



MODERN SLAVERY STATEMENT

2023



AUSTRALIAN ICON SINCE 1898

MANAGING DIRECTOR Mrs Linda Penn
DIRECTOR Mr Jeffrey Mueller

SENIOR LEADERSHIP
MANAGING DIRECTOR / CEO **MRS LINDA PENN**
 Chief Advisor Lucy Gibson
 Chief Advisor Sarann Ryan
 Chief Financial Officer Jim Kondonis
 Head of People Jason Heap
 Head of Merchandise Michael Manios
 Head of Property David Johnston

LOWES PANEL FOR MODERN SLAVERY COMPLIANCE
 Chief Advisor Sarann Ryan
 Head of School-wear Timothy Bryant
 Head of People Jason Heap
 Head of Merchandise Michael Manios

CONTINUOUS IMPROVEMENT COMMITTEE
 Team Leader Tim Zhu
 Chief Advisor Sarann Ryan
 Head of School-wear Timothy Bryant
 Buyer Menswear Don Phrachanh
 Buyer School-wear Rebecca Burger

This Document is approved by the principal governing body of the entity Mrs Linda Penn set out in the Modern Slavery 2018 (the Act) as per section 31(2).

MRS LINDA PENN
CEO/ MANAGING DIRECTOR



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LOWES MODERN SLAVERY STATEMENT

As a leader in the retail industry, Lowes takes its ethical and social responsibilities seriously. We are committed to upholding human rights and fair working conditions and ensure that our suppliers adhere to our legal, moral and ethical standards that are governed by the 2018 Modern Slavery Act.

We ensure that all products we purchase come from ethical sources and that we, by association or otherwise, are not party to any illegal or unethical manufacturing practices.

We have a range of measures in place that form our responsible sourcing guidelines. All employees of Lowes, or agents working for Lowes, must always comply with these guidelines. They must ensure that any supplier, either local or offshore, must always fully comply.

The following represents the minimum requirements Lowes requires in regards to all our suppliers.

All suppliers, either local or offshore, must comply with all laws, regulations, building codes, and industrial regulations of the country or countries in which they operate, always.

Every factory that produces garments for Lowes must provide Lowes or its agents with their annual compliance certificate.

Work conducted for Lowes cannot be subcontracted to another supplier. To ensure this every production run is checked both during manufacturing and at the time of shipping to ensure compliance as part of our quality assurance process.

Lowes staff members conduct inspections of the facilities and working conditions for all suppliers in the countries we source from.

Additional to this, Lowes has engaged third party provider 'Intertek' whom is a globally recognised leader in governance and assurance to conduct Audits of our factories and validation on previously obtained audit assessments.

Lowes will not accept, under any circumstances, any of the following practices from the suppliers we deal with:

- Child labour
- Unsafe working conditions
- Illegal conduct
- Corruption
- Excessive work hours
- Discrimination
- Forced labour of any kind
- Denial of the right of freedom of association and of collective bargaining.
- Inhumane treatment

Lowes' goal is to only engage suppliers who operate under acceptable human rights

conditions and protect workers' human rights. To monitor this, every supplier is subject to an independent audit on an annual basis. Audits conducted under the Business Social Compliance initiative (BSCI) which is an initiative of the Foreign Trade Association (FTA) are an example.

The audit covers the following areas.

- Producer's background
- Management practice
- Health and social facilities
- Occupational Health and Safety
- Dormitories (if applicable)
- Environment
- Documentation
- Working hours
- Compensation
- Child labour
- Young Workers
- Forced labour
- Disciplinary measures
- Prison labour
- Freedom of association
- Collective bargaining
- Discrimination/harassment and abuse
- Working conditions.

Lowes will not source from a manufacturer who fails one of these annual audits.

Lowes seeks to form close, long-term relationships with its providers to better enable us to ensure that these guidelines are enacted.

This statement is made pursuant to section 11 (2) of the Modern Slavery Act 2018 and constitutes the Lowes – Manhattan Pty Ltd's slavery and human trafficking statement for the financial year ending 2022 and was approved by the CEO on 30th of November 2022 .

SIGNED: MRS LINDA PENN



REPORTING ENTITY

ENTITY: LOWES - MANHATTAN PTY LTD
ABN: 31 000 307 666

Lowes is a leading Australian menswear, young menswear and schoolwear retail chain offering well-made clothing at affordable prices.

As a family-owned business, Lowes is part of a small but elite group of companies, which have been in business for 124 years and still 100% Australian owned.

For over a century, the company has been built on integrity, forward planning and financial success. Today, with 180 stores nationwide, it continues to expand steadily as it has for many years.

In a brand conscious society, while many outfitters have paid dearly to charge more for a somewhat pretentious, upmarket image, Lowes have maintained a simple, down to earth integrity in the way they have conducted business for over a century. Since it was founded in 1898, it has grown from a traditional "value for money" menswear store to become a well-known Australian icon in its own right.

Today, Lowes continues to offer the public a range of well-made clothing at affordable prices. Lowes has expanded from its traditional offering of menswear and business wear to offer a full range of school wear, menswear, sportswear, active wear, footwear and work wear.

Lowes Annual turnover ranges between 230 - 260 Million with on average six million transactions per year.

HEAD OFFICE

HEAD OFFICE: 240 Princes Highway Arncliffe 2205
State Office QLD Unit 2/56-58 Burchill St Loganhome 4129
State Office VIC Unit 29/350 Settlement Rd Thomastown 3074
State Office WA Unit 3/3 Brennan way Belmont West 6104

OUR STRUCTURE



QUICK STATS

EMPLOYEES : 1150

SENIOR LEADERSHIP	7
EXECUTIVE EMPLOYEES	141
STORE EMPLOYEES	1002

STORES 180

NSW	543
QLD	301
VIC	137
WA	76
SA	48
TAS	10
ACT	26
NT	15

SCHOOLS: 727

ONLINE ONLY	2
NSW	435
ACT	56
QLD	93
SA	20
WA	47
VIC	67
TAS	6
NT	1

SUPPLIERS: 219

See pg 24

SUPPLYCHAIN | FREIGHT

3PL's	2
ROAD FREIGHT	3
FREIGHT FORWARD	1
CALL CENTRE	1

Lowes has a combination of employees comprising of store staff both permanent, part- time and casual and head office support.

