Voluntary Modern Slavery Statement

TSCO Pty Ltd t/a JB's wear

ACN 060 730 127

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1 INTRODUCTION

This is a Voluntary Modern Slavery Statement (**Statement**) made pursuant to section 6 of the Modern Slavery Act 2018 (Cth) (the **Act**) by TSCO Pty Ltd t/a JB's wear (ACN 060 730 127) (**JB's wear**).

The main JB's wear brands include JB's, C of C, Johnny Bobbin, Podium, Colours of Cotton and JB's wear itself.

JB's wear acknowledges the importance of the Act and appreciates the Act's contribution to eradicating modern slavery. JB's wear also acknowledges its responsibility for respecting human rights in its operations and supply chains as outlined in the United Nations Guiding Principles on Business and Human Rights.

JB's wear is committed to upholding its obligations to mitigate against the risks of modern slavery within its operations and supply chains.

This Statement outlines the steps taken by JB's wear in the 2025/2026 financial year (the relevant reporting period) to understand, address and minimise the risks of modern slavery occurring in its supply chains and other parts of its business.

2 OPERATIONS AND SUPPLY CHAIN

JB's wear is an industry leader in the clothing and workwear market with over 30 years' experience. It has an extensive portfolio, including corporate, hospitality and industry specific attire (including PPE and work boots), clothing for schools, sporting clubs and casual wear. Our values and mission remain as the business continues to grow, which is to offer quality, reliable apparel for everyone.

JB's wear has over 70 employees across Australia. The workforce is a mix of full-time employees and agency casuals.

2.1 Operations

JB's wear has offices and warehouses in Victoria, Queensland and Western Australia, with additional dedicated sales offices in New South Wales and South Australia.

2.2 Supply Chain

We are committed to continuous improvement to reduce and mitigate against the risk of modern slavery in our supply chains. We recognise our responsibility as an importer, garment wholesaler and distributor. We acknowledge that modern slavery risks cannot be mitigated against by us alone – as such, we work closely with our supply chain partners to achieve a collective outcome.

Our supply chain is made up of various suppliers in the Asia Pacific Region.

In addition to its own periodic inspections of factories, JB's wear engages an internationally recognised auditor to undertake supplier social performance audits, which includes the collation of social compliance audit reports encompassing audits conducted.

3 RISKS OF MODERN SLAVERY PRACTICES

We have extensive and cooperative relationships with some of our suppliers – including some for up to 30 years. Despite this, we acknowledge that there is inherent risk of modern slavery within the manufacturing (including textiles) industry. The predominant associated risk is the exploitation of workers in a manufacturing environment, such as a factory or workshop.

We have identified three broad areas which could increase the risk of modern slavery practices occurring within our operations:

- **Sector and industry** – the manufacturing industry (particularly textiles) is a high-risk industry globally.
- **Product and services** – apparel and associated products.
- **Geography** – the geographic locations where our suppliers operate increase the risk of modern slavery practices in our operations.

4 ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

JB's wear is committed to understanding its modern slavery risks across its supplier base. Accordingly, JB's wear maps its suppliers and conducts independent audits over each of these factories. This is particularly relevant in the countries representing a considerable modern slavery risk.

JB's wear also has a clear ethical and social responsibility statement published on our website. This statement communicates that JB's wear chooses to work with factories that:

(a) do not use child or forced labour;

(b) provide a safe workplace and conditions for all employees; and

(c) comply with all environmental, health and safety and employment laws in the countries they operate in.

We outline these key endeavours below.

4.1 Modern Slavery Committee

JB's wear has a modern slavery committee (**MSC**) which monitors and assesses JB's wear's actions towards mitigating against the risk of modern slavery in its operations and supply chains.

The MSC agrees on action items at the conclusion of its meetings and evaluates the progress towards these items at the next meeting. The MSC then considers and establishes a plan for any further actions required.

4.2 Supplier Social Performance

JB's wear utilises an independent auditor to evaluate JB's wear's suppliers' social responsibility and performance.

This review results in an audit report which informs JB's wear of its suppliers grading in accordance with workplace conditions assessment indicators. This data allows the benchmarking of performance across the entire supply chain and is categorised by product and country of production.

4.3 Sedex Membership and Auditing

In January 2024, JB's wear joined Sedex, a leading technology platform, which provides data insights and expert guidance on sustainable business. Sedex undertakes audits and reporting. We have maintained our membership of Sedex since that time.

4.4 Policies

JB's wear has developed a Supplier Code of Conduct and Ethical Practice (**SCC**). The SCC acknowledges JB's wear commitment to sourcing products from ethical, responsible suppliers who share consistent values and business practices.

The SCC requires our supply chain partners to follow applicable laws and regulations, and to keep accurate records of the actions they have taken to ensure compliance.

Among other things, the SCC reinforces the requirement to comply with various legal requirements, including in connection with:

- compliance with labour and industrial standards;
- prevention of modern slavery in supply chains;
- prevention of discrimination, harassment and bullying; and
- ensuring compliance with work health and safety requirements.

The SCC will promote continuous improvement and ensure our supply chain partners have an up-to-date understanding of applicable rules and regulations. This will be done through consultation with stakeholders and independent audits.

4.5 General risk assessments and commitments

JB's wear has developed a modern slavery risk matrix which outlines key risks in the supply chain and suggested mitigating actions. Periodic audits, either annually or every two years, will occur based on the supplier's risk profile. A typical on-site audit will take from one to four days.

At a minimum, all audits will involve an assessment of labour standards and health & safety. Extended audits may be required for an analysis of business ethics (looking into corruption and fraud) and environment (an assessment of environmental policies and waste management).

A report will then be produced that will identify any non-compliances for improvement. In addition, a Corrective Action Plan will be provided by the auditor to assist in performance improvement.

4.6 Training

To raise further awareness about sustainability and human rights issues in the supply chain, JB's wear attend regular sustainability training for its MSC. Training topics include:

- Human Rights Due Diligence – Enhancing Processes and Safeguarding your Supply Chain;
- Modern Slavery Supply Chain Risk Management – Beyond Audit
- Modern Slavery Act Consultation workshop.

5 ASSESSMENT OF ACTIONS TAKEN TO ASSESS AND ADDRESS RISKS

JB's wear has also taken steps to evaluate the effectiveness of some of its actions to assess and address modern slavery risks.

JB's wear has procedures and process flows in place for auditing rules and corrective action plans in terms of sustainability and performance of suppliers.

Audit reports will request suppliers to remedy non-conformance within a specified timeframe. JB's wear will monitor the situation until non-conformance is rectified.

6 CONSULTATION WITH ENTITIES OWNED OR CONTROLLED

JB's wear consults with its related entities when reviewing and considering modern slavery risks by reviewing audit reports and progressing its modern slavery agenda in the MSC.

7 CONCLUSION

JB's wear is committed to continuous improvement, which includes continuing to assess and address the risks of modern slavery within its business operations and supply chains. JB's wear has made significant progress in the 2025/26 financial year to expand on its existing framework to ensure additional protections exist.

JB's wear intends to build on this approach in the coming years.

8 APPROVAL

This Statement is made pursuant to section 6 of the Act and constitutes a voluntary modern slavery statement on behalf of JB's wear for the reporting period of the 2025/26 financial year. This Statement has been approved by the Board of JB's wear.

Name: Andrew Smith

Position: Director

Date: 31-7-26

Signed: 