



Aje Collective

Modern Slavery Statement

1 JULY 2023 – 30 JUNE 2024

ADOPTED BY THE BOARD ON 19/12/2024

Acknowledgment of Country

AJE acknowledges the Traditional Custodians of the land on which we work, live, and learn.

We pay our respects to their elder's past, present and future.

AJE recognises Australia's First Nation people's deep connection to the land and understanding of trade and sustainability. We look to them and seek to build relationships to deepen our understanding of what sustainable fashion truly means.



Contents

1. CRITERIA 1: REPORTING ENTITY
2. CRITERIA 2: OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS
3. CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS
4. CRITERIA 4: ADDRESSING MODERN SLAVERY RISKS
5. CRITERIA 5: MEASURING THE EFFECTIVENESS OF OUR ACTIONS
6. CRITERIA 6: CONSULTATION



CRITERIA 1: REPORTING ENTITY

This Modern Slavery Statement is prepared for and on behalf of AJE Wholesaling Pty Ltd (ABN 26 130 160 753), which encompasses the brands AJE, AJE ATHLETICA and AJE STUDIO (**'AJE'**, **'we'**, **'our'** or **'us'**), in accordance with the Modern Slavery Act 2018 (Cth) (**Act**).

This is the second Modern Slavery Statement for AJE and covers the period 1 July 2023 to 30 June 2024 (**Reporting Period**). This statement encompasses the 'Aje', 'AJE ATHLETICA' and 'AJE STUDIO' brands which form part of the AJE group.

At AJE, we are committed to conducting our business ethically, responsibly, and in alignment with our core values of integrity, respect, and accountability. We recognise the significant role we play in identifying, addressing, and mitigating the risks of modern slavery and human trafficking within our operations and supply chains.

We acknowledge that modern slavery remains a global issue, and we are committed to continuous improvement in our approach. This statement highlights our actions to:

- Understand potential risks within our operations and supply chains,
- Strengthen our policies and governance frameworks,
- Engage with stakeholders, and
- Build collaborative partnerships to promote fair and ethical practices.

ABOUT

The Aje Collective is a curated portfolio of customer-focused brands for the modern individual, comprising Aje, AJE ATHLETICA and AJE STUDIO. Co-founded by Adrian Norris and Edwina Forest in 2008, the Aje Collective's retail network incorporates 45 stores across Australia and New Zealand, with e-commerce websites dedicated to Australia, New Zealand, US and rest of world, servicing 221 countries abroad across and 30 international retailers.

Believing that fashion can be a catalyst for positive change for all, the Aje Collective is dedicated to ethical and sustainable business practices, and strongly opposes slavery in all forms.

CRITERIA 2: OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

OUR STRUCTURE

The trading company for AJE is AJE Wholesaling Pty Ltd (ABN 26 130 160 753) (ACN 130 160 753). This company is responsible for design, sourcing, procurement, manufacture, production, Australian and New Zealand online, retail and wholesale operations and sales, international wholesale operations and the Australian Head Office.

AJE Wholesaling Pty Ltd is required to report under the Act.



OUR OPERATIONS

Our operations encompass the entire process, from product design and procurement to distribution and order fulfillment. This integrated model provides enhanced control and ensures greater consistency throughout every stage of our operations.

AJE has 45 retail stores; 43 in Australia and 2 in New Zealand. AJE operates an international online store that ships to 62 countries and has 96 international wholesale partners.

AJE is headquartered in Sydney, New South Wales and employs approximately 500 people in Australia, New Zealand on full-time, part-time and casual agreements across all departments, including Production, Design, Finance, Marketing, HR, Merchandise and Trade.

AJE engages third-party distribution centres to ensure efficient and responsible management of inventory. In New South Wales, the local partnership centres are located in Greenacre, Minto, Eastern Creek & Auburn. The international partnership centre is located in Hong Kong.

OUR SUPPLY CHAIN AND SUPPLIERS

We divide our supply chain and operations into two categories, namely, Manufacturing Partners and Non-trade Procurement Suppliers. These categories are discussed in detail in the following pages.

MANUFACTURING PARTNERS

At AJE, supply chain transparency is a key priority, as we understand its critical role in preventing modern slavery.

