

DECJUBA

Modern Slavery Statement 2023





DECJUBA is proud to submit our fourth Modern Slavery Statement, which includes DECJUBA Australia and New Zealand [1] (ABN 22611918873), and DECJUBA Foundation [2] (ABN 22 611 918 873). Our online offering is managed through our Australian Head Office, located at 56-60 Gwynne St, Cremorne, VIC, 3121, Australia. The DECJUBA Modern Slavery Statement 2023 outlines the actions taken to identify, address and remediate potential risks of modern slavery in our business operations and supply chain from financial year 1 July 2022 until 30 June 2023 (FY23) under the Australian Modern Slavery Act 2018 (Cth) (MSA).

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A NOTE FROM TANIA AUSTIN

DECJUBA **Owner & CEO**

At DECJUBA, our brand promise is to deliver AMAZING.

As part of this promise, we are working towards becoming Australia's most responsible fashion retailer, and remain committed to a long-term, considered approach to eliminating modern slavery.

We define modern slavery as any practices such as human trafficking, slavery, forced labour, child labour and slavery-like practices where one person has taken away another person's freedom by threats, violence, coercion, abuse of power or deception. Modern slavery disproportionately affects women, and as a female-led organisation we take our responsibility seriously to support the eradication of modern slavery.

In FY23, we continued to demonstrate our commitment through the key milestones outlined below.

- We engaged an external body, Fair Supply, to complete a risk assessment of our supply chain from Tier 1 to Tier 10. This allowed us to better understand areas of high risk for modern slavery.

- To improve supply chain transparency, we mapped our Tier 1 suppliers and made this information publicly available, in line with best practice.
- We improved our cotton sourcing and traceability of the raw material through sourcing Australian cotton, including our partnership with Good Earth Cotton.

In preparing this statement in accordance with the specific reporting requirements under the Modern Slavery Act 2018 (Cth), we have consulted with our executive leadership team, and more broadly across our business, to report on our collectively agreed actions to address modern slavery risk.

Our FY23 Modern Slavery Statement has been reviewed and approved by the Sole Director, Owner and Chief Executive Officer of DECJUBA on 19 December 2023.

TANIA AUSTIN,
DECJUBA, OWNER AND CEO
DATE: 19 DECEMBER 2023
DECJUBA.COM



About us

1. Identify the Reporting Entity.

The reporting entity is DECJUBA Pty Ltd (ABN 22 611 918 873) and is a single reporting entity for the purposes of the Modern Slavery Act 2018 (Cth).

DECJUBA Pty Ltd includes DECJUBA Australia and Aotearoa New Zealand, and DECJUBA Foundation (ABN 23 976 511 262). Our online offering is managed through our Australian Head Office, located in Melbourne at 56-60 Gwynne St, Cremorne, VIC, 3121.

The DECJUBA Modern Slavery Statement 2023 outlines the actions taken to identify, address and remediate potential risks of modern slavery in our business operations and supply chain for the reporting period 1 July 2022 to 30 June 2023 (FY23).

Our Approach

2. Describe the Reporting Entity's Structure, Operations and Supply Chain.

In 2008, Tania Austin relaunched DECJUBA with a vision “to make everyone look and feel amazing”.

Fifteen years on, this customer and purpose-driven approach still informs every decision. As the business has grown, so has our desire to “give more than we get” and as a global retailer, we know our responsibility extends beyond selling fashion.

Today, we have over 140 stores in Australia and New Zealand and operate internationally online. In addition to DECJUBA's range of accessible, effortless fashion, we have launched two sub-brands, D-LUXE Basics in 2016 and DECJUBA Kids in 2017. In 2023, we have further expanded our product offering to DECJUBA Beauty and DECJUBA Men. Our team is made up of over 1,500 individuals across our Global Head Office and DECJUBA retail stores.

Our philanthropic arm, DECJUBA Foundation was established in 2021. The Foundation is committed to partnerships with local and global charitable organisations to transform lives and create real, sustainable change. It focuses on empowering communities, supporting those in need, unlocking opportunities for education, extending access to the arts and delivering emergency aid. DECJUBA Foundation is on a mission to positively impact 25 million lives by 2025.

Our DECJUBA Sustainability Strategy ensures we remain accountable to our sustainability goals.

OUR MISSION

At DECJUBA, we are on a mission to become Australia's most responsible fashion retailer.



THE STRATEGY FOCUSES ON THREE KEY PILLARS:

OUR PRODUCT

At DECJUBA we create feel good fashion.

We carefully research and responsibly source the materials we use.

1.

OUR PARTNERS

At DECJUBA we know how our clothes are made.

We ensure our suppliers are following industry best practice and work towards a transparent supply chain.

2.

OUR PLANET

At DECJUBA we are kind to the planet.

We are on a sustainability journey, to care for our environment and build a better future.