The head office support has two separate divisions Menswear and Schoolwear. With field support comprising of Area and State Managers for the store network and Account Managers for the school network.

Lowes is a 100% Australian family owned company and has always had a family feel to its culture, this is shown in how many of its staff have been employed for 10, 20, 30 or 52 and counting years. But it's also shown in how our staff view Lowes as an employer.

Lowes values its employees and works hard to ensure that we are an employer of choice with fairness at the heart of everything we do.

Lowes was granted compliant with the Workplace Gender Equality Act 2012 and met all the EOCGE assessment criteria.

The criteria for the citation cover seven focus areas. These reflect findings from the latest academic research into drivers of improved gender equality outcomes and consultation with gender equality experts and practitioners, industry groups and employers.

- Leadership, strategy and accountability
- Developing a gender-balanced workforce
- Gender pay equity
- Support for caring
- Mainstreaming flexible work
- Preventing gender-based harassment and discrimination, sexual harassment and bullying
- Driving change beyond your workplace

Important

Australian Government | Workplace Gender Equality Agency

OFFICIAL

Dear James Kondonis,
RE: 2021-22 compliance status
Thank you for completing your 2021 - 22 Gender Equality Reporting compliance report. The following organisations are now compliant with the Workplace Gender Equality Act 2012 Act:

- Lowes - Manhattan Pty Ltd (ABN: 31000307666)

Please find attached the signed letter of confirmation.

Kind regards
Workplace Gender Equality Agency



MENSWEAR FINANCE COMPANY (MFC)

ZERO | EZYWAY

MENSWEAR FINANCE COMPANY (MFC)

ABN: 21002677778

MFC is a wholly owned entity that provides an in-store finance card for customers of Lowes menswear operating under the business name "Lowes Zero". Its operates out of Lowes Menswear Arncliffe Head office and provides services solely for Lowes Menswear.

ACTIVE USERS: 185K

AVERAGE APPLICATIONS PER YEAR: 48K

Established in the early 1950's by Hans Mueller as one of the first credit providers in Australia, his mantra 'pay as you wear' was an instant success, it was relaunched in 2016 under the new product 'ZERO' managed by ezyway.

COMPLIANCE

The Lowes credit facility is highly compliant and governed by responsible lending criteria, Lowes adheres to the strict NCCP legislation to maintain its credit lending license.

DATA SECURITY

Beginning of financial year 2023, Lowes embarked on a risk management review and strategy to minimize cyber-attacks on its business infrastructure. The first action taken, was to establish an Internal Integrity Unit (IIU) made up of critical members of the business including, the Chief Financial Officer, Chief Advisor, Credit Manager, Senior IT architects and developers, representatives of Digital Marketing and our offsite IT support team at BDE.

The aim of the team is conduct regular reviews, looking at vulnerabilities and total disruption possibilities in the event of a cyber-attack. Areas of risk identified include provisions to minimise identity theft and any other threats to potential database victims. In addition, the team will simulate attacks to cross check the programs and to test the framework. Our cyber response would take a multi-faceted approach which is in the form of an ongoing review to maximise and iterate any new marketplace nuances.

The team meets up once a quarter and will work hard to ensure Lowes remains market safe with robust systems and penetration tests.

The Zero card represents 11% of Lowes sales



PAY AS YOU WEAR

Flatten your expense curve by paying off your Lowes purchases over 12 months with your Zero card.

Plus EXTRA 5% OFF your purchases

[Click here to find out more about our Zero card >](#)

SUPPLY CHAINS OUTSOURCED LOGISTICS

5.5 MILLION UNITS PER ANNUM SERVICING SCHOOLWEAR & MENSWEAR FROM IWS MINTO LOCATION TO OUR STORE NETWORK



* image of our 3PL Minto IWS.

3PL

INDEPENDENT WAREHOUSE SOLUTIONS

LOCATION: SYDNEY, AUSTRALIA

ABN: 51 611 960 297



IWS is a Sydney-based third-party logistics (3PL) services company committed to consistent and continuous improvement within the warehousing and distribution operations industry.

Extensive range of value-add services at 3 Western Sydney facilities with over 21,000 sqm, Wetherill Park, Kemps creek, and a dedicated site exclusive for Lowes, located at Minto consisting of 11, 000 Sqm.

Implementing best practices throughout supply chain, state of the art technological EDI solutions and system integration promotes efficiency and accuracy and reduces manual handling and cost.

Employing 40 permanent employees and 70 casual staff. All non executive employees are covered by the Australian award scheme.

Two Lowes employees are permanently situated at the Minto facility working in collaboration with the IWS team.



SUPPLY CHAINS

OUTSOURCED LOGISTICS

FRIEGHT

DEAN WORLD CARGO 4PL
LOCATION: PORT MELBOURNE
ABN: 794 399 118 49



DEAN World Cargo consists of 24 staff located in our head office in Port Melbourne, we handle all operational and customer functions Australia wide from a centralised office (we have just hired a full time senior customer service executive in Sydney, hence we will be officially branding as another branch in Sydney in 2022)

DEAN World Cargo is a proudly 100% Australian owned business that has been operating for almost 40 years, established in 1983. Some of our key values consist of respect, integrity and a commitment to the community locally and abroad hence we take our responsibilities on ensuring that our supply chain via our strategic partners abroad do not condone or support in anyway modern slavery.

Modern slavery and child labor are crimes and violations of fundamental human rights. They take various forms , such as slavery, servitude, forced and compulsory labor and human trafficking.

DEAN World Cargo and our partners have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings protecting those most vulnerable in the global supply chain.

Providing services for over 300 clients, Handling freight to and from 6 continents across over 100 ports globally, our largest trade lanes are that of China, South East Asia, Sub continent and the USA. With the main ports shipped from being in mainland China Shanghai, Qingdao, Ningbo to name a few with Ho Chi Minh, Jakarta and Port Klang being major trade ports in South East Asia. Chittagong and Nhava Sheva in Bangladesh and India respectively are growing tradelanes.