AJE works closely with a range of partners to manufacture its products, navigating the complexities of multi-tiered supply chains. We categorise our suppliers across Tiers 1 to 5, with Tier 1 being the suppliers we engage directly with and Tier 5 being the suppliers we have the least oversight of. Our suppliers are categorised as follows:

TERM	DEFINITION	EXAMPLE
Tier 1	Final Stage Manufacturing and Assembly	Garments are sewn or assembled
Tier 2	Fabric (Material) Manufacturing	Wet processing facilities (prints, dyes and washes),embellishment facilities
Tier 3	Raw Material Processing	Mills where yarn is spun and processed ready to be turned into fabric.
Tier 4	Raw Material Production	Farms for fibres such as cotton.
Tier 5	Material Sourcing	Material is sourced;Trims, Buttons, Zips etc and packaging.

Table 1: Tier structure of Aje Manufacturing Suppliers.

During the Reporting Period, AJE sold various products, including clothing, accessories, and footwear.

During Fiscal year 2024 AJE, AJE ATHLETICA and AJE STUDIO shared:

NUMBER OF DIRECT SUPPLIERS	NUMBER OF MANUFACTURING PARTNERS	NUMBER OF WORKERS IN TIER 1 FACILITIES	LOCATION BREAKDOWN
32	39	Near to 10,000 workers in tier 1 factories	China (90%) India (7%) Indonesia (3%)

AJE engages a total of 32 suppliers across China, India, Indonesia and Australia. Two of those suppliers are engaged for the Active Product forming part of AJE ATHLETICA’s ranges, while the balance is utilised by the ‘AJE’ and ‘AJE STUDIO’ brands.

The size of AJE’s garment suppliers range from small to medium, with the smallest supplier employing 29 workers and the largest employing approximately 2,700 workers.

The Manufacturing techniques used to create our garments consist of:

- Hand work such as patternmaking, cutting, hand sewing, beading and embroidery;
- Machine work comprising of digital computer work for fabric printing and digital embroideries; and other

Machine works which cover larger fabric cutting tasks, garment sewing, pressing, denim laundering and fabric inspections.

CRITERIA 2: OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS (Cont'd)

AJE's garment suppliers are responsible for the development and manufacture of all types of women's clothing products including dresses, blouses, skirts, shorts, pants, jackets, coats and tailored pieces. Categories of clothing include Wovens, Cut and Sew, Knitwear, Denim, Leather and Polyurethane type product. We use fabrics in compositions like cottons, silks, linens, polyester, rayon, wool, acrylic, cow leather and buffalo leather. All compositions can also be found in blended versions and in some in recycled, organic and or sustainable options. Our garments are most commonly trimmed with embellishments and embroideries or fabric manipulation like ruching, pleating, tucking and gathering. If garments are trimmed with beading and embroidery the adornment is mostly commonly trimmings of glass, acrylic, polyester, pearl or metallic.

Our footwear and accessories account for a small portion of AJE's business. AJE engages a total of 6 suppliers for footwear and accessories, with 5 located in China and 1 in Indonesia. The size of our Accessories Suppliers are small and in total employ around 550 workers. The Manufacturing techniques used are predominantly by hand with specialties in leather work and mould casting. AJE accessories suppliers are responsible for the development and manufacture of products such as shoes, bags, small leather goods, hats and headwear. Other Accessories and Jewellery utilise materials like Leather, Polyurethane Leather (PU), Cotton, Canvas, and Brass. Our Jewellery is most commonly brass based with a Silver or Gold coating and sometimes trimmed with freshwater pearls.

AJE ATHLETICA accessory suppliers are responsible for products such

as socks, water bottles and other similar accessories as developed or released intermittently.

NON-TRADE PROCUREMENT

Non-trade procurement (NTP) refers to the acquisition of goods and services that are not directly related to the production or sale of AJE's core products.

AJE's NTP primarily focuses on operations within Australia and New Zealand, spanning a diverse range of services across eight key sectors.

The most prominent sectors in terms of service allocation are:

1. Freight and Logistics: 34%
2. Rent and Outgoings: 27%
3. Marketing, PR, and Content Development: 16%
4. Professional Services: 3%
5. Computer Expenses: 3%
6. Packaging: 3%
7. Travel: 1%

For the Reporting Period, AJE engaged with 752 NTP suppliers. However, just 4 of these suppliers account for 33% of the overall NTP expenditure.

AJE ATHLETICA



CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS

In evaluating modern slavery risks within our supply chains, AJE acknowledges the inherent challenges associated with operating in the fashion industry, the nature of the products we sell, and the locations where our products are manufactured. Consequently, we adopt a proactive and vigilant approach to identifying, assessing, and mitigating these risks throughout all aspects of our operations and within the broader supply chain.

