

A woman with long, wavy brown hair, wearing a black V-neck t-shirt and blue jeans, stands in a vast field of cotton plants. The cotton bolls are white and fluffy, contrasting with the brown stems. The background is a clear, light blue sky. The text 'taking shape' is overlaid in a large, white, serif font, centered over the woman's torso. Below it, 'Modern Slavery Statement' is written in a smaller, white, serif font. At the bottom, 'Reporting Period: 1 July 2022 - 30 June 2023' is written in a smaller, white, sans-serif font.

taking shape

Modern Slavery Statement

Reporting Period: 1 July 2022 - 30 June 2023

Contents

1.

Our message
Page 3

2.

Who we are
Page 4

3.

Our structure, operations
and supply chain
Page 6

4.

Risks of modern slavery
Page 10

5.

Our actions
Page 13

6.

Assessing our effectiveness
Page 18

Our message

At Taking Shape, our purpose is to provide quality curve fashion with a difference. We are innovative and passionate when it comes to delivering design-led styles and helping women find their fabulous.

In everything we do, our customers are at the heart of our decisions. We also know our customers care deeply about responsible and ethical sourcing – and so do we. For many years we have developed deep and long-standing relationships with our key suppliers, ensuring the workers who make our products are treated ethically, fairly and safely. This has always been a top priority at Taking Shape.

As discussed in our previous Modern Slavery Statement, Taking Shape facilitated our first Ethical Sourcing Risk workshop in 2022 which highlighted cotton sourcing as a particularly high risk for the business. I'm pleased to report in this statement, that the Taking Shape design and production teams have worked incredibly hard to minimise and mitigate this risk with the launch of our Australian grown Good Earth Cotton program. This launch is the key pillar of our progress over the past 12 months and is discussed in depth throughout this statement.

Other key updates provided in our fourth Modern Slavery statement are:

- Continue to expand Taking Shape's in-person presence in our key sourcing markets outside of the main market of China – establishing an office in Vietnam in September 2022
- Expand our social compliance audit and screening process to our key non-apparel suppliers

- Phase out the use of plastic in our store shopping bags with the introduction of a long-lasting, durable non-woven shopping bag for our clearance outlet stores
- Successful launch of new licensing collections requiring stringent supply chain audit and compliance requirements

We have and will continue to put in place processes to understand, identify and address the risks of modern slavery in our operations and supply chains. We continue to recognise the important role that we play and we are committed to enhancing and evolving our approach to this complex issue.



Alla Buinowicz
Managing Director
Taking Shape

For the identity of the reporting entity and approval and signing requirements, please refer to the MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE contained on page 21.



Who we are

In a world growing more inclusive and realistic about the 'average sized' person, curve fashion is now competing in a broader market.

Our purpose is to be the leading style alternative for curvy women seeking quality fashion with a difference, by delivering a boldly unique experience from the first glance to the final wear.

Quick facts

- Established in 1985, Taking Shape is a leader in curve fashion in Australia.
- For over 38 years, we have been a cornerstone brand in Australian curve fashion, specialising in fashion forward designer collections in sizes 12 to 30. Our purpose is to be the leading style alternative for women seeking quality fashion, with a focus on innovation and consistency of fit.
- We operate globally online via takingshape.com as well as from a total of 146 stores located in Australia & New Zealand. This includes boutique stores, clearance outlets as well as concession stores within most Myer stores (which are run by major retailer Myer Pty Ltd).
- The majority of our operations are run out of our Head Office known as our Retail Support Centre, located in Victoria, Australia.

100%

of our product has been designed in Melbourne for over **38 years.**

146

stores across Australia and New Zealand with **86** Boutiques, **49** MYER Concession stores, **11** clearance stores and online.