Servicing approx 20,000 TEU per annum handling 500 TEU for Lowes

TOLL

See Tolls Modern Slavery statement

<https://www.tollgroup.com/about/policies-procedures/modern-slavery-act-statement>



AUSPOST | STARTRACK

See Australia Post Modern Slavery statement

https://auspost.com.au/content/dam/auspost_corp/media/documents/publications/2019-australia-post-annual-report.pdf



CALL CENTRE

BDE GROUP
LOCATION: FIJI SUVA
ABN 68 601 293 403



20 Lowes dedicated agents

47k inbound calls from Australia per Annually

110k outbound calls from Fiji Annually

The call center assist in taking calls for the ZERO card, customer care for our online division and service our auditing and accounts payable component.

BDE supply telephone system, IT Development, Applications software, Provide Australian support and management of outsourcing to Vavala in Fiji .

Lowes staff inspect the working conditions in Fiji 4 times per year to ensure working conditions and standards.

In October DBE head office moved to a new facilitiy.

BDE has star rating in Fiji with their employees getting paid 10-15% above award.

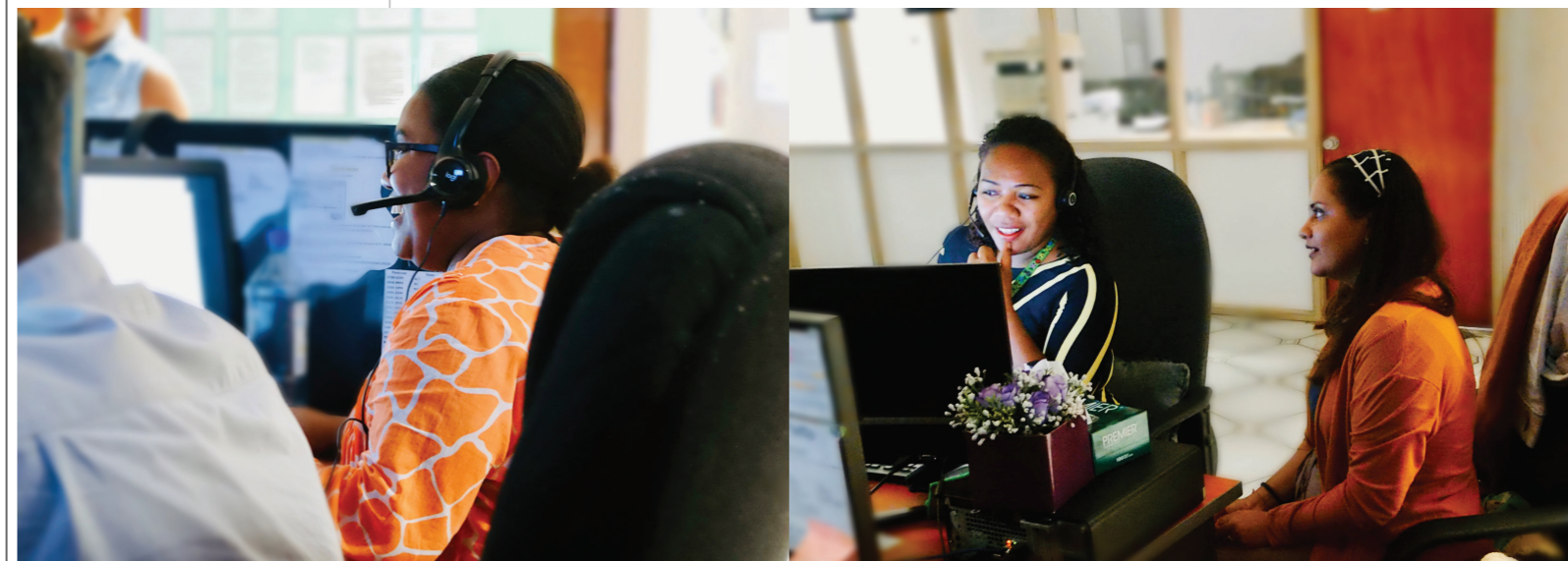
The call center also has a drop off policy where all staff are driven home after their shift or a taxi is provided.

A Security guard stands watch after 6.00pm every day and monitors all activity.

All staff have a Rostered Day off and have the 10 day sick leave per year as well as 4 weeks annual leave.

BDE is an equal opportunity employer and employs indigenous Fijians, Fijian Indians and other nationalities.

BDE have escalation procedures to raise any workplace issues.