In assessing AJE's involvement in modern slavery practices, we acknowledge the following definitions of the ways in which an entity may be involved:

- 1. Cause:** When an entity's own operations result in modern slavery practices.
- 2. Contribute to:** When the entity's operations or actions within its supply chains contribute to modern slavery practices, including acts or omissions that may enable or incentivise such practices.
- 3. Directly Linked to:** When the entity's operations, products, or services are connected to modern slavery through the activities of another entity with which it has a business relationship.

Our risk assessment procedure indicates that while the likelihood of AJE directly causing or contributing to modern slavery risks within our operations and supply chains is low, there remains a potential risk of association within the broader scope of our supply chains. This highlights the importance of maintaining heightened awareness and vigilance.



CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (Cont'd)

OPERATIONAL RISKS

AJE's operations in Australia are generally considered low risk for modern slavery due to the country's robust legal and regulatory frameworks that protect workers' rights and enforce compliance with labour standards.

However, we continue to review our internal policies to ensure our procedures safeguard against modern slavery risks, including regular reviews of our Supplier Code of Conduct, employee recruitment processes and employment contracts.

SUPPLY CHAIN RISKS

DIRECT RISKS

AJE leverages the SEDEX platform to conduct and oversee risk assessments throughout its supply chain. This process involves evaluating suppliers using audit data, addressing non-compliance issues, and ensuring their resolution as required.

Through the SEDEX Self-Assessment Questionnaire (SAQ), AJE was able to classify its suppliers into three key categories in regard to their potential modern slavery risks:

60% of suppliers were classified as Low to Medium Risk;
31% of suppliers were classified as High Risk; and
9% of suppliers were classified as Undetermined Risk, pending results from the SAQ.*

* While these suppliers are currently low to moderate risk based on location and prior compliance, final risk levels will be confirmed after assessments are completed.

While these results reflect a stable risk profile compared to previous supplier assessments, with no significant increases in risk levels reported across specific suppliers, AJE is committed to continuing to take proactive measures to further mitigate these risks.

A high-risk supplier as classified by the SEDEX platform indicates that the supplier operates in conditions or environments that have a greater likelihood of modern slavery risks or labour rights violations. This classification is typically based on a combination of factors assessed through SEDEX's risk tools, including:

1. Geographic Location;
2. Industry Sector;
3. Workforce Vulnerability;
4. Audit and Compliance History;
5. Business Practices.

The results of the SAQ have prompted AJE to increase its investigation into the suppliers classified as High Risk, including implementing more detailed risk assessments, more frequent audits and further supplier engagement.

CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (Cont'd)

SUPPLIER PERSONNEL RISKS

GENDERS OF TIER 1 PERSONNEL

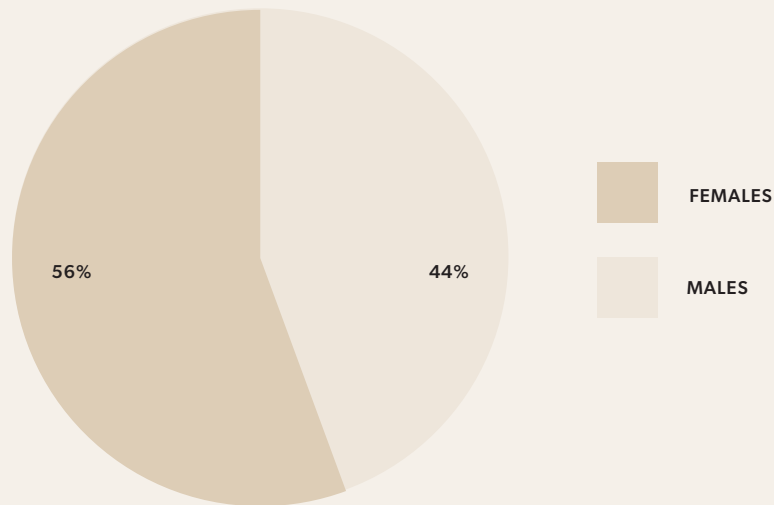


Chart 1. Proportion of male and female personnel hired by AJE's Tier 1 suppliers

Women make up the majority of workers in the textile and garment sectors, often filling low-skilled, low-wage roles such as sewing, cutting, and finishing. These positions frequently lack job security, legal protections, or access to unions, leaving women vulnerable to forced labour, excessive working hours, and wage theft.