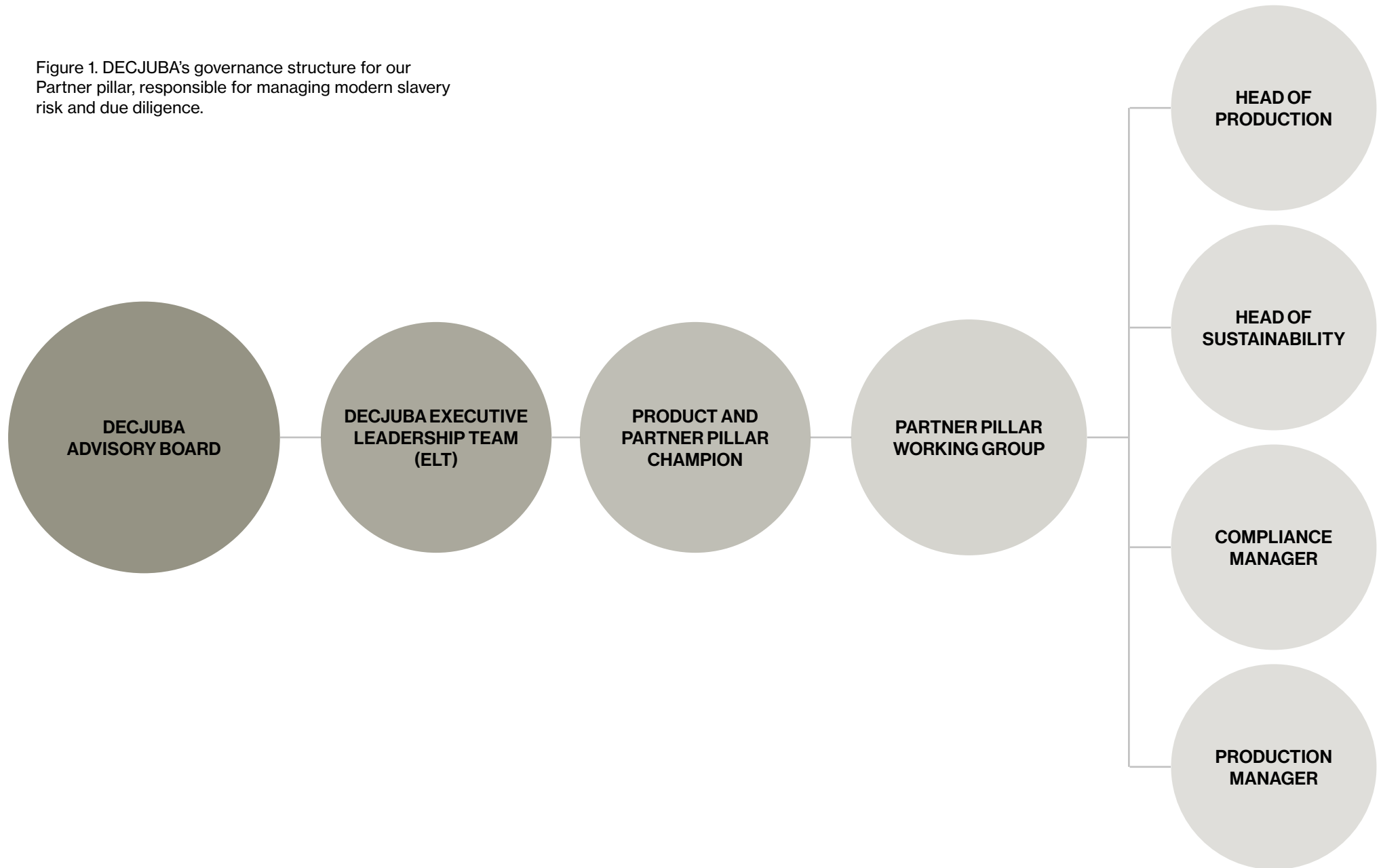
3.

Our Partners pillar and the targets underpinning this focus area are centred on managing social and environmental impacts in our supply chain, in particular potential modern slavery risk and human rights issues.

GOVERNANCE STRUCTURE

Governance oversight of this strategic pillar is provided by the DECJUBA Advisory Board and the DECJUBA Executive Leadership Team (ELT). Our Partners pillar operational working group provides monitoring and reporting to track performance against our 2027 targets and continuous improvement actions. Oversight of this working group is provided by our Product and Partners pillar champion, our Chief Operating Officer.

Figure 1. DECJUBA's governance structure for our Partner pillar, responsible for managing modern slavery risk and due diligence.



OUR OPERATIONS

At DECJUBA, we operate across retail, head office, and warehouse networks, working together to deliver AMAZING.

Our Head Office operations are based in Melbourne, Victoria Australia.

We operate retail stores in Victoria, New South Wales, Australian Capital Territory, Queensland, Western Australia, Tasmania and Aotearoa New Zealand's North and South islands.

Our warehouse operations are based in Melbourne, Australia and Auckland, Aotearoa New Zealand and are managed externally by a third party.

At DECJUBA our team is empowered by five core values that guide how we operate:



At DECJUBA our team is empowered by five core values that guide how we operate:

INTEGRITY

WE LEAD BY EXAMPLE
WE ARE ACCOUNTABLE TO EACH OTHER
WE HAVE AN ABOVE THE LINE APPROACH

BRAVERY

WE ARE SOLUTIONS-FOCUSED
WE CHALLENGE EACH OTHER
WE ASK FOR HELP WHEN WE NEED IT

HONESTY

WE DO THE RIGHT THING
WE ARE TRANSPARENT
WE KEEP IT REAL

OPTIMISM

WE HAVE FUN & CELEBRATE THE WINS
WE ARE SUCCESS & FUTURE-FOCUSED
WE RADIATE POSITIVITY & A CAN-DO ATTITUDE

INNOVATION

WE EMPOWER OUR TEAM & DEVELOP FUTURE LEADERS
WE ARE CURIOUS & SEEK CONTINUOUS IMPROVEMENT
WE LOVE NEW IDEAS

We believe our greatest asset is our people. Across our retail, head office and warehouse teams as of 30 June 2023, we directly employed 1,902 team members across Australia and Aotearoa New Zealand, representing a mixture of full-time, part-time, and casual team members as shown in Table 1 below.

DECJUBA's philanthropic arm, DECJUBA Foundation, was established in 2021. The Foundation is guided by five fundamental pillars that resonate with our team and customers, and guide our decisions when it comes to supporting and giving back to the communities we serve: empowerment, experience, education, essentials, and emergency relief.

LOCATION	FULL-TIME	PART-TIME	CASUAL	TOTAL
AUSTRALIA	392	116	1159	1667
AOTEAROA/ NEW ZEALAND	40	111	84	235

Table 1. The number and employment status of DECJUBA team members in our direct operations.

OUR SUPPLY CHAIN

At DECJUBA, we acknowledge that our suppliers are fundamental to the success of our journey, and we are proud of the long-term partnerships we have built with many of them over the years.

The majority of our product is currently manufactured in China. We also have manufacturing suppliers located in the following countries: Vietnam, Bangladesh, India, Pakistan, Sri Lanka and Cambodia.