*As at end June 2023

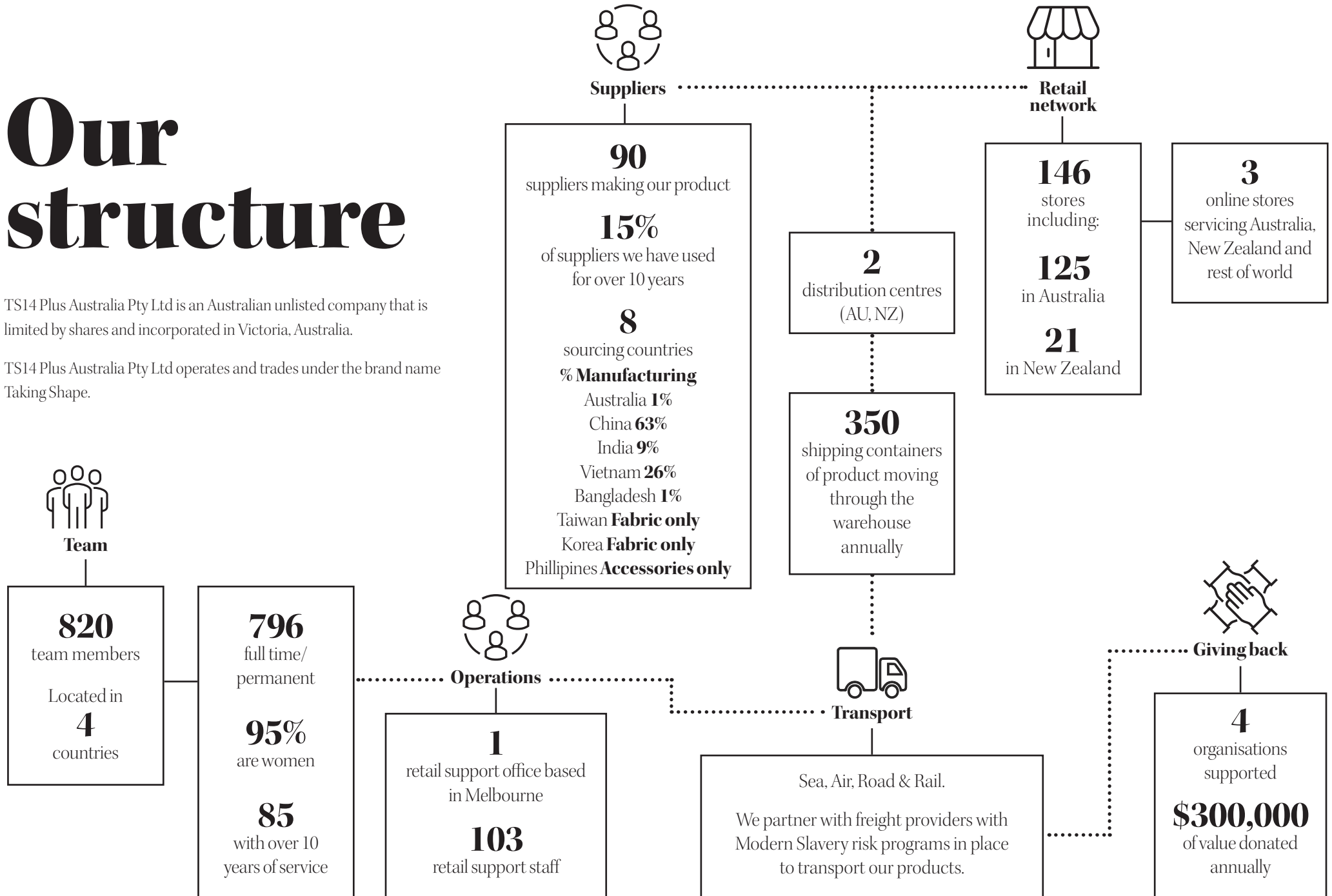
Our structure, operations & supply chains



Our structure

TS14 Plus Australia Pty Ltd is an Australian unlisted company that is limited by shares and incorporated in Victoria, Australia.

TS14 Plus Australia Pty Ltd operates and trades under the brand name Taking Shape.



Team

820
team members
Located in
4
countries

796
full time/
permanent
95%
are women
85
with over 10
years of service



Operations

1
retail support office based
in Melbourne
103
retail support staff



Suppliers

90
suppliers making our product
15%
of suppliers we have used
for over 10 years
8
sourcing countries
% Manufacturing
Australia **1%**
China **63%**
India **9%**
Vietnam **26%**
Bangladesh **1%**
Taiwan **Fabric only**
Korea **Fabric only**
Phillipines **Accessories only**



Retail network

146
stores
including:
125
in Australia
21
in New Zealand

3
online stores
servicing Australia,
New Zealand and
rest of world

2
distribution centres
(AU, NZ)

350
shipping containers
of product moving
through the
warehouse
annually



Transport

Sea, Air, Road & Rail.
We partner with freight providers with
Modern Slavery risk programs in place
to transport our products.