WORKER STATUS BASED ON ORIGIN

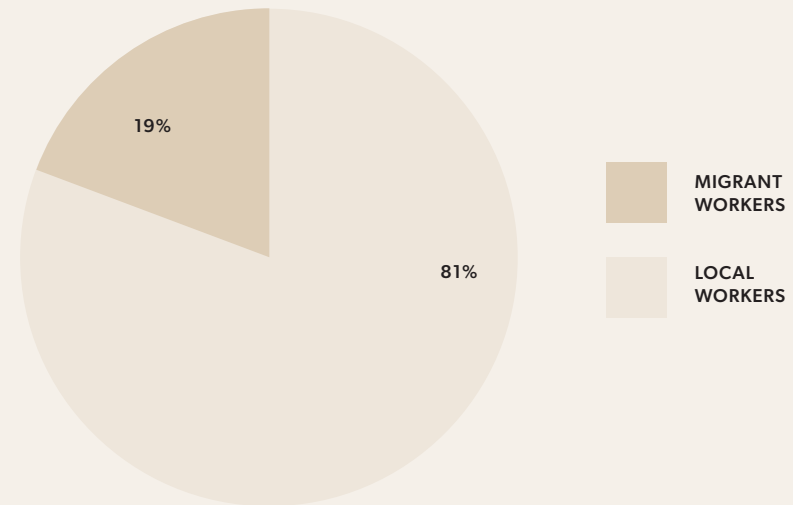


Chart 2. Proportion of workers employed by AJE's Tier 1 suppliers who are local to the region where they work versus those who are migrants to the region

Migrant workers face heightened risks of modern slavery due to their unique vulnerabilities, including language barriers, lack of legal protections, and dependence on recruiters or employers. Many are subjected to exploitative practices such as excessive recruitment fees, debt bondage, withholding of passports, underpayment, and unsafe working conditions.

CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (Cont'd)

SUPPLIER FOCUS: THIRD PARTY DISTRIBUTORS

The labour force of our third party distributor located at Bankstown Airport in New South Wales consists of 40% full-time employees and 60% contractors or labour-hire workers. The large portion of contractor or labour hire workers creates heightened risks, particularly where there may be limited control or visibility by AJE over their employment terms and conditions, increasing the risk of exploitation. Moving forward, we would like to further explore the labour hire agencies used by this third party distributor to further understand the level of risk present.

INDUSTRY RISKS

AJE acknowledges that it may be directly linked to modern slavery practices in its supply chain, particularly through the labour practices used by raw material suppliers. Issues such as Uyghur forced labour, child labour within the cotton supply chain, and insufficient living wages in the fashion sector are challenges unique to the fashion industry and remain a central focus of AJE's attention and commitment to address.

LACK OF VISIBILITY

AJE identifies that it may contribute to modern slavery risks due to lack of transparency of its third-party suppliers. The location of AJE's suppliers limits our overall visibility and traceability, which we note may contribute to our lack of awareness of potential modern slavery risks further down our supply chains.

As AJE does not have direct relationships with its raw material suppliers, we currently rely on our Tier 1 and Tier 2 suppliers to monitor any potential modern slavery risks.

EMPLOYMENT PRACTICES

We acknowledge that our suppliers may engage in employment practices that could pose a greater risk of modern slavery, such as sub-contracting and labour-hire. While AJE cannot monitor the governance practices of each of its suppliers, we have required all suppliers to sign the AJE Supplier Code of Conduct, which aligns with principles from the Ethical Trading Initiative (ETI), ILO standards, and the Uyghur Forced Labor Prevention Act (UFLPA).

COTTON

Cotton, as a primary raw material in our business, presents inherent risks of modern slavery due to the complexities and vulnerabilities within its global supply chain. These risks include forced labour in key cotton-producing regions, such as those associated with the Uyghur Region, and child labour in harvesting and processing stages. The supply chain's fragmented nature and involvement of multiple intermediaries further complicate transparency and accountability.

Workers involved in harvesting cotton are particularly vulnerable to modern slavery due to the labour-intensive nature of the industry, low profit margins, and the reliance on seasonal and migrant labour in many regions.

CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (Cont'd)

GEOGRAPHICAL RISKS

AJE acknowledges the inherent risks of engaging with suppliers located in regions that are high-risk for modern slavery. These risks are often linked to systemic issues such as weak labour laws, insufficient enforcement, political instability, and socio-economic factors that contribute to exploitative practices. Suppliers in these regions may face challenges such as forced labour, child labour, wage exploitation, and unsafe working conditions, making it crucial for AJE to remain vigilant and proactive.

This region poses the most significant risk within AJE's supply chain. Approximately 62% of AJE's suppliers located in China were classified as High-Risk.

1. CHINA

While China is a major hub for manufacturing and global supply chains, certain practices and regional issues increase the likelihood of labour exploitation, including forced labour. The use of forced labour, particularly in regions such as Xinjiang, has been widely documented. Reports highlight the involuntary mobilization of workers, including members

of ethnic minority groups, under programs that may involve coercion and restricted freedoms.

Legislative measures, such as the UFLPA, aim to address these risks by prohibiting the importation of goods linked to forced labour, adding compliance challenges for businesses sourcing from China.

The fragmented nature of supply chains in China, involving multiple subcontractors and intermediaries, can obscure the traceability of goods and the working conditions under which they are produced. This lack of transparency makes it challenging to identify and address risks of modern slavery.

While there is no reported change of the risk level of China at this time, this area remains under close monitoring.

2. INDIA

While our suppliers located in India are crucial to AJE's operations, 18% of our suppliers in this region were classified as High-Risk.

India is a key global supplier in textiles, however, this sector is often associated with exploitative labour practices

CRITERIA 3: RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (Cont'd)

that increase the likelihood of modern slavery. Forced labour is prevalent in several industries, including garment manufacturing. Workers may be coerced into labour through threats, debt bondage, or withholding of wages, with limited means of escape or legal recourse.

Our suppliers in India continue to be a key focus of our due diligence actions as we continue to ensure compliance with fair wage and working hour standards.

3. INDONESIA

While only 3% of our overseas suppliers are located in Indonesia, AJE acknowledges that there are some suppliers that must be closely monitored. Despite this small percentage, AJE acknowledges that there are some suppliers that must be closely monitored.

Engaging with suppliers in Indonesia presents several modern slavery risks due to socio-economic vulnerabilities, industry practices, and governance challenges. While Indonesia is a key player in global supply chains, particularly in industries such as

textiles and manufacturing, these sectors are often associated with exploitative labour practices and systemic risks of modern slavery.

Women in certain industries such as garment manufacturing are disproportionately affected by exploitative practices, including lower wages, harassment, and lack of maternity protections.

The assessment of risk based on geographical location across our international suppliers has allowed AJE to prioritise audits, compliance reviews and ongoing support to its suppliers that pose a higher risk for modern slavery practices.



CRITERIA 4: ADDRESSING MODERN SLAVERY RISK

AJE continues to make substantial investments in the assessment and mitigation of modern slavery risks within its supply chain, and we are committed to further enhancing these efforts.

CASE STUDY: LIVING WAGES PROJECT IN BALI

During this reporting period, Aje partnered with Impactt to evaluate working conditions at a workshop in Bali, with a focus on wage compliance, workplace safety, and overall worker welfare. The review highlighted areas for improvement, including pay practices and workplace conditions, and provided a detailed set of actionable recommendations to drive positive change.

As a result of the recommendations made by Impactt, AJE took the following actions:

1. Wage Adjustments

Following the assessment, AJE worked with the workshop management to increase workers' wages, ensuring they aligned with local cost-of-living requirements in the region to support employees' financial stability moving forward.

CRITERIA 4: ADDRESSING MODERN SLAVERY RISK (Cont'd)

2. Improved Workplace Conditions

The workshop has since relocated to a newer, safer facility that better accommodates the needs of the workers. AJE has received feedback that indicates that employees are pleased with the enhanced work environment and its focus on safety and comfort.

3. Compliance with Core Standards

AJE has further collaborated with the workshop to close out all critical and major non-compliances identified in the initial assessment, bringing the facility in line with essential labour and safety standards.

We will continue to monitor the workshop's conditions and compliance with fair wage practices and seek opportunities to support workers' needs further.

AJE has further developed its modern slavery initiatives this report period, which can be summarised as follows.