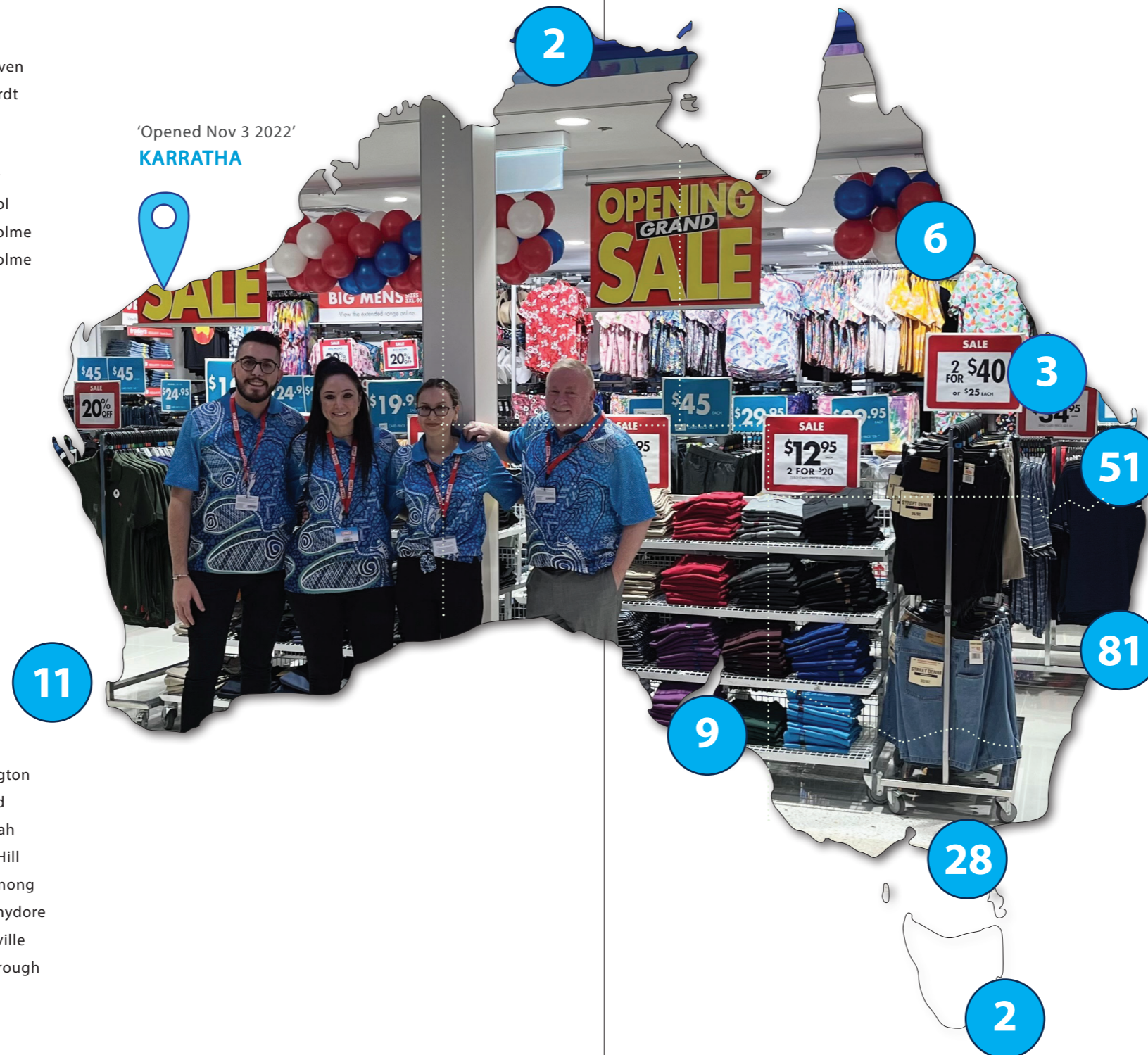
* image of our fijian call centre in Suva, Viti levu.



OUR STORE LOCATIONS

- Airport West
- Aitkenvale
- Albury
- Ambarvale
- Armada
- Armidale
- Arncliffe
- Arncliffe
- Arncliffe
- Arncliffe
- Arncliffe
- Arncliffe
- Ballarat
- Ballina
- Bankstown
- Bateau Bay
- Batemans Bay
- Bathurst
- Beenleigh
- Belconnen
- Belmont
- Belmont
- Bendigo
- Blacktown
- Booval
- Brisbane
- Broadmeadows
- Brookvale
- Browns Plains
- Buddina
- Bundaberg
- Burwood
- Cairns
- Caloundra
- Campbelltown
- Campsie
- Capalaba
- Carindale
- Carlingford
- Castle Hill
- Casuarina
- Cessnock
- Charlestown
- Chermside
- Clarkson
- Cloverdale
- Coffs Harbour
- Coomera
- Corio
- Cranbourne
- Dalby
- Dapto
- Dubbo
- Earlville
- East Maitland
- Eastgardens
- Edwardstown
- Elanora
- Elizabeth
- Ellenbrook
- Erina
- Fairfield
- Fairymeadow
- Figtree
- Forster
- Frankston
- Glendale
- Glenorchy
- Gosford
- Goulburn
- Grafton
- Griffith
- Gungahlin
- Gympie
- Helensvale
- Hervey Bay
- Hornsby
- Horsham
- Hurstville
- Inala
- Indooroopilly
- Ingle Farm
- Ipswich
- Jesmond
- Joondalup
- Kangaroo Flat
- Kardinya
- Karratha
- Kilkenny
- Kingaroy
- Kippa-Ring
- Kirwan
- Kotara
- Lake Haven
- Leichhardt
- Lilydale
- Lismore
- Lithgow
- Liverpool
- Loganholme
- Loganholme
- Mackay
- Maddington
- Maitland
- Mandurah
- Mango Hill
- Maribyrnong
- Maroochydore
- Marrickville
- Maryborough
- Melton
- Menai

- Merrylands
- Midland
- Mildura
- Mill Park
- Minto
- Miranda
- Mirrabooka
- Modbury
- Morayfield
- Morwell
- Mount Druitt
- Mount Gambier
- Mount Gravatt
- Mount Ommaney
- Mount Pleasant
- Murray Bridge
- Muswellbrook
- Narellan
- Narre Warren
- Noarlunga Centre
- Noosa
- Nowra
- Oakleigh
- Orange
- Palmerston
- Parramatta
- Penrith
- Port Macquarie
- Preston
- Queanbeyan
- Raymond Terrace
- Redbank
- Richmond
- Robina
- Rockdale
- Rockhampton Dc
- Rockingham
- Roselands
- Rosny Park
- Rouse Hill
- Runaway Bay
- Ryde
- Salamander Bay
- Salisbury
- Seven Hills
- Shellharbour
- Shepparton
- Singleton
- Smithfield
- Southport
- Springfield
- St Marys
- Stafford
- Strathpine
- Taigum
- Tamworth
- Taree
- Thomastown
- Toormina
- Toowoomba
- Toowoomba
- Townsville
- Tuggerah
- Tuggeranong
- Tweed Heads South
- Victoria Point
- Wagga Wagga
- Wantirna South
- Warrawong
- Warriewood
- Warrnambool
- Warwick
- Werribee
- West Lakes
- Wollongong
- Woodridge
- Woy Woy
- Wynnum
- Yeppoon





