reduced plastic bag usage by 48% in FY25, continuing our downward trend. Paper bags now make up 95% of total bags.

As a signatory to the Australian Packaging Covenant (APCO), we continue to report annually on our waste management and packaging practices. Building on the work initiated last year, we have maintained our collaboration with a third party consultant to measure our packaging against APCO's reporting requirements and enhance the accuracy and reliability of our data. We remain committed to implementing APCO's recommendations and observations from our recent audit, further strengthening the integrity of our recognised certifications and underlying calculations. In the year ahead, we will continue these efforts, with a particular emphasis on training our teams in line with APCO's sustainable packaging guidelines.

We acknowledge the need for accelerated change in light of upcoming legislative requirements. Our work program will continue to adapt our policies and activities to ensure they meet the expectations of the suppliers and workers in our supply chain, our customer, team members and shareholders.

Reground

Our partnership with social enterprise Reground has continued in Premier Retail's Melbourne support office and Premier's owned Australian distribution centres. Both our coffee grounds and soft plastics are collected and are distributed or recycled into positive solutions. Soft plastic is recycled into building film or turned into innovative Plastoil, whilst coffee grounds are distributed to the Melbourne Zoo as well as home or community gardens.

Through our partnership with Reground across all of our locations, we have recovered 4,625kg of resources, whilst avoiding 5,966 greenhouse gas emissions.

Soft plastic recycling:



46%
Building Film

54%
Plastoil



2,565 kg
Soft plastic
diverted



2,052 kg
Emissions
avoided

Coffee ground collection:



47%
Home
Gardens

39%
Melbourne
Zoo

13%
Community
Gardens



2,060 kg
Coffee diverted



3,914 kg
Emissions
avoided



Product

Our product ranges are evolving & improving to meet changing customer trends and values.

We are on a journey of sourcing more responsible products across our brands in recognition of the social and environmental impacts that our purchasing decisions have. As the majority of our apparel products we sell are made from cotton, polyester or viscose fibres we are focussed on converting from the conventional fabrications to more responsible options. In FY25, our key initiatives with our product ranges included:

Better Cotton membership

We partner with Better Cotton to improve cotton farming globally. Through its implementation partners, Better Cotton trains farmers to use water efficiently, care for soil health and natural habitats, reduce the use of harmful chemicals and respect workers' rights and wellbeing. In FY25, we sourced 92+ metric tonnes of Better Cotton across Peter Alexander.

Global Organic Textile Standard (GOTS)

Products sourced to the GOTS standard focus on a range of social and environmental metrics in relation to organic processing methods. 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, junior and baby sleepwear. In the reporting period, 10% of infant, 3% of junior and 14% of women's (maternity) ranges were sourced to the GOTS standard.

Responsible Viscose Sourcing

Our aim is to avoid untraceable sources of viscose and to ensure it doesn't come 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. In the reporting period, Peter Alexander had a number of products which contained ECOVERO™ or Liva Eco™.

Recycled Polyester

We recognise the environmental impact of sourcing synthetic fibres derived from petroleum, such as polyester. 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 are less resource intensive than conventional polyester. In the reporting period, our teams continued to source recycled polyester where possible into new ranges.

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.

Animal welfare

We do not condone any form of animal cruelty. The following animal derived materials are banned from all our products – angora & other rabbit hair, fur, feathers and exotic skins.