SUPPLY CHAIN DUE DILIGENCE

Tier 1 and Tier 2 Supplier Tracing

AJE has achieved significant progress in supply chain transparency, successfully tracing approximately 59% of its Tier 2 suppliers and extending visibility well

beyond Tier 1. This milestone represents a critical step in broadening Aje's understanding of its supply chain dynamics. While no new risk areas have been identified through this effort to date, the expanded visibility provides a robust foundation for enhanced risk assessment and proactive mitigation in the future.

SEDEX-Based Risk Assessments

AJE uses the SEDEX platform to conduct and manage risk assessments across its supply chain. This includes evaluating suppliers through audit data, managing non-compliance issues, and instigating any required remedial action.

Supplier Self-Assessments and Audits

All suppliers complete a SEDEX Self-Assessment Questionnaire (SAQ), providing key compliance data. Suppliers also undergo third-party audits to confirm adherence to AJE's standards.

Audit Compliance

100% of AJE's suppliers have been audited by valid third-party auditors during this reporting period to confirm their compliance with ethical standards, including anti-slavery practices.

We place significant importance on the outcomes of our assessments and audits to ensure the highest standards are maintained. At present, 90% of facilities are approved for production. However, four facilities have been temporarily placed on hold pending completion of the required re-approval process, as their previous audit certifications have expired.

CRITERIA 4: ADDRESSING MODERN SLAVERY RISK (Cont'd)

Supplier Grievance Reporting

Suppliers and their workers are encouraged to report any suspected breaches of the Supplier Code of Conduct, which includes concerns related to modern slavery. Reports can be made directly to Aje Collective via the designated email address provided in the SCOC.

Corrective Actions

If a breach of the SCOC is identified, AJE's initial approach is to engage with the supplier and collaborate on developing and implementing corrective action plans. The SCOC prioritizes continuous improvement and remediation over immediate termination, fostering a constructive path to compliance. However, persistent non-compliance or failure to address identified issues may ultimately result in the termination of the supplier relationship.

GOVERNANCE

Supplier Code of Conduct

AJE is proud to confirm that 100% of its suppliers have signed the Aje Supplier Code of Conduct (SCOC), committing them to uphold ethical practices and support anti-modern slavery efforts. The SCOC:

- (a) aligns with principles from the Ethical Trading Initiative (ETI), ILO standards, and the Uyghur Forced Labor Prevention Act (UFLPA);
- (b) mandates that employment is freely chosen, explicitly prohibiting forced, bonded, or involuntary labour, and bans human trafficking in all supplier tiers;

(c) required suppliers to ensure freedom of association, fair wages, reasonable working hours, non-discriminatory practices, and regular employment to its employees; and

(d) prohibits sourcing from Xinjiang and mandates documentation of chain of custody for materials sourced from China.

ESG Manager Support

AJE has appointed an Environment, Social and Governance (ESG) Manager, who oversees the daily assessment and mitigation of modern slavery risks. The ESG Manager works closely with the cross-functional team to ensure a comprehensive and unified effort in addressing these challenges. She is also available to address supplier questions or concerns regarding anti-slavery policies, ensuring suppliers understand and implement these requirements.

Continuous Monitoring

Through SEDEX and regular compliance checks, AJE monitors ongoing adherence to anti-slavery policies to ensure suppliers consistently uphold the standards outlined in the SCOC.

Modern Slavery Cross-Functional Team

This team holds regular meetings to evaluate progress, identify emerging trends, and plan future strategies to combat modern slavery. It includes representatives from various departments, such as the C-suite, finance, logistics, merchandise, sourcing, design, ethical sourcing, and human resources, ensuring a coordinated and multifaceted approach to our initiatives.

CRITERIA 4: ADDRESSING MODERN SLAVERY RISK (Cont'd)

MEMBERSHIPS AND PARTNERSHIPS

United Nations Global Compact Network of Australia (UNGCA)

AJE joined the UNGCA in 2022 and actively participates in meetings, webinars, and events. This membership contributes to a better understanding of the ongoing risks related to Modern Slavery.

Ethical Trading Initiative (ETI)

The ETI Base Code is a comprehensive framework covering key principles related to labour rights, worker well-being, and environmental considerations. It serves as the foundation for AJE's Supplier Code of Conduct, encouraging AJE to ensure that all stakeholders within their supply chain adhere to the highest standards of fairness, transparency, and sustainability.

Turkmen Cotton Pledge

AJE signed the Turkmen Cotton Pledge in 2022, publicly declaring its opposition to forced labour and commitment to not knowingly sourcing Turkmen cotton until the government of Turkmenistan ends the country's use of state-imposed forced labour in its cotton industry.