OUR BRANDS

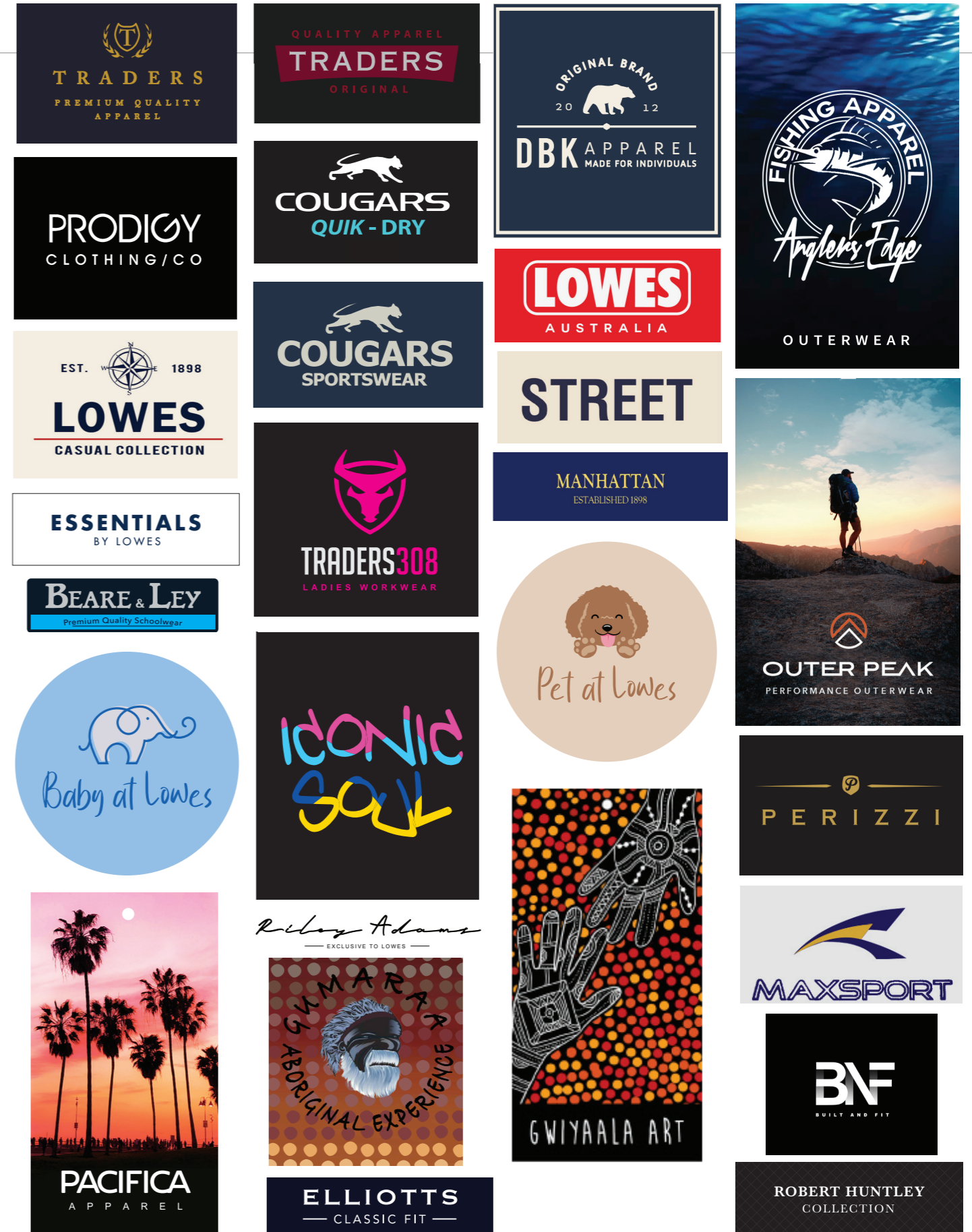
- LOWES
- LOWES KIDSWEAR
- BABY @ LOWES
- PETS @LOWES
- DBK
- COUGARS
- ELLIOTT'S
- GUMARRA
- TRADERS
- PRODIGY
- MANHATTAN
- ICONIC SOUL
- BEARE & LEY
- BOTANY BAY TRADERS
- ROBERT HUNTLEY
- RILEY ADAMS
- OUTER PEAK
- ANGLERS EDGE
- TRADERS 308
- PERIZZI
- MAXSPORT
- STREET
- GWYAALA
- PACIFICA ACCESSORIES
- BNF

OUR CATEGORIES

- Big Mens
- Work-wear
- First Nations Apparel
- Unisex
- Hawaiian
- Outdoor-wear
- Formal Wear
- School-wear
- Sportswear
- Swimwear
- Matchy Matchy
- Business Wear
- Underwear Socks & PJ's
- Shoes & Accessories
- Baby-wear
- Dog Wear
- Home & Gifts

APPAREL TYPES

- Shirts
- Tops
- T-Shirts
- Tanks
- Polos
- Vests
- Blazers
- Shorts
- Trousers
- Jeans
- Chinos
- Overalls
- Suits
- Work Boots
- Training Shoes
- Socks
- Jackets
- Jumpers
- Hats
- Business shirts
- Underwear Socks & PJ's
- Rashies
- Swimwear
- Towels
- Tunics
- Skorts
- Blouses
- Womens Business Skirts
- Sports Representative
- Leavers bespoke tshirts / jersey



“LOWES PROVIDING A PREMIUM CONVENIENCE TO LOCAL SCHOOL COMMUNITIES ALL OVER AUSTRALIA, SELLING TO SCHOOLS FOR OVER 100 YEARS!”



LOWES SCHOOLS

Lowes Schoolwear is the largest provider of school uniforms around Australia. As part of the process in securing and retaining business Lowes participates in Tenders for schools and request for Tenders with procurement departments, including various religious archdiocese and state governments around Australia. Lowes submissions are required to satisfy criteria as set out in the tender documentation with past performance taken into consideration. Successful candidates must provide evidence and satisfy contractual terms and conditions during tenure. Terms and conditions are established to not only serve community expectations, but to satisfy requirements with applicable regulations or regulatory frameworks.

Lowes is and has been in contact with schools facilitating the supply of uniforms for over half a century. In recent times the move to centralise procurement for various groups has resulted in supplier qualifying under overreaching arrangements to ensure adherence and compliance with but not limited to, practices regarding, labour regulations, ethical employment practices, environmental impacts and Workplace health and safety.

Lowes Schoolwear has qualified under these arrangements based on our experience and performance with initiatives in place to ensure compliance and continual improvement, with the following governing bodies.