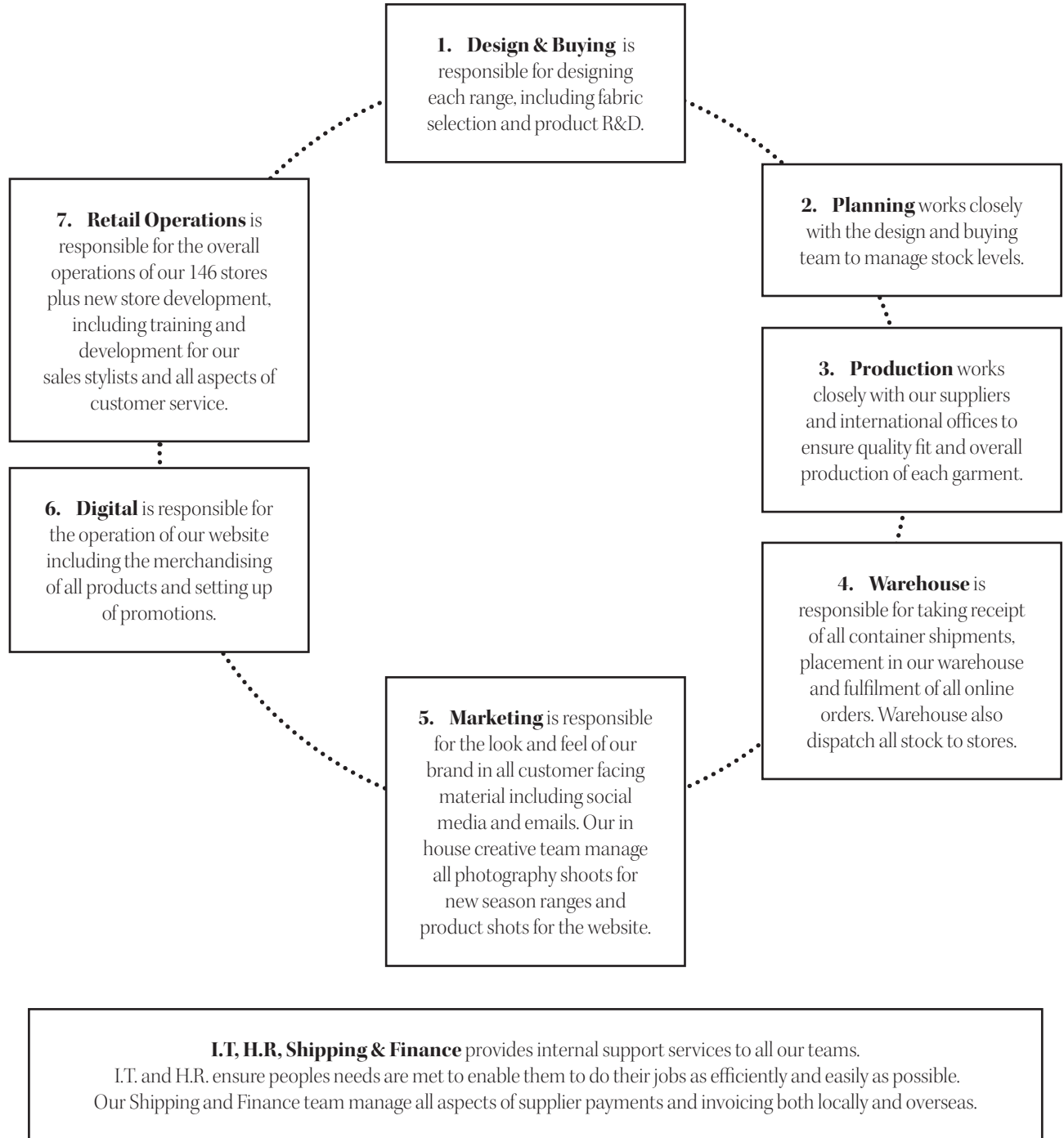


Giving back

4
organisations
supported
\$300,000
of value donated
annually

Our operations

Our Retail Support Centre undertakes the following activities:



Supply chains

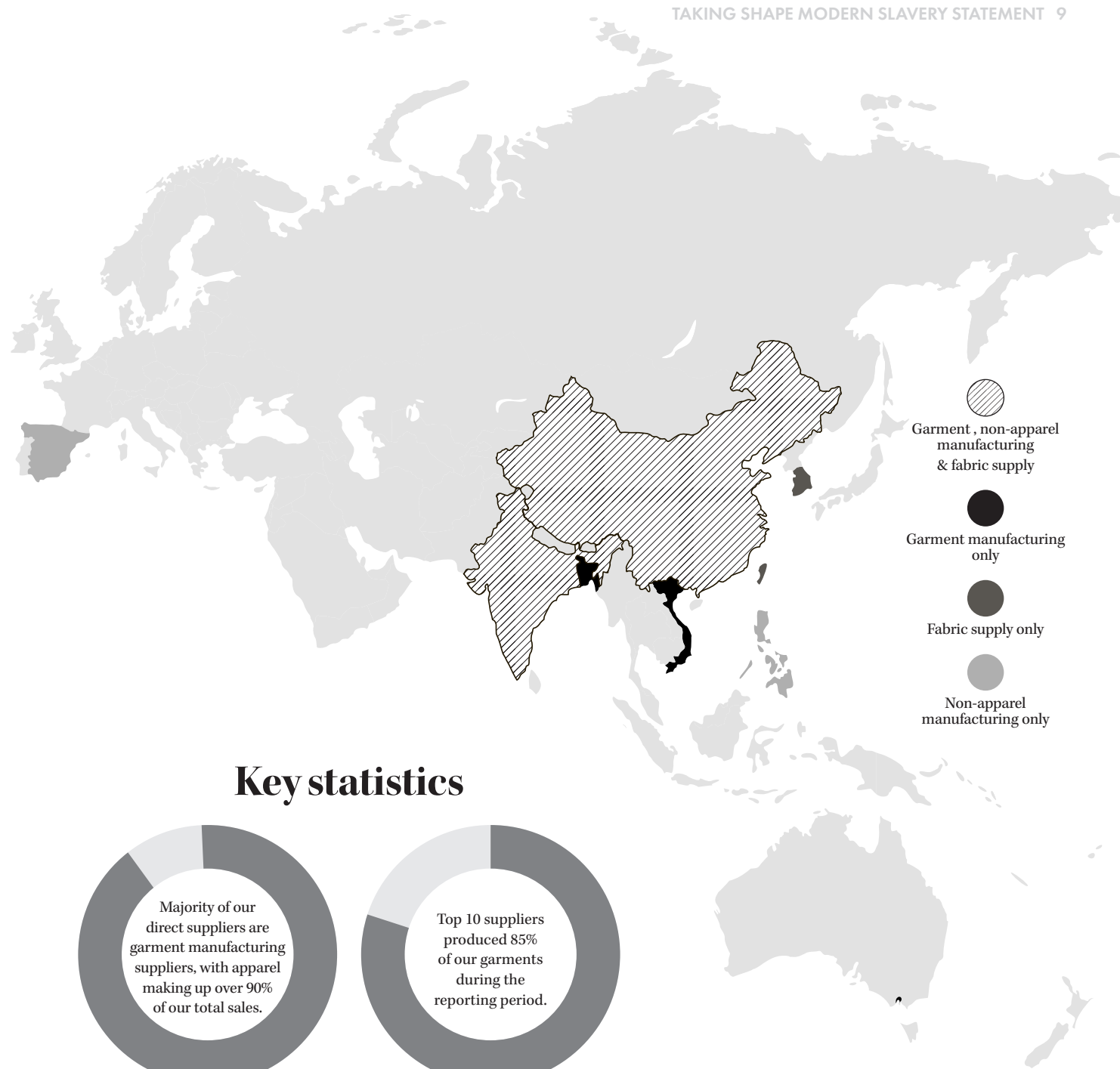
Taking Shape currently works with 90 suppliers across manufacturing, fabrics and specialty product. 70% of our product comes from a core group of six suppliers. The other 30% is made up of specialty suppliers through apparel and non apparel.

Our long history in garment manufacturing has allowed us to develop long term and deep relationships with our key suppliers that we are very proud of. We have partnered together with them for well over 10 years helping grow and establish themselves as strong leaders in their fields.

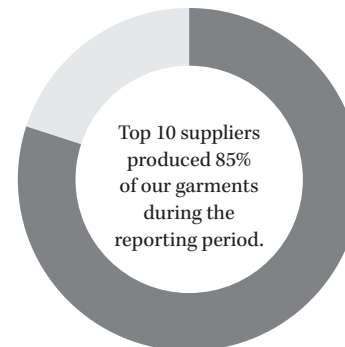
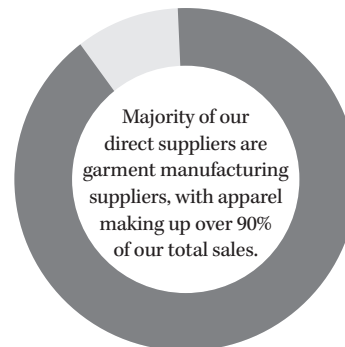
Taking Shape is a vertical retailer which allows us to design, produce and sell our products with a greater degree of control, it allows us to work closely with our suppliers to identify and address risks or potential instances of modern slavery.

We have been working with the bulk of our suppliers for a very long time and have loyal and strong relationships with all our key suppliers. However, there are certain suppliers from whom we procure specialty products (e.g. lingerie, swimwear, knitwear) and our work with them can be sporadic or seasonal. We continue to expand our product categories in non-apparel and source new suppliers.

At Taking Shape, fabric is the foundation of our designs. The team are constantly innovating and working towards more sustainable processes which use organic and recycled materials. Last year, we introduced a new reusable and durable non-plastic bag into our clearance stores, phasing out our use of plastic shopping bags across the business.