KEY IMPROVEMENTS IN SUPPLIER ONBOARDING

During this reporting period, AJE refined and strengthened its supplier onboarding process, referred to as the AJE Aware Social Compliance Program,

to ensure that all new suppliers fully understand and adhere to AJE's social compliance standards prior to formal engagement. These enhancements reinforce our commitment to ethical sourcing and set clear expectations for supplier accountability from the outset. During this reporting period, AJE developed and enhanced its supplier onboarding process to ensure new suppliers understand and comply with AJE's social compliance requirements before formal engagement. Below is a summary of AJE's supplier onboarding process:

INITIAL SCREENING AND ENGAGEMENT

New suppliers receive introductory email outlining AJE's Social Compliance Program requirements and are invited to incorporate their Tier 1 production facilities into the AJE Social Compliance Program.



SUPPLIER ONBOARDING

Suppliers must: (1) Sign and return AJE's Supplier Code of Conduct (SCOC);
(2) List all Tier 1 production facilities and fabric mills involved in production;
(3) Register their facilities on SEDEX and complete the SAQ;
(4) Upload a valid ethical audit report or schedule a new third-party audit if one hasn't been conducted in the last 12 months



SUPPORT AND FOLLOW-UP

Suppliers are asked to confirm receipt of the onboarding email to ensure they are aware of the requirements and deadlines. Follow-up support may include further communication or phone calls to discuss any specific queries.



CRITERIA 5: MEASURING THE EFFECTIVENESS OF OUR ACTIONS

We acknowledge that our commitment to evaluating and mitigating modern slavery risks is an ongoing journey of improvement. Addressing these complex and evolving challenges requires sustained effort, adaptability, and collaboration. We remain dedicated to refining our processes, strengthening our policies, and deepening our engagement with stakeholders to ensure ethical practices are upheld across all aspects of our operations and supply chain.

For this reporting period, we have assessed the effectiveness of our actions against the following activities:

PROGRAM	ACTIVITY	FUTURE COMMITMENTS
Governance	<div><div>1.</div><div>Review and revise policy and procedures.</div></div> <div><div>2.</div><div>Contract templates updated.</div></div> <div><div>3.</div><div>Supplier Code of Conduct updated.</div></div>	Maintain existing initiatives and review policies as required. Update our frameworks as necessary to respond to emerging risks, regulatory changes, and evolving industry standards
Supplier Engagement	<div><div>4.</div><div>Partnered with Impact to conduct a Living Wages Pilot Project in Bali</div></div>	<div>As further explained earlier, the results of Impactt’s review identified key areas of improvement in the supplier’s facilities.</div> <div>AJE is currently identifying other suppliers that may be suitable for such a project.</div>

CRITERIA 5: MEASURING THE EFFECTIVENESS OF OUR ACTIONS (Cont'd)

PROGRAM	ACTIVITY	FUTURE COMMITMENTS
Risk Management	5. Continued screening and due diligence into Tier 1 Suppliers and began screening Tier 2 Suppliers	Continue the Compliance Program with Tier 1 and Tier 2 Suppliers. Roll out this program out to high-risk non-trade procurement suppliers.
	6. Annual risk review and assessment.	Refine risk profiling and rating matrix.
	7. Socialised AJE Supplier Code of Conduct ensuring 100% of Tier 1 Suppliers endorse.	Maintain execution rate of 100% Tier 1 Manufacturers / Suppliers. Currently, 90% of Aje's suppliers have completed the SEDEX SAQ. Follow-up the remaining 10% of suppliers to complete the SAQ and encourage compliance across Tier 1 and Tier 2 Suppliers.
Grievance Mechanism	8. Socialised AJE Supplier Code of Conduct ensuring 100% of Tier 1 Suppliers endorse.	Establish a structured anonymous reporting mechanism which encourages AJE employees and supplier personnel to report modern slavery risks or other ethical concerns.

CRITERIA 6: CONSULTATION

All brands reporting to AJE are overseen by the same executive management team and operate under a common governance framework within AJE. This framework is specifically crafted to align with modern expectations, raise awareness, and facilitate the assessment and mitigation of modern slavery risks in our operations and supply chain. Substantial collaboration among the brands is required before Board approval.

This statement was approved by the Board of AJE Wholesaling Pty Ltd on 19th of December

Adrian Norris, Group CEO, Aje Collective