Queensland Government DETSOA 78764 Standing Offer of Arrangement for provision of school uniforms and accessories

Western Australian Government ED19088 Supply of School Uniforms and Specialty School Apparel – Panel

Catholic Education Department, Parramatta Archdiocese -Uniform Supply panel of preferred suppliers

Catholic Education Department, Wollongong Uniform Supply panel of preferred suppliers

Sydney Catholic Schools -Uniform Supply panel of preferred suppliers

Note: Lowes at present have submitted applications Requesting for Tender with ACT and SA Government.

Additionally, Lowes is currently tenured with various schools under Department of Education NSW, ACT, Victoria And Tasmania contracts.



LIST OF SCHOOLS

Aberdeen Public School
 Abermain Public School
 Ainslie Primary School
 Aitkenvale State School
 Albury High School
 Albury Public School
 All Saints Catholic Coll K-12
 All Saints Ps Seaford
 Ambarvale High School
 Anna Bay Public School
 Annandale State School
 Anne Hamersley Primary School
 Antonio Primary School
 Aquinas College-Menai
 Aranda Primary School
 Arbor Grove Primary School
 Arkana College
 Armidale Secondary College
 Arncliffe Public School
 Arthur Phillip High School
 Ashfield Boys High School
 Ashmont Public School
 Ashtonfield Public School
 Asquith Boys High School|Y7- 8
 Asquith Girls High School
 Assumption College-Warwick
 Avey North Primary School
 Avey Primary School
 Avondale Primary School
 Balga Primary School
 Ballarat High School
 Bambara Primary School
 Barraba Central School
 Bathurst Public School
 Baulkham Hills North Public
 Beaconsfield State School
 Belair Public School
 Belconnen High School
 Bellingen High School
 Belmore Boys High School
 Bethany Primary School Glenmor
 Bethel Christian School
 Bethlehem College

Beverly Hills North Ps
 Big Hill Primary School
 Black Mountain School
 Blacktown Boys High School
 Blair State School
 Blakehurst High School
 Blessed Sacrament P|School
 Bletchington Public School
 Blue Haven Public School
 Bohlevale State School
 Border Christian College
 Bossley Park High School
 Brandon Park Primary School
 Branyan Road State School
 Broadmeadows Primary School
 Broadmeadows Valley Ps
 Bucasia State School
 Bulahdelah Central School
 Burrowes State School
 Burwood Girls High School
 Butler Primary School
 Byford John Calvin School
 Calare Public School
 Callaghan College-Jesmond Snr
 Calvary Lutheran School
 Calwell Primary School
 Cambridge Park High School
 Camden High School
 Camden South Public School
 Campbell Primary School
 Campbelltown North Public Scho
 Campbelltown Performing Arts H
 Campsie Public School
 Canberra High School
 Canley Vale Primary School
 Canterbury Boys High School
 Canterbury Girls High School
 Cardijn College
 Cardijn College Galilee Alding
 Carlingford High School
 Carlton Public School
 Caroline Chisholm College
 Carrington Public School

‘THE GREATEST RISK OF WASTE IS TRANSITIONING UNIFORMS, OUR CONTRACTS UPHOLD A BI-LATERAL WASTE MANAGEMENT AGREEMENT THAT SHARES EQUAL RESPONSIBILITY BETWEEN RETAILER AND THE SCHOOL’

Carroll College-Broulee
 Casimir College Years 7-10
 Casino Christian School
 Cathedralprimary School
 Catherine Mcauley Cps Orange
 Caves Beach Public
 Cessnock West Public School
 Champagnat Catholic College
 Charles Conder Primary School
 Charlestown Public School
 Charlestown South P|School
 Chatham High School
 Chatham Primary School
 Cherrybrook Technology Hs
 Chifley College- Dunheved|Cmps
 Chifley College Mt Druitt Cmps
 Chifley College Shalvey Campus
 Chifley College-Bidwill Campus
 Churchill State School
 Cobbitty Public School
 Coburg High School
 Colyton Public School
 Coodanup College
 Coolamon Central School
 Coomealla High School
 Coomera State School
 Coorparoo Secondary College
 Cronulla High School
 Cronulla Public School
 Crusoe College
 Cundletown Public School
 Dallas Brooks Community Ps
 Dapto Public School
 De La Salle Boys Col -Ashfield
 De La Salle College Caringbah
 De La Salle College Revesby
 De La Salle Snr Col Cronulla
 Delacombe Primary School
 Dubbo Public School
 Dubbo West Public School
 Dulwich Hs Of V Art & Design
 Durack State School
 Eaglehawk North Primary School



Eaglehawk Primary School
 East Butler Primary School
 East Goulburn Public School
 East Hills Girls High School
 East Maddington Primary School
 East Maitland Public School
 East Waikiki Primary School
 Edney Primary School
 Eleebana Public School
 Elernmore Vale Public School
 Ellen Stirling Primary School
 Ellenbrook Secondary College
 Emmaus Christian School
 Emmaus College Rockhampton
 Emmaus College-Vermont South
 Emmaus Primary School
 Emu Plains Public School
 Endeavour Sports High School
 Epping Secondary College
 Erina Heights Public School
 Erina High School
 Estella Public School
 Evatt Primary School
 Fadden Primary School
 Fairfield Height Public School
 Fern Bay Public School

Figtree Heights Public School
 Figtree High School
 Findon Primary School
 Fitzgerald State School
 Floraville Public Belmont
 Florey Primary School
 Forest Street Primary School
 Fort Street Public School
 Fraser Primary School
 Freeman Catholic College
 Georges River College
 Gladstone Park Sec College
 Glenala State High School
 Glendale Technology H|School
 Glengarry Primary School
 Glenoy West Primary School
 Glenroy College
 Gold Creek School
 Golden Square Primary School
 Good Shepherd Catholic P|S
 Good Shepherd Ps Hoxton Park
 Good Shepherd Ps Plumpton
 Goodna Special School
 Goodna State School
 Gooseberry Hill Primary School
 Gosford Public School
 Goulburn West Public School
 Gowrie State School
 Grafton Public School
 Grahamstown Public School