Key statistics





Risks of modern slavery

Modern slavery is a human rights issue which we take very seriously.

Well before the introduction of the Modern Slavery Act, Taking Shape has taken a very proactive role in monitoring for potential indicators of modern slavery in our supply chain via our Social Compliance Auditing and Screening Process.

Steps to identify risks

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. It includes practices such as human trafficking, slavery, servitude, forced labour, debt bondage and the worst forms of child labour.

We have not identified any specific incidents of modern slavery, however, we acknowledge that modern slavery risks are a global and complex problem that occurs in every country, in every sector and in every industry.

In order to identify the risks of modern slavery in our operations and supply chains we have taken a prioritised risk based approach to our risk assessment. We have focused our attention on mitigating Modern Slavery where we believe the risk is greatest.

In the reporting period, we have taken the following steps to identify modern slavery risks:



Step 1

Roll out our existing Social Compliance Audit and Screening Process.

This involved:

- Suppliers completing a self-assessment survey which includes a number of questions specifically targeting potential modern slavery indicators (Supplier Survey). All apparel suppliers are required to provide an updated audit report on an annual basis;
- all new suppliers audited on-site to verify the information provided in the Supplier Survey and screened and audited for specific issues, including modern slavery indicators;
- on-site auditing to identify major and critical areas of concern, with suppliers provided with a time limited response to implement corrective action;
- suppliers being re-audited to check that any specific issues have been rectified in accordance with our required remedial action.



Step 2

Focused on areas previously identified targeted risks in our operations and supply chain.



Step 3

Identified the modern slavery risks by internal departments, types of products and services, geographic locations and entity types

The purpose of steps 2 and 3 was to:

- confirm that we are on the right track with our existing Social Compliance Audit and Screening Process to identify modern slavery risks ;
- confirm that we have correctly been focussing on our highest risk and areas where we have the most leverage with suppliers ; and
- assist us to develop a clear understanding of our modern slavery risks and create a clear roadmap for future compliance.

Identified risks

Year Four Update:

In our previous statements we identified these risks outlined in the following table. In our year three statement we are pleased to report that we have addressed the following risks:

- **Operational Risks:** we continue to openly and frequently provide all staff members with regular Modern Slavery updates and awareness training – including at all Area Manager quarterly meetings and annual Head Office town halls.
- **Supply Chain Risks:** as discussed in our Year Three update, a key area of focus for the past 12 months has been the mitigation of our cotton sourcing risk - as identified in our Ethical Sourcing Risk Workshop. The significant progress made by the team in minimising this risk is detailed extensively in this statement.
- **Product and services:** as highlighted above, cotton sourcing was a key focus for our design and production team this year – with the launch of our Australian grown Good Earth Cotton© program in September 2023.
- **Geographic Risks:** Our six person team in India continue to support our growing Indian supplier base with volume production increasing by 37% last year. In addition, we have established a similar office in Vietnam to better support the growth of production in this location and the on-boarding of a new supplier

Risk group	Risks identified	Risk group	Risks identified
Operational	<p>Operations in our stores, warehouse and Retail Support Centre generally pose a lower risk than our supply chain.</p> <p>Most of our Taking Shape team members are employed directly and on permanent contracts. We ceased using temporary labour in our Australian warehouse from December 2019, lowering our risks within our direct team and operations.</p> <p>We focused on areas of the business that use contracted or third-party labour providers as we have less direct visibility and control over these workers and their employment terms. We identified cleaning services as the highest risk service in our operations. While we have a full-time employed cleaner for our Retail Support Centre, we occasionally outsource our cleaning services.</p>	Sector and industry	<p>We know that textiles and fashion, which are core to our business, are recognised as high risk industries globally. The Global Slavery Index by the Minderoo Foundation identifies the countries and industries at risk. Garment manufacturing has been identified as the second highest category of products at risk of modern slavery imported into Australia.</p> <p>Our long term relationships with key suppliers, regular site visits and supplier audits play a key role in addressing these known industry and sector risks.</p>
Supply chain	<p>The fashion products and accessories we sell have a range of modern slavery risks which are complex and we must navigate. Steps 2 and 3 of Identifying Risks, involved a high-level risk mapping exercise, has been instrumental in shaping our future roadmap.</p>	Geographic	<p>Some countries have a higher risk, including factors such as poor governance, weak rule of law, conflict, migration flows and socioeconomic factors like poverty. We have suppliers located in China, India, Bangladesh and Vietnam, which have been identified as high risk for the garment sector by the Global Slavery Index. We have robust measures in place to ensure we are actively assessing and managing these known risks where we have suppliers in these high risk locations.</p>
Product and services	<p>Certain products and services have a high risk because of the way they are produced. We know that cotton, which is a core input into many of our garments, is recognised as a high risk product globally.</p>	Entity	<p>Some entities may have particular modern slavery risks because they have poor governance structures or other issues. While we know a lot about our key suppliers with whom we have a long standing history, we are still getting to know some of our newer and seasonal suppliers.</p>