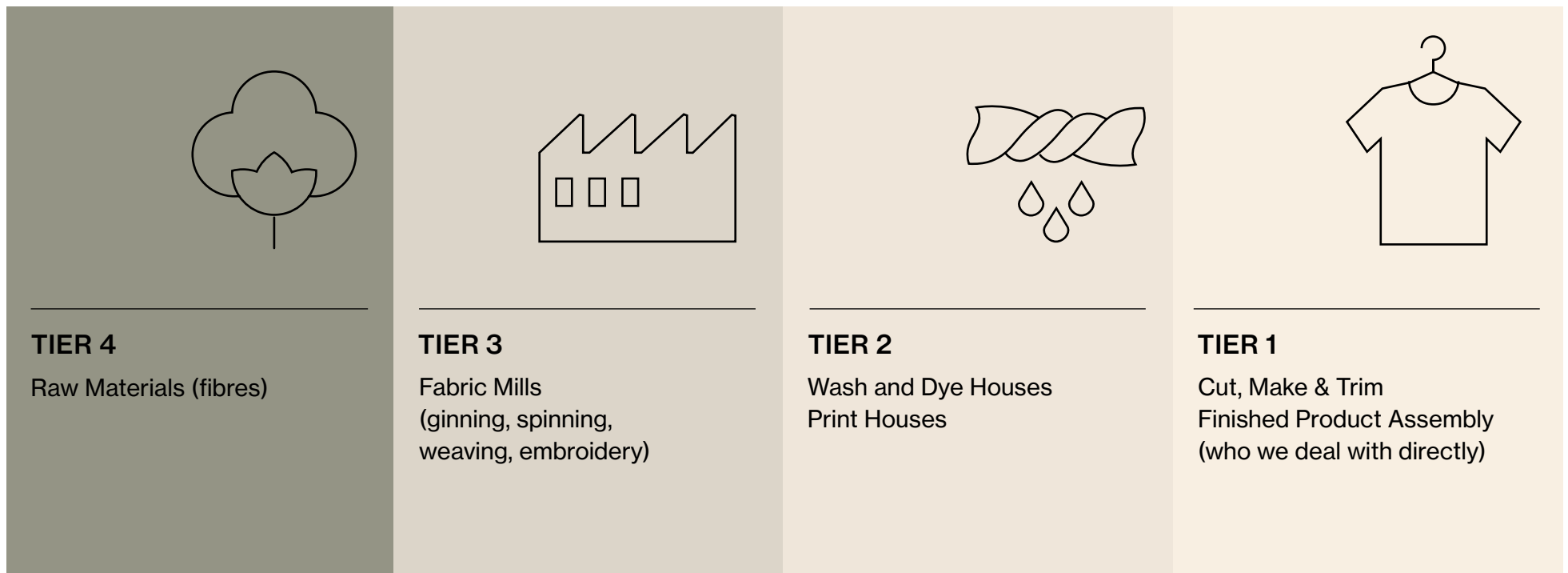


Figure 2. DECJUBA's manufacturing supply chain Tiers.



Figure 3. Map of the countries
DECJUBA's manufacturing
suppliers are located for FY23.

The future DECJUBA sourcing model will see our products manufactured in multiple countries.

In FY22, we reported that DECJUBA had invested in a new digital supply chain management system to facilitate improved compliance and greater transparency and traceability as part of our Responsible Sourcing Program. The investment of this system has enabled reporting capabilities whereby we can efficiently identify our global manufacturing network. This also allows us to measure data integrity within our supply chain and target specific tiers.

We continued to embed this system into our operations in FY23, including using this system to map our supply chain beyond tier 1.

For the FY23 reporting period we have completed a supply chain map of our tier 1 suppliers and factories to improve our transparency, refer to Appendix 2.

DECJUBA's Responsible Sourcing Program is operationalised and digitally enabled through our Enterprise Resource Planning (ERP) system. In conjunction with our supply chain management system, this provides a comprehensive framework that manages risk more broadly in the business, enabling more specific evaluation and monitoring of modern slavery risks in our supply chain.

During COVID, virtual supplier tours were initiated to engage with our suppliers overseas to maintain our relationships and review practices and verify compliance. We continued these virtual supplier tours in FY23, conducting nine virtual tours with suppliers located in China, Bangladesh and Pakistan. By utilising this online video conferencing technology we have been able to effectively engage with more of our suppliers.

Understanding the Risks

3. Describe the risks of modern slavery practices in the operations and supply chains.

At DECJUBA, we understand we have the potential to cause, contribute to, or be directly linked to modern slavery practices throughout our everyday business as defined in Table 2 below.

We also understand that modern slavery risk is assessed based on risk to people rather than risk to business. This places the focus on identifying the highest risk of modern slavery to people in our supply chain and operations with the aim of achieving better outcomes for vulnerable people.

KEY TERM	EXPLANATION
CAUSE	A business may cause adverse human rights impact, such as modern slavery, where it causes the impact through its own direct activities or omissions.
CONTRIBUTE TO	A business may contribute to an adverse human rights impact, such as modern slavery, where its actions or omissions facilitate or incentivise the impact to the extent that it would have been unlikely to occur without them.
DIRECTLY LINKED TO	A business may be directly linked to an adverse human rights impact where it is connected to the impact through the actions of another entity with which it has a business relationship (such as a supplier).

Table 2. Explanation of key terms used to describe modern slavery risk.

OPERATION RISK

Based on our direct operations, we have assessed the likelihood of modern slavery risk we cause to be low.

The terms and conditions for our retail team members are set out in employment contracts, which are guided by the General Retail Industry Award in Australia and individual employment agreements in Aotearoa New Zealand.

We also understand that employing visa holders comes with additional compliance obligations. As such, we check the visa status of new recruits where applicable through our chosen working rights verification provider V:Sure for Australia. For Aotearoa New Zealand we refer to the Government Visa Verification Service website.

SUPPLY CHAIN RISK

Based on our supply chain, we have assessed the likelihood of modern slavery risk that we contribute to, or are directly linked to, to be of higher risk.

Modern slavery manifests itself across a range of interconnected aspects of industry, products, geographic or entity risk, as detailed in Table 3 below. At DECJUBA we are committed to improving supply chain transparency to help eradicate modern slavery practices across our supply chains.

As part of our operational supply chain, we also rely on other industries that have been identified as high-risk for modern slavery such as construction and cleaning service industries related to our retail and office footprint in Australia and Aotearoa New Zealand. We also rely on other services in our supply chain such as transport and logistics, property management, IT services, office equipment, visual merchandising and promotional materials.



RISK CATEGORY	EXPLANATION
INDUSTRY RISK	<p>Due to the complex and opaque nature of global apparel and textile supply chains, the fashion industry has been identified as a high-risk industry for modern slavery.</p> <p>Reasons for this include the use of migrant, unskilled or temporary labour, short-term contracts that affect the way we interact with different production stages of our supply chain, unreasonable delivery timeframes may require suppliers to engage in excessive working hours or work is outsourced to meet deadlines where poor working conditions or practices allow for the exploitation of workers.</p>
PRODUCT RISK	<p>The way certain products are produced, provided, or used, may also attract a higher risk of modern slavery. Cotton is one product particularly relevant to our industry that represents a higher risk for modern slavery due to the use of potential forced labour to produce this product.</p>
GEOGRAPHIC RISK	<p>Certain countries or regions are more likely to have a higher incidence of modern slavery due to factors such as poor governance structure, weak rule of law, conflict, migration and other socio-economic conditions like poverty. Cotton production in certain countries such as the Xinjiang region in China, Uzbekistan and Turkmenistan have been identified as high risk for modern slavery.</p>
ENTITY RISK	<p>Certain entities or suppliers may lack the adequate governance structures and ethical standards to ensure worker rights and protections. They may engage in forced labour or other human rights violations.</p>

Table 3. Types of modern slavery risk.

MODERN SLAVERY RISK ASSESSMENT

To further improve our understanding of modern slavery risk, we have undertaken a risk assessment of our supply chain supported by external consultants, Fair Supply, using supply chain mapping methodology. This work constitutes an initial scoping exercise so we can prioritise more detailed risk assessment work of suppliers in the next stage.

The assessment process provides an estimate of modern slavery risk in our supply chain beyond our Tier 1 suppliers based on the following factors:

- Industry Type
- Country of Tier 1 Supplier
- Relative Spend Amount

This analysis has allowed us to identify higher risk countries and suppliers as well as where in our supply chain there may be a higher incidence of modern slavery occurring. This will allow us to prioritise engagement with higher risk suppliers and conduct supply chain mapping so that we can more effectively understand and address this risk.

Results of this supply chain risk assessment to Tier 10 of our supply chain indicated that our highest risk countries for modern slavery are Pakistan and China.

The risk profile of our supply chain based on estimated people in forced labour per \$Million is provided in figure 4. We will focus our due diligence efforts on engaging with high and moderate high suppliers in our supply chain.

Tier 1 of our supply chain also represents the highest risk for modern slavery based on this risk assessment. This information will allow us to complete further due diligence work and investigate the practices of suppliers based on the risk profile above. This will allow us to make a more informed assessment of the risk.

This will be an area of continuous improvement action in our roadmap for FY24.

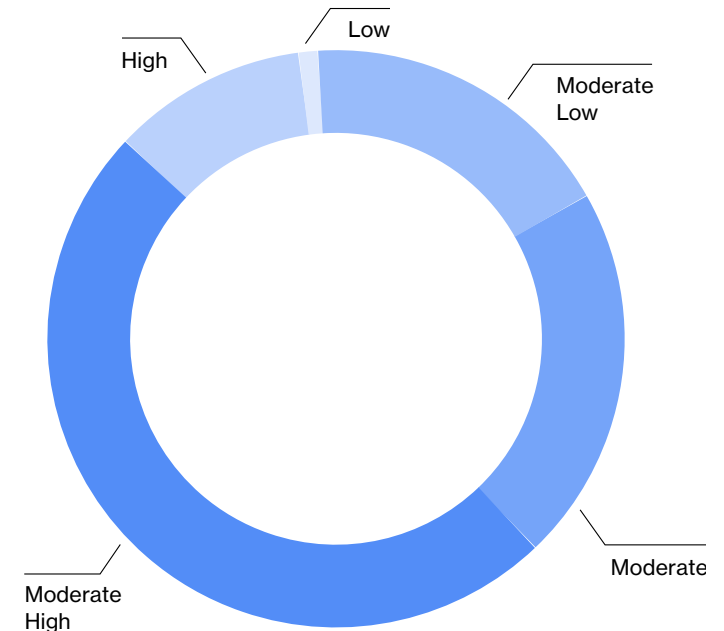


Figure 4. Modern slavery risk profile of DECJUBA supply chain.

Our Actions

The background of the page is a photograph of a clothing store. In the foreground, there are several racks of clothes, including a white t-shirt, a dark blue shirt, and a pair of jeans. In the background, there are mannequins wearing hats and jackets. The lighting is soft and the overall tone is muted.

4. Describe the actions taken to assess and address these risks, including due diligence and remediation processes.

DECJUBA's actions to address actual and potential modern slavery risk starts with our ongoing due diligence management process. Our policy framework provides the governance structure to help us to identify, prevent, mitigate, and account for how we address modern slavery risk and human rights impacts in our business activities.

POLICY FRAMEWORK

Our comprehensive policy framework provides our governance structure and operational guidance for how we identify, manage, and remediate modern slavery risk.

Our Ethical Sourcing and Social Compliance Policy provides the structure for how we fundamentally manage our approach to social impact and human rights as a business.

Establishing the DECJUBA Ethical Sourcing and Social Compliance Policy is our first step in addressing the risk of modern slavery within the DECJUBA supply chain and operations.

Additionally, we have developed supporting policies to the code, including a Modern Slavery and Forced Labour Policy, which

provides a more detailed outline of our expectations for suppliers and factories. This includes our remediation process in the event of a confirmed case of modern slavery.

In addition to developing our Ethical Sourcing and Social Compliance Policy and supporting policies, Table 4 below outlines the additional documents we have implemented to assist us to minimise the risk of modern slavery while improving our sourcing practices.

Our Supplier Manual is how we engage with our suppliers and communicate our expectations and requirements.

DECJUBA suppliers must agree to all terms and sign our Supplier Agreement. This agreement covers our operational business relationship and all trading terms, including governance of the supply chain.

DECJUBA's Terms and Conditions of supply govern the expectations of the working

relationship between DECJUBA and its suppliers. These expectations are tested through our supplier onboarding and due diligence policies and processes.

Suppliers cannot be used for any activity until a signed Supplier Agreement has been received and approved by DECJUBA.

Our Annual Data Integrity Review (ADIR) process ensures we stay updated with potential changes to compliance requirements related to our suppliers. Undertaken by our compliance team, suppliers are requested to provide an annual update of data including their third-party contractors such as printers or washhouses so we can track and review changes to the supply chain.

DECJUBA POLICY FRAMEWORK	PURPOSE
ETHICAL SOURCING AND SOCIAL COMPLIANCE POLICY	To provide overarching principles and key values related to ethical sourcing and social impact, making clear our expectations.
MODERN SLAVERY AND FORCED LABOUR POLICY	To provide guidance outlining expectations of our suppliers related to worker rights and conditions.
CHILD LABOUR POLICY	To provide guidance related to our zero tolerance of child labour in accordance with international standards.
UNAUTHORISED SUB-CONTRACTING POLICY	To set clear expectations regarding our zero-tolerance approach to the use of unauthorised suppliers that may present a higher risk.
SANCTIONED COUNTRY SOURCING POLICY	To set clear expectations regarding sourcing of raw materials from banned locations.
SUPPLIER MANUAL	To provide a holistic overview of our expectations and requirements for suppliers including the relevant policies that must be followed.
FACTORY CODE OF CONDUCT	To provide confirmation that suppliers agree to meeting our standards for conduct.
FACTORY CAPABILITY ASSESSMENT	To provide confirmation of a supplier's capacity, including use of any subcontractors.
ANNUAL DATA INTEGRITY REVIEW	To provide an annual review of supplier requirements to ensure expectations are still being achieved.

Table 4. Overview of DECJUBA's policy framework.

ONGOING DUE DILIGENCE

Onboarding suppliers

Our onboarding process aims to ensure our social and environmental requirements are communicated, understood, and can be achieved.

It is a six-step process that navigates the chain of supply extracting information that relates to the workplace and the wellbeing of workers within it. It involves a self-assessment process and a virtual tour to ensure screening criteria are satisfied before suppliers can be approved and registered. The key criteria that must be met for suppliers to be approved include:

Legal registration document
Fire permit documents
Waste management and environmental processes and systems
Employee injury insurance for 100% of employees
Sustainability initiatives and processes
Health and safety processes

They must also meet DECJUBA's Code of Conduct requirements, have robust environmental and sustainable practices in place, give full transparency of their factory base from Tiers 1-4 and agree to sign DECJUBA's Supplier Manual Agreement.

In-person visits of potential new manufacturing suppliers by our team were conducted in FY23 to review operational facilities with travel restrictions now easing.

1. Supplier rating system

Our internal supplier rating system is carried out by our Compliance Manager. Suppliers receive a rating on several set criteria that include metrics around sustainability and ethical practices. At DECJUBA we regularly review this information and speak with suppliers to drive continuous improvement.

2. Factory audits

To ensure workers are protected from the risk of modern slavery, we utilise independent factory audit programs, including SEDEX, BCSI or WRAP.

Within these audits are confidential individual and group worker interviews where concerns can be raised. From this, we conduct annual follow-up audits to address concerns and ensure corrective actions are taken.

DECJUBA's compliance team communicates any corrective action plans with key stakeholders both internally and with suppliers. Actions are set against a time frame and are managed until closed off.

In addition to third-party audits, our compliance team also conducts virtual tours with our Tier 1 factories, this comprises of existing and new factories within a supplier's factories supply chain.

We concentrate on the safety of the workers, the factory layout including clear walkways, no blocked fire exits, rest areas and access to first aid.

These virtual factory tours give us a better insight into the conditions that the workers have. The DECJUBA compliance team have the knowledge and experience to ask precise questions to assess these working conditions. In-person supplier and factory visits for both existing and new suppliers are planned for FY24.

3. Supply chain transparency

To improve our supply chain transparency, we have committed to mapping our supply chain and disclosing this information.

This is part of our sustainability strategy, under Our Partner pillar, and related 2027 targets. We have completed mapping 100% of our Tier 1 suppliers and factories, which is provided in Appendix 2.

Our Supplier Agreement also stipulates that all Tier 1 subcontractors are disclosed and have current audits in place before being approved to manufacture for DECJUBA.

Our 2027 sustainability target is to complete supply chain mapping to Tier 3. We are currently finalising Tier 2 suppliers and have commenced work on Tier 3 suppliers.

In FY23, we also made progress to improve the traceability of our raw materials through to our final product. This was achieved through our partnership with Good Earth Cotton as well as sourcing Australian Cotton. We were able to trace the cotton grown in Australia through our supply chain to the final garment.

4. Training and awareness

Modern slavery awareness training is conducted for our employees and suppliers to establish a clear understanding surrounding the risk of modern slavery and DECJUBA's remediation program.

In FY23, we delivered a modern slavery awareness session with key stakeholders from our Production and Buying teams which included space for discussion and questions.

We are committed to delivering and improving our training programs over the coming years with internal and industry specialists to ensure we remain up to date with new identification and mitigation strategies related to modern slavery.

5. Grievance mechanism

In addition to this escalation process, in FY23 we revised our Whistleblower Policy to ensure our team are encouraged to speak up and report conduct that causes them concern without fear of repercussions.

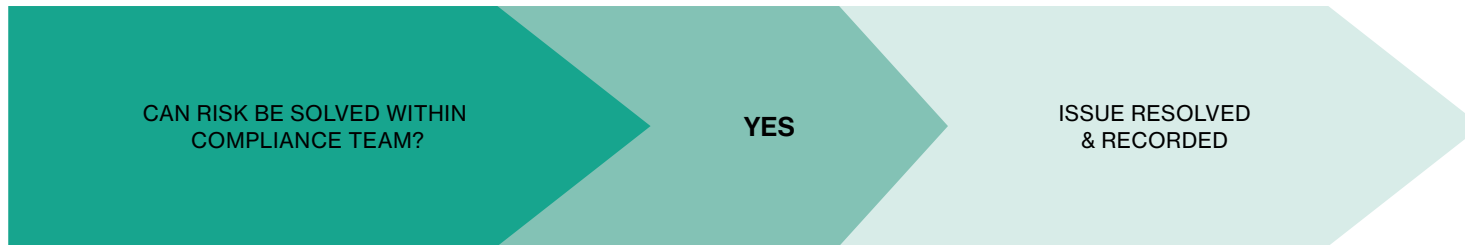
These concerns can be treated anonymously and are investigated. This policy applies to employees, suppliers and contractors.

6. Remediation

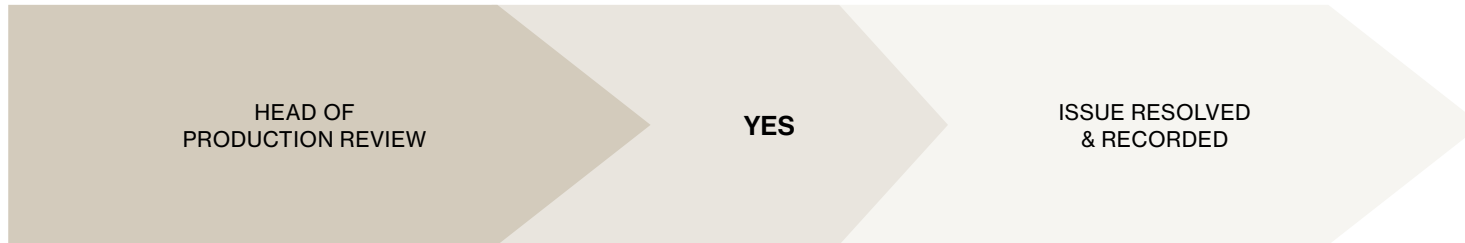
When issues are identified whether through our due diligence processes or from other sources, we first determine whether the issue is classified as Zero Tolerance, Critical, Major or a Minor Non-conformance.

This determination informs the next steps and actions under our escalation process for Modern Slavery outlined in Figure 5.

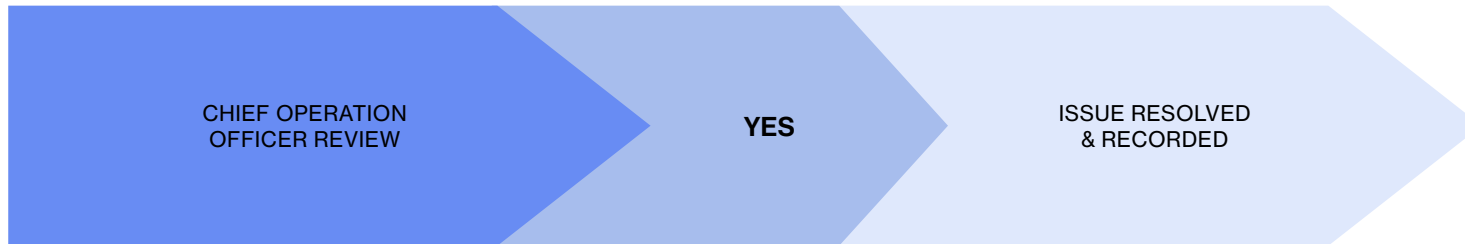
RISK IDENTIFIED ▾



NO ▾



NO ▾



NO ▾



Figure 5. DECJUBA's escalation process.

Assessing Our Actions

5. Describe how the reporting entity assesses the effectiveness of these actions.

We have reviewed the progress of our continuous improvement actions identified in our modern slavery roadmap and have assessed the effectiveness of these actions in Table 5 below.

As part of our due diligence framework, we are constantly evaluating, monitoring, and reporting on this risk to workers in our supply chains. Several actions and tools have been created to understand and assess if our commitment to eradicating modern slavery from our supply chain is effective or requires adjustment. This ongoing assessment ensures DECJUBA continues to provide an adequate level of protection to workers.



ACTION ITEM	2023 ACTION PLAN	ASSESSING EFFECTIVENESS
MODERN SLAVERY TRAINING	Internal team update – Feb. External supplier update – May to Sep.	Completed training session with the Buying and Production teams. External suppliers updated at the Supplier Conference.
REVIEW INTERNAL POLICIES RELATED TO MODERN SLAVERY	Update Supplier Manual – Feb.	Supplier Manual update completed.
PARTNERSHIPS	Other Local/Global organisations.	Fair Supply partnership commenced to support with risk assessment.
AUDITS	Tier 3-4 begin deep dive.	Supply chain mapping to Tier 1 completed and majority of Tier 2. Work commenced on Tier 3 mapping.
RESEARCH	Ongoing related to modern slavery.	Ongoing research undertaken to understand new developments, proposed recommendations to improve current regulations and best practice.

Table 5. Assessing progress of our actions in FY23.

The following internal Key Performance Indicators (KPIs) have been developed for the FY24 reporting period to further demonstrate how we aim to continuously improve our approach to addressing modern slavery.

The introduction of KPIs across all key areas (Production, Quality Assurance, Compliance, and Logistics) will allow us to better measure the effectiveness of our actions and progress across future reporting periods.

Quarterly reviews with suppliers will provide an opportunity to discuss lower performing areas and identify concerns within the supply chain that may also pose a risk to modern slavery.

KPI 1	100% completion rate of self-assessments from high-risk suppliers in relation to modern slavery.
KPI 2	30 factory virtual tours completed to verify working conditions and other compliance requirements.
KPI 3	100% completion of Tier 2 supply chain mapping and disclosure.
KPI 4	100% of new team members and key personnel completed modern slavery training module.

Table 6. FY24 Key Performance Indicators to measure effectiveness of our actions.

Consultation

6. Describe the process of consultation with any entities the reporting entity owns or controls.

DECJUBA does not own or control any other business entity. The brands D-LUXE Basics and DECJUBA Kids are part of the DECJUBA business and are managed by the same internal management team.

DECJUBA's FY23 Modern Slavery Statement has been developed by consulting with key stakeholders and senior management across our business.

We also consult with our external supplier network regarding practices that could potentially relate to modern slavery risk and how we manage this risk within our supply chain.



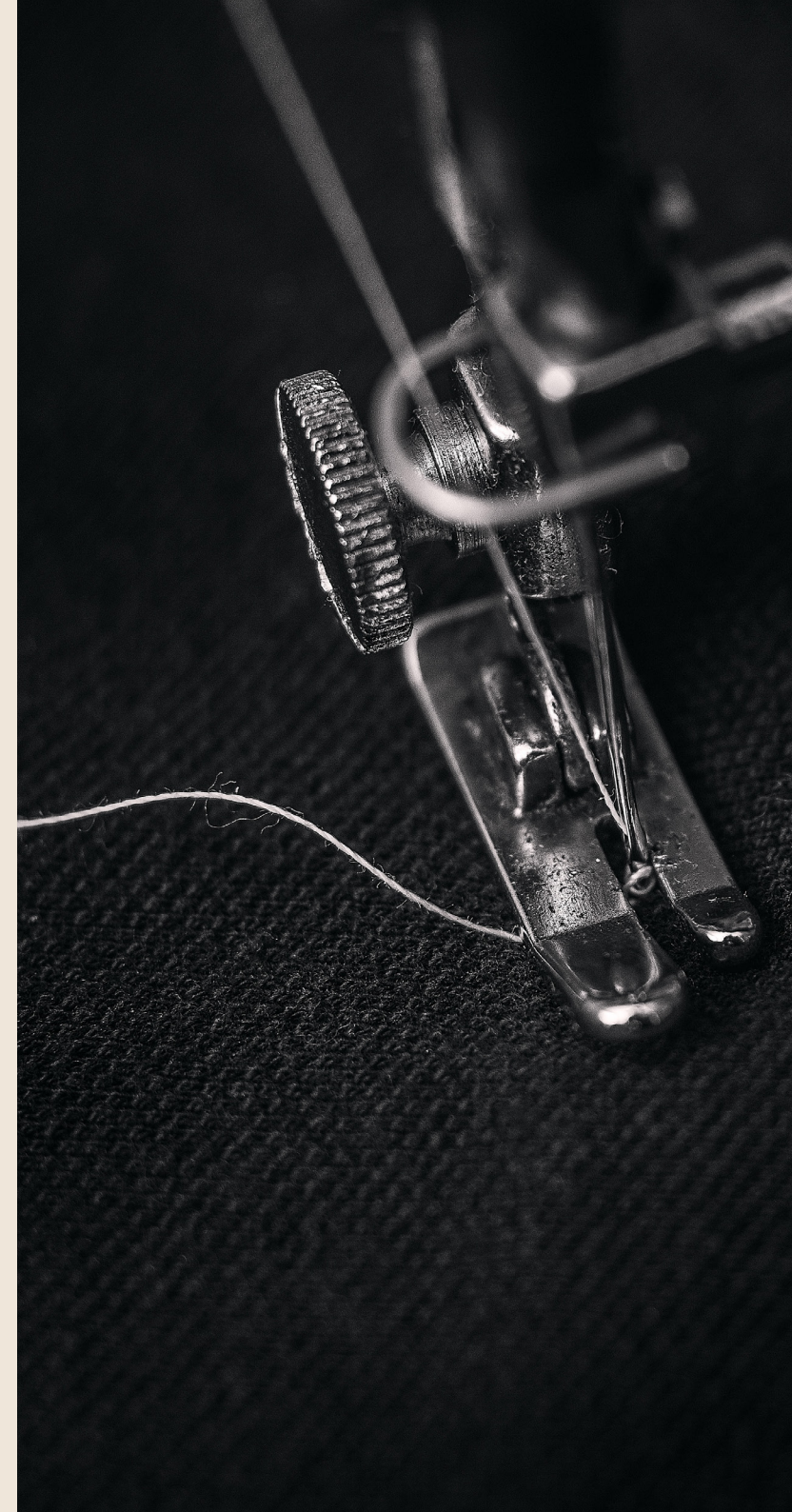
Future Action

7. Provide any other relevant information.

At DECJUBA, our ability to measure performance in reducing modern slavery risk across our business is key to understanding how we can continually improve.

In FY23, DECJUBA updated our roadmap to further support our approach to combatting modern slavery and to effectively deliver our continuous improvement actions in future reporting periods as shown in Table 7 below. The roadmap highlights the improvement actions we will be focusing on in the next FY24 reporting period.

We know our responsibility does not end here, and we will continue taking steps forward to eradicate the risk of modern slavery from our supply chain.



ACTION ITEM	FY21	FY22	FY23
MODERN SLAVERY TRAINING		Internal teams – Feb. External suppliers – May to Sep	Internal teams – Feb. External suppliers – May to Sep
POLICY FRAMEWORK REVIEW		Update Supplier Manual	Update Supplier Manual
PARTNERSHIPS	Textile Exchange, BCI	Walk Free, Verite, PeTA	Fair Supply
SUPPLY CHAIN TRANSPARENCY	Tier 1 completed & monitor expiry.	Tier 2 completed & monitor expiry. Tier 3 & 4 accessing information were available.	Tier 3 & 4 begin deep dive.
FACTORY AUDITS	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.
VIRTUAL TOURS			
WORKER VOICE			Worker interviews must be included in independent audits. Non-conformances are tracked & closed out.
SUPPLIER CONFERENCE			Hold annual supplier conference to engage with key suppliers.
BEST PRACTICE RESEARCH	Ongoing related in relation to above.	Ongoing related in relation to above.	Ongoing related in relation to above.

Table 7. DECJUBA modern slavery improvement action roadmap.

ACTION ITEM	FY24	FY25
MODERN SLAVERY TRAINING	Develop new training module. New starters. Refresher training for key personnel. External supplier training.	New starters. Refresher training for key personnel. External supplier training.
POLICY FRAMEWORK REVIEW	Update Supplier Manual	Update Supplier Manual
PARTNERSHIPS	Continue to explore partnership opportunities and industry collaborations.	Continue to explore partnership opportunities and industry collaborations.
SUPPLY CHAIN TRANSPARENCY	Tier 2 supply chain mapping finalised and disclosed. Explore further opportunities to improve traceability of fibres to raw materials.	Tier 3 supply chain mapping finalised and disclosed. Explore further opportunities to improve traceability of fibres to raw materials.
FACTORY AUDITS	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.
VIRTUAL TOURS	Conduct 30 virtual factory tours for Tier 1 existing and new factories.	Complete supply chain factory tours for Tier 1 and commence Tier 2.
WORKER VOICE	Worker interviews must be included in independent audits. Non-conformances are tracked & closed out.	Introduce a confidential grievance mechanism for workers.
SUPPLIER CONFERENCE	Hold annual supplier conference to engage with key suppliers.	Hold annual supplier conference to engage with key suppliers.
BEST PRACTICE RESEARCH	Ongoing research to understand new developments and best practice.	Ongoing research to understand new developments and best practice.

Table 7. DECJUBA modern slavery improvement action roadmap.

DECJUBA

Amazing, ALWAYS
BA. Always A
WAYS DECJU
ways Amazing
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Amazing, ALV

ALL ABOUT
#DECJUBAdenim
DENIM AS SEEN BY YOU

30% Off
Selected Styles

DECJUBA

APPENDIX 1. INDEX REFERENCING DECJUBA'S RESPONSE TO THE MANDATORY REPORTING CRITERIA.

(16.1.A) IDENTIFY EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT.	About Us	Page 5
(16.1.B) DESCRIBE THE STRUCTURE, OPERATIONS AND SUPPLY CHAINS OF EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT.	Our Approach	Page 6
(16.1.C) DESCRIBE THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS OF EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS.	Understanding the Risks	Page 17
(16.1.D) DESCRIBE THE ACTIONS TAKEN BY EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES.	A note from Tania Austin Our Actions	Page 4 Page 21
(16.1.E) DESCRIBE HOW EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT ASSESSES THE EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS.	Assessing our Actions	Page 28
(16.1.F) DESCRIBE THE PROCESS OF CONSULTATION WITH EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND WITH ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS.	Consultation	Page 31
(16.1.G) ANY OTHER RELEVANT INFORMATION.	Future Action	Page 32

APPENDIX 2. SUPPLIER LIST.

SUPPLIER	FACTORY NAME	FACTORY ADDRESS	COUNTRY	PRODUCT CATEGORY	NUMBER OF WORKERS	% OF FEMALE WORKERS
ABMT TEXTILES	ABMT TEXTILES AUSTRALIA	100-128 Ferris Road, Melton Melbourne Victoria 3338	Australia	Apparel		
ABMT BANGLADESH	ABMT NRG KNIT COMPOSITE	Enayetnagar, Fatullah, Narayanganj-1421	Bangladesh	Apparel	3,100	45%
BUSINESS DIRECT	MAGNUM CLOTHING PVT LTD	No-119, Thiruneer Malai Main Road, Chrompet, Chennai-600044, Chennai	India	Apparel	344	82%
BUSINESS DIRECT	SUNDAR SONS EXPORTS	A1 SIDCO Industrial Estate, Five Roads, Salem 636004	India	Apparel	482	81%
CHINA DOLL AUSTRALIA PT LTD	YIWU MUXI JEWELLERY CO LTD	4th Floor NO.1 Tangge Village Heyetang District Yiwu City Zhejiang Province	China	Accessories		
CHINA LUCKY BUSINESS CO LTD	QINGDAO LUCKY ACCESSORIES CO LTD	D-3-7, Qingdao International Clothing Industrial Park, No.17 Jiujiang Road, Qingdao Shandong	China	Accessories	17	100%
DENIM MERCHANTS (UK) LTD	DENIM CLOTHING COMPANY	Plot # 01 Sector-19, Korangi Industrial Area, Karachi	Pakistan	Apparel	1230	
DREAMLINE FASHION LIMITED	ZHEJIANG YINI TEXTILES TECHNOLOGY CO LTD	No.209 Sufu Road, Suxi, Yiwu, Zhejiang	China	Apparel	46	43%
GUANGZHOU HONGHU LEATHER CO LTD	GUANGZHOU HONGHU LEATHER CO LTD	Factory Building No.17, North Baofeng Road, Shiling Town, Huadu District, Guangzhou, Guangdong	China	Accessories	75	52%

HANGZHOU FUDA TEXTILE CO LTD	HAIYANG HAIZHENG GARMENT CO LTD	Dongcun Town, Haiyang City, Yantai City, Shandong Province Yantai City, Shandong Sheng	China	Apparel	36	83%
HANGZHOU FUDA TEXTILE CO LTD	HAINING CHAOYI GARMENT EMBROIDERY CO LTD	No. 5 Danmei road, Haichang street, Haining	China	Apparel	47	87%
HANGZHOU FUDA TEXTILE CO LTD	SHANGHAI LIANGPIN KNITTING FASHION CO LTD	NO.8 Xinli Road, Xinnong, Jinshan District, Shanghai	China	Apparel	40	65%
HANGZHOU FUDA TEXTILE CO LTD	NINGBO AOQI TECHNOLOGICAL TEXTILES CO LTD	No. 341 Wulipai, Zhenhai town, Ningbo, Zhejiang	China	Apparel	41	73%
HANGZHOU WATONG TRADING CO LTD	HANGZHOU WANTONG TEXTILE	No.756, Xintangtou Village, Xinjie Town, Xiaoshan District, Hangzhou, Zhejiang	China	Apparel	166	59%
HEFEI JWJ TRADING CO LTD (NANTEX)	HAIYAN COUNTY HUALI GARMENT FACTORY	No 1111 Haiwan Avenue, Xitangqiao Street Haiyan County Jiaxing City, Zhejiang	China	Apparel	53	85%
HEFEI JWJ TRADING CO LTD (NANTEX)	JIANGSU SAINTY SUITS CO LTD	No. 8 Taishan Road, Jianye District, Nanjing, Jiangsu	China	Apparel		
JELLAWOOD LIMITED	TAIZHOU TENGHUI CLOTHING CO LTD	Floor 6th, Building B, No.9 Qinglong Rd, Westlake District, Hangzhou	China	Apparel	51	92%
JIANGSU SAINTY HONGTAI TRADING CO LTD	ACTIVE FASHION SPORTSWEAR (HUAIAN) CO LTD	Industry Area, Dingji Town, Huaiyin District, Huaian, Jiangsu	China	Apparel	49	94%

JIAXING HARKHAM GOLDEN CITY GARMENT CO LTD	JIAXING GERONG GARMENTS CO., LTD	Noth Yuxian Street Yuxin Town Nanhu District Jiaxing City F/4 Building No. 1 Jiaxing Shengxiang Building Materials	China	Apparel	21	81%
KING AH KNITTING FACTORY	WUXI YUSHENG YARN CO LTD	Dengxiang Village, Qianzhou Industrial Park, Huishan	China	Apparel	48	71%
QINGDAO ALLSTAR INTERNATIONAL TRADING CO LTD	XIANGSHAN ZHISHANG CLOTHING CO LTD	Yuanjia Village Peasant Club, Dandong Street Xiangshan 315700 Ningbo Zhejiang Sheng	China	Apparel	43	91%
SHANGHAI ZHONGZHI GARMENTS CO LTD	NINGBO IDEAL APPAREL CO LTD	No. 2 Xiyanggang Industrial Area, Ningbo	China	Apparel	155	80%
SOURCE DIRECT	FARSEEING KNIT COMPOSITE LTD	Faridpur, Talihati, Sreepur, Gazipur	Bangladesh	Apparel	642	60%
TONGXIANG JIAYU FASHION CO LTD	TONGXIANG JIAYU FASHION CO LTD	Building 1 No. 801 Renming Road, Tongxiang, Zhejiang	China	Apparel	89	79%
TOPSHOW IMP & EXP CO LTD	TOPSHOW CLOTHING & ACCESSORIES CO LTD	Building 2 & 3 Science & Technology Pioneering Park Economic Development Zone, Jinshajiang Rd, Sihong, Suqian, Jiangsu	China	Accessories	248	90%

Data correct as of 30 June 2023.

List represents 38% of DECJUBA suppliers based on their agreement to publish.

We will continue to engage with our suppliers regarding changing expectations about transparency and disclosure of remaining data.