Grandis Primary School
 Granville South C & P Arts Hs
 Griffith East Public School
 Griffith North Public School
 Griffith Public School
 Gungahlin College
 Gwynneville Public School
 Gynea Technology High School
 Halls Head College
 Hamilton South Public School
 Harrison School
 Hassall Grove Public School
 Hawker Primary School
 Hayes Park Primary School
 Heathcote High School
 Heatley Secondary College
 Heatley State School
 Heaton Public School
 Helensvale State School
 Hendon Primary School
 Hendra State School
 Henry Kendall High School
 Henschke Primary School
 Heritage Christian School K-5
 Highfields Prep & Kindy School
 Hill Top Public School
 Hillarys Primary School
 Hillston Central School
 Hillvue Public School
 Holgate Public School

Holy Cross P|S - Trinity Park
 Holy Cross Primary Glendale
 Holy Family Elc
 Holy Family P|S - Gowrie
 Holy Family Ps Emerton
 Holy Family Ps Ingleburn
 Holy Family Ps Luddenham
 Holy Family Ps Menai
 Holy Spirit Ps Carnes Hill
 Holy Spirit Ps Lavington
 Holy Spirit Ps Nicholls
 Holy Trinity Ps West Wagga
 Homebush Boys High School
 Horsham Primary School
 Horsham West And Haven Ps
 Howrah Primary School
 Hughes Primary School
 Hume Central Secondary Collage
 Hunter River High School
 Hunter Sports High School
 Huntly Primary School
 Illawarra Sports High School
 Immaculate Heart College
 Inala State School
 Ipswich East State School
 Irrawang High School
 Irrawang Public School
 Islamic College Of Brisbane
 James Cook High School
 James Fallon High School

Jerrabombarrre Public School
 Jewells Primary School
 Jj Cahill Memorial High School
 John The Baptist Ps Bonnyrigg
 John Therry Catholic College
 Jones Hill State School
 Jubilee Primary School
 Jurien Bay District Highschool
 Kalamunda Senior High School
 Kalamunda Senior High School
 Kanahooka High School
 Kangaroo Flat Primary School
 Kanwal Public School
 Karabar High School
 Karangie Public School
 Kearsley Public School
 Keilor Heights Primary School
 Keilor Primary School
 Keira High School
 Kelso State School
 Kennington Primary School
 Kingaroy State High School
 Kingaroy State School
 Kingsford Smith School
 Kingsgrove High School
 Kingsgrove Public School
 Kingswood High
 Kirwan State High School
 Kirwan State School
 Kitchener Public

Kogarah High School
 Koorngal High School
 Koorngal Public School
 Kotara High School
 Kurnai College
 Kurri Kurri Public School
 Lake Albert Public School
 Lake Gwelup Primary School
 Lalor East Primary
 Lara Secondary College
 Lasalle College Bankstown
 Lavalla Catholic Colleg
 Lavington Public School
 Learn Achieve Celebrate
 Leda Primary School
 Leonay Public School
 Lightning Reef Primary
 Lilydale High School
 Lilydale Primary School
 Lindisfarne Nth Primary School
 Lindisfarne Primary School
 Lisarow High School
 Lismore High Campus
 Lyneham Primary School
 Mabel Park State School
 Mackay North State High School
 Mackay State School
 Mackillop Catholic College
 Mackillop College Bathurst
 Macquarie Fields High School





Maddington Primary P&C Assoc.
Maida Vale Primary School
Maitland Christian School
Maitland Public School
Majella Primary School
Malvern Springs Primary School
Manilla Central
Manning Valley Anglican Colleg
Marcellin Technical College
Marist College - Kogarah
Marist Sisters College Woolwic
Maronite College
Marrickville High School
Mary Help Of Christians Toormi
Mary Immaculate Ps Boss Park
Mary Immaculate Ps Eaglevale
Masada College
Matraville Sports High
Mcauley Primary School
Mccarthy College Tamworth
Meadows Primary School
Medina Primary School
Melba Copland Secondary Sch
Melrose High School
Melton West Primary
Merewether Heights Public
Mernda Primary School
Merriwa Primary
Merrylands High School
Metella Road Public School
Mildura West Primary School
Minchinbury Public
Moana Primary School
Monash Primary School
Moonee Ponds West Primary Sch
Moorefield Girls High School
Mortdale Public School
Morwell Park Primary
Mother Teresa Primary School
Mount Annan High
Mount Austin High School
Mount Austin Public School
Mount Gambier High School
Mount Rowan Campus
Mount St Joseph Secondary Scho
Mount Stromlo High School
Mountview High Cessnock

Mundingburra State School
Murray High School
Murrumbidgee Regional High Sch
Muswellbrook Public
Muswellbrook South Public Scho
Namadgi School
Nambucca Heads High School
Nanango State High School
Narara Primary School
Nareena Hills Public School
Nazareth Catholic Primary
Neville Bonner Primary School
New Lambton South Public Schoo
New Town Primary School
Ngunnawal Primary School
Normanhurst Boys High School
North Parmelia Primary School
Northern Beaches State High Sc
Northview State School
Nowra High School
Nulkaba Public School
Nursery State Special School
Oak Flats High School
Oakey State School
Oran Park High School
Oran Park Public
Orange Grove Primary School
Orange High School
Orange Public School
Osborne Primary School
Our Lady Help Of Christian Ros
Our Lady Help Of Christians
Our Lady Of Dolours Chatswood
Our Lady Of Mercy College Burr
Our Lady Of Mt Carmel Primary
Our Lady Of Rosary Ps Kensing
Our Lady Of Rosary Ps Wyoming
Our Lady Of The Rosary F'ield
Our Lady Of The Rosary St Mary
Our Lady Of The Rosary Waitara
Our Lady Of The Sacred Heart
Our Lady Of The Way Ps Emu Pla
Our Lady Of Victories Ps
Our Lady Queen Of Peace
Our Lady Queen Of Peace Glades
Oxley High Tamworth
Oxley Vale Primary School
Pacific Brook Christian School
Palmerston Chrstian College
Palmerston Primary School
Pascoe Vale Girls College
Patrician Bros Fairfield