Our actions

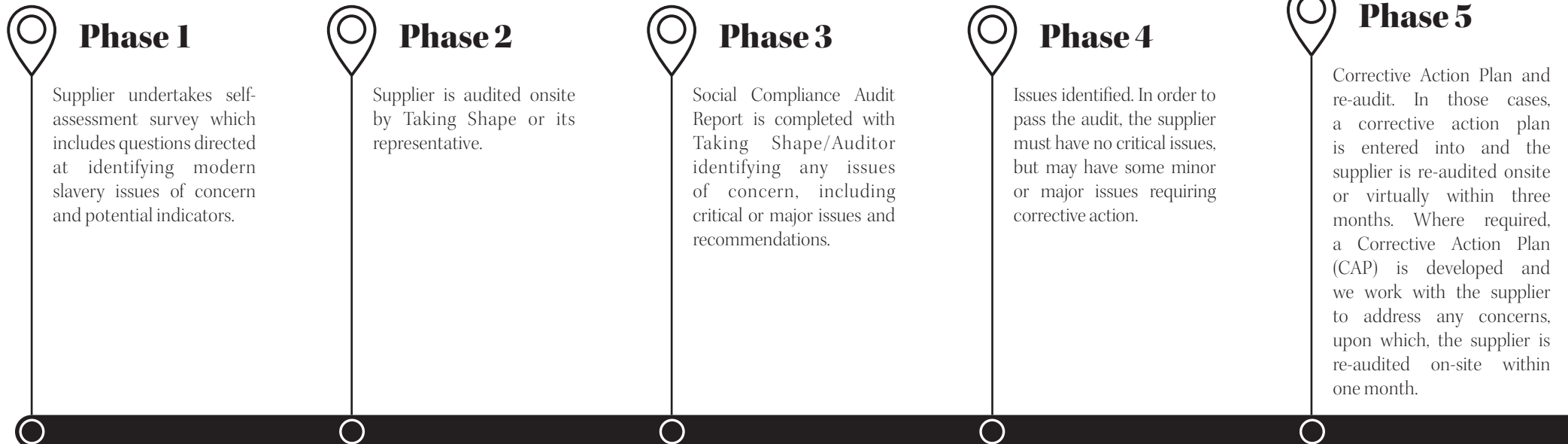
We have taken steps during this reporting period to assess and address the risks in our operations and supply chains, and the existing policies and processes we have in place that can be used to facilitate further risk assessment, prevention and mitigation.

Our existing Social Compliance Audit and Screening Process forms the corner stone of how we identify risks.



Social compliance audit & screening process

We are continuing to mature, develop and formalise how we govern modern slavery risks. Our existing Social Compliance Audit and Screening Process forms the corner stone of how we identify risks.





Factory audits

The factory audits are a key part of our Social Compliance Audit and Screening Process.

We believe that we need to take an active role in our supplier compliance and take an active and personal approach to seeing this through.

We have been conducting factory and site visits with our key suppliers since the company's inception. The travel restrictions due to COVID-19 have affected our ability for face to face visits from 2020 for two years. During this time, we have implemented weekly virtual meetings and check ins with all of our key suppliers.

Pleasingly, we were able to re-commence face to face travel to India in 2022 and travel to China and Vietnam in 2023. In the past 12 months our Design and Production teams completed over eight separate trips to these key production markets in addition to an important visit to Korea to meet with key fabric suppliers.

Our local team in India continue to be our important representative on the ground in India with production volumes up by 37% from prior year. During the past 12 months, the team on-boarded five new Indian suppliers undertaking all initial site visits, audits and follow up actions. Having a face to face interaction has reduced the on-boarding time dramatically whilst increasing our comfort in the quality of the compliance documentation from the supplier.

A similar process has taken place in Vietnam, whereby a new office has been established to assist our Australian production team with the growth of volumes in this market. This new team is responsible for all the quality control of this large volume in addition to sourcing fabrics and assisting with pattern making and garment specifications. A big project for the team was the on-boarding of a brand new factory during the year. Having the team working in market enables strong adherence to our social compliance standards in addition to improvements in production timings and quality.

We continue to rely on our third party audit partners in China in addition to recommencing face to face visits with all key suppliers this year. Our audit and QC partner has visited all factories where we have placed orders in the past 12 months - thereby also ensuring no unauthorized subcontracting and maintaining up to date and accurate audit and compliance records for 100% of our apparel suppliers.

Our Supplier Social Compliance Audit Report assesses the supplier's compliance with the expectations set out in the Supplier Code of Conduct.

In order to pass the audit, the supplier must have no critical issues, but may have some minor or major issues requiring corrective action. In those cases, a corrective action plan is entered into and the supplier is re-audited by onsite or desktop within three months. If any critical issues, or one or more major issues are identified, a corrective action plan is entered into and the supplier is re-audited onsite within one month.

Case study 2023



Australian Grown Good Earth Cotton® Range

As described in our 2022 Statement, the biggest risk identified during our inaugural Ethical Sourcing Risk workshop requiring immediate focus was the sourcing and traceability of our cotton. Following the workshop, the production team worked hard in working with existing suppliers and factories to assess the likelihood of realizing improvements with our existing suppliers whilst also identifying new opportunities to help mitigate this risk.

Not long after this project kicked off, the team commenced fruitful and productive conversations with Good Earth Cotton (GEC). GEC is cotton fibre grown in Australia on farms in North-West New South Wales. These farms are independently certified as being carbon positive and use the world's best farming practices that result in healthier soil, biodiversity, water efficiency and renewable energy, creating quality cotton fibre for quality clothing.

Good Earth Cotton is no ordinary cotton, not only is it grown here in Australia, it's climate positive and traceable through FibreTrace®. By combining the best farming practices with leading technology, cotton is tracked with FibreTrace®. This certifies the Australian cotton fibre is authentic, as it's tracked every step of the way, from raw materials to manufacturing to stores.

Given that end to end traceability of our cotton fabric was paramount in mitigating this key risk, we made the decision that this technology was critical for us to integrate into our business to give us full assurance on the true origins of our cotton.

After deciding that we would commence using GEC for our future cotton program, covering categories of leggings, anti-chafe shorts, tees and tanks all in multiple colorways, we were then introduced to a new supplier in Bangladesh who already had experience and expertise with knitting, dyeing and manufacturing the cotton fibres grown by GEC.

The next step was to successfully on-board this new supplier, requiring the full completion of all phases of our thorough social compliance audit and screening process. Following the supplier's self-assessment survey, a full on-site audit was performed by our representative followed by the preparation of a Social Compliance Audit Report. With no issues identified during this process, the sampling process then commenced across the various categories replacing our existing organic cotton range which had previously been manufactured from a supplier in China.

This was a significant shift for our business, moving to a new factory using new fabric with new garment specifications. The benefits have been dramatic. Customers have embraced the product with hundreds of positive reviews received, all commenting on the superior feel of the fabric and welcoming the sustainability credentials of this Australian sourced cotton.

Australian grown cotton offers significant advantages over cotton sourced from China – the primary one being the superior environmental practices adopted by Australian cotton farmers. Australia's strict environmental and labour regulations ensure more water efficiency and reduced pesticide use in cotton farming combined with fairer labour practices and strong ethical standards. The other key benefit lies in the superior end products. Australian cotton is renowned for its premium quality, thanks to the country's favorable climate and soil conditions, contributing to the production of longer and stronger cotton fibres.

Five months after the launch of this new program, the business has fully realized the benefits of improving the traceability of our cotton and are looking to further expand the use of GEC fabric across more lines and categories. We look forward to providing further updates in next year's statement as we continue on our ethical sourcing and sustainability journey.

Supplier Code of Conduct

Our Supplier Code of Conduct is available in English and Chinese and outlines what we expect of our suppliers when doing business with us or on behalf of us. We require key suppliers to acknowledge that they have received, understood and agree to comply with the requirements under the Code of Conduct.

Our Supplier Code of Conduct covers our expectations around all the key forms of modern slavery including:

- Forced labour;
- Debt bondage;
- Deceptive recruiting for labour; and
- The worst forms of child labour

As we mature our approach we intend to strengthen our formal governance and policy approach.

We expect that:

- Our supplier's workforce is free from any human rights violations
- Workers have the right to association
- Working conditions are safe and hygienic
- Child labour is strictly prohibited
- Wages meet all legal requirements
- Working hours comply with national laws
- There is no discrimination
- Regular employment is provided where possible
- Otherwise inhumane treatment is prohibited



Assessing our effectiveness

The Social Compliance Audit and Screening Process is designed to:

- Ensure an ongoing process of engagement with our suppliers;
- Identify areas of concern within a clear framework; and
- Ensure issues are promptly addressed

Future Actions

We are working towards undertaking human rights due diligence that reflects the expectations set out in Australian Government guidance, the U.N. Guiding Principles, as well as the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.

While we think our existing Social Compliance Audit and Screening Process is strong, we have identified that there is a need to roll this out more broadly. We have also identified formal governance and policy as an area we can mature and improve.

As part of that due diligence process and commitment to addressing modern slavery risks in our operations and supply chains, we have developed a roadmap for future improvement.

In this fourth Statement, we are pleased to report on the progress Taking Shape has made since the publication of our last statement.

Goal	FY23 Progress	Future Commitment
<p>1. Implement a clear internal anti-slavery framework and policy which outlines our approach and expectations in relation to ethical sourcing and the prevention of worker exploitation;</p>	<p>Over the past 12 months, the business continues to implement our strict on-boarding and on-going supplier social compliance requirements with many new suppliers successfully integrated into our program. The addition of new licensing arrangements this year have also required adherence to the licensor’s strict supply chain requirements - pleasingly all our apparel suppliers met these requirements thanks to our robust processes already in place.</p>	<p>For the next 12 months our key aim is to continue with the thorough review of the current suite of supplier documentation. This review commenced last year with many additional policies identified to add to the framework.</p>
<p>2. Roll out specific modern slavery staff training taking a prioritised risk based approach by conducting specialised training for employees directly involved in procurement and the Social Compliance Audit and Screening Process (including conducting site audits) as well as more general company-wide training for all other employees;</p>	<p>Modern Slavery training and updates are regularly provided to our retail team members via our Area Managers who receive a thorough update each six months.</p> <p>Our Head Office and warehouse teams are provided with a thorough update at our annual end of financial year town hall presentation – with the first formal Modern Slavery update provided to all staff in July 2023.</p>	<p>A key focus for the business for the next year is to embed a more focused understanding and awareness of Modern Slavery across the non-apparel function within the business. This forms part of our key goal to better implement our Audit and Social Compliance processes across this part of the business as described below.</p>

Future Actions continued

Goal	FY23 Progress	Future Commitment
<p>3. Establish a working group of key stakeholders across our business which will create a framework for our governance, assign roles and responsibilities and monitor the progress of our compliance roadmap;</p>	<p>A key pillar of our 3-year Action Plan was to build a roadmap to mitigate the key unacceptable risks as identified in our Ethical Sourcing Risk Workshop discussed in last statement. For the past 12 months our Governance and Ethics Working Group has successfully implemented and integrated new processes and partnerships in order to address our most critical risk – cotton sourcing. This is discussed in detail in the case study on page 16.</p>	<p>This working group will continue formalising a more robust governance framework starting with the ongoing review of our supplier code of conduct and implementing formal sourcing policies. The group will also build out an achievable and robust plan to roll out this documentation across our supplier base. Importantly we will look to commence formal new supplier on-boarding and audit processes with our non-apparel suppliers who to date have not been required to adhere to as strict compliance procedures as all our apparel suppliers given their small contribution to the business' overall production volume.</p>
<p>4. Expand our Compliance Audit and Screening Process to some of our key non-apparel suppliers, in a targeted and risk based way.</p>	<p>Our India and Vietnam local teams with the support of our Melbourne based production team have continued to on-board our new suppliers using our trusted and thorough audit and screening processes. Our team continue to work with any suppliers on any improvements or changes required under a corrective action plan (CAP). The increased supplier visits to China and India over the past 12 months have also assisted compliance greatly due to the improved face to face interaction with all key suppliers.</p>	<p>As discussed above, the Governance and Ethics Working Group will commence building a plan to roll out our compliance audit and screening process across our non-apparel suppliers taking a risk based approach.</p>

Modern Slavery Act 2018 (CTH)

Statement annexure

Identity of Reporting Entity

The reporting entity for the purpose of the Act is TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust, trading as Taking Shape, which makes this Statement in accordance with Section 13 of the Act as a single reporting entity.

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust, trading as Taking Shape
as defined by the <i>Modern Slavery Act 2018</i> (Cth)' ("the Act") on 31/12/2023

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust
--

as defined by the Act²:


Moshe Meydan
Chairman of the Board

Date 31/12/2023

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	21 (this Statement Annexure) and pages 4-5
b) Describe the reporting entity's structure, operations and supply chains.	6-9
c) Describe the risks of modern slavery practices in the operations and supplychains of the reporting entity and any entities it owns or controls.	10-12
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	11, 13- 17
e) Describe how the reporting entity assesses the effectiveness of these actions.	16, 18-20
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	N/A Consultation is not required. The reporting entity does not own or control any other entities. This is a statement made under section 13 of the Act and is not a joint statement.
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	1-4 (Including our message)



taking shape