Pearsall Primary School
Peel High School Tamworth
Penola Catholic College
Perth Modern High School
Phoenix College
Picnic Point Hs
Pioneer State High School
Pitt Town Public
Playford College
Pleasant Heights Public
Port Hacking High School Junio
Porters Creek Primary School
Preston North East Ps
Putney Public School
Quarry Hill Primary
Queanbeyan High School
Queanbeyan Primary School
Queanbeyan South Primary Sch
Queanbeyan West Primary School
Queen Of Apostles Primary Scho
Queens Park Primary School
Queens Park Primary School
Quinns Rocks Primary School
Raglan Public
Rainbow Street Public School
Ramsgate Public School
Randwick Boys High School
Rasmussen State School
Raymond Terrace Public School
Red Hill Public School
Redbank State School
Redcliffe Special School
Richard Johnson Anglican Yrs 1
Richard Johnson Anglican Yrs 7
Richmond Primary School
Richmond River Hill Campus
Riva Primary School
Riverstone Public School
Riverview State School
Rockingham John Calvin School
Rosary Primary School
Rose Bay High School
Rosehill Secondary College
Rosetta Primary School
Rosewood High School
Runcorn Heights State School
Rutherford Public School
Ryde Secondary College
Sacred Heart Cat Ps Matraville
Sacred Heart Primary Boggabri
Sacred Heart Primary Cabramatt
Sacred Heart Primary School

Sacred Heart Primary School
Sacred Heart Primary Villawood
Sacred Heart Ps Booval
Saint Helena's Catholic Primar
Salisbury High School
Sandgate State School
Sarah Redfern High School
Sarah Redfern Public
Sawtell Public School
Seaforth Primary School
Secret Harbour Primary School
Serviceton South State School
Seven Hills High School
Singleton High School
Singleton Public School
Sir Joseph Banks
South Wagga Public School
Southern Montessori School
Southern Vales Christian Colle
Spring Farm Public School
Springfield Central State Scho
Springfield Lakes State School
St Aidens Catholic P|S
St Aloysius
St Andrews Christian College
St Andrews Christian Community
St Anne's Primary Strathfield
St Anne's Ps Nth Albury
St Ann's Catholic P|School
St Anthonys Primary Clovelly
St Anthony's Ps Kingscliff
St Anthony's Ps Wanniasa
St Bede's Primary
St Benedict's Primary School
St Brendans Primary Annandale
St Brendan's Primary School
St Brendan's Ps Bankstown
St Brigids Primary Gwynneville
St Carthage's School Lismore
St Catherine Of Siena Preston
St Clare Of Assisi Primary
St Clare's College
St Columba's Ps Mayfield
St Dominics Ps Broadmeadows
St Edward's Primary Tamworth
St Francis Assisi Ps Warrawong
St Francis Of Assisi Primary
St Francis Xavier College
St Francis Xavier Ps Ashbury
St Gerard's Primary School
St Gertrudes Smithfield
St Gregorys Primary

St John Bosco High College Eng
St John Paul Ii College
St John The Apostle Primary
St John The Apostle Ps C Beach
St John The Baptist Ps Maitlan
St John Vianney Ps Morisset
St John's Catholic Primary Sch
St Johns College , Dubbo
St Johns Primary Dubbo
St John's Primary Riverstone
St John's Primary School
St John's Ps Campbelltown
St Joseph College
St Joseph East Maitland
St Joseph Primary Bileola
St Josephs Catholic School
St Joseph's Kingswood
St Josephs Merewether
St Josephs Moorebank
St Josephs Primary Kilaben Bay
St Joseph's Primary School
St Joseph's Primary Tamworth
St Josephs Primary Tweed Heads
St Joseph's Primary Wagga Wagg
St Josephs Ps Bulli
St Joseph's Ps Warrnambool
St Josephs Rockdale
St Joseph's School, Nundah
St Justins Primary
St Kevins Eastwood
St Laurence's Dubbo
St Margaret Mary's Primary Sch
St Martha's Primary Strathfiel
St Mary & Josephne Primary Sch
St Mary Mackillop College
St Mary Mackillop Ps Sth Pnrth
St Mary Magdalene's School
St Mary's School Wellington
St Mary's Cath School Mackay
St Marys Catholic College
St Marys College Ipswich
St Marys District School
St Mary's P|S Warwick
St Marys Primary Dubbo
St Marys Primary Ipswich
St Mary's Primary Rydalmere
St Mary's Primary Sch Casino
St Mary's School Bellingen
St Marys Star Of The Sea Hurst
St Mary's Star Of The Seas
St Matthew's Primary School
St Michaels Nelson Bay

St Michael's Primary School
St Michael's Ps Tralalgon
St Michaels School Gordonvale
St Michaels Thirroul
St Monicas Primary Footscray
St Monica's Primary School
St Patricks College Sutherland
St Patrick's Parish Ps Albury
St Patricks Primary Griffith
St Patricks Primary Wallsend
St Patricks Ps Port Kembla
St Patrick's School Allora
St Patricks School Bundaberg
St Paul's Camden Primary
St Pauls Ps Gateshead
St Peters Primary Stockton
St Philomenas Primary
St Pius Dubbo
St Pius Primary School Banyo
St Therese Ps Mascot
St Thereses Ps Bentley Pk
St Thomas Aquinas Primary
St Thomas More School
St Thomas More's Primary Sch
St Thomas The Apostle Primary
St Vincent De Paul Ps
St Vincent's Primary Aranda
St. Aidan's Primary Rooty Hill
St. Benedict's Primary Edgewor
St. Bernadettes Dundas Valley
St. Brigid's College
St. Declans Primary
St. Fiaces Ps Leichhardt
St. Francis Xavier Ps Arncliffe
St. Francis Xavier Ps Lurnea
St. Joachim's Ps Lidcombe
St. Joan Of Arc Primary Haberf
St. John Vianney Doonside
St. John's High Nowra
St. John's Ps Lambton
St. Marys Primary Georges Hall
St. Mary's Ps Warners Bay
St. Michaels Nowra
St. Michaels Primary South Bla
St. Michaels Stanmore
St. Nicholas Primary Tamworth
St. Patrick's College Mackay
St. Patrick's Marist College D
St. Patricks Ps Blacktown
St. Patrick's Ps Cessnock
St. Paul Of The Cross Ps Enmor
St. Pauls Catholic College7-10



St. Paul's Primary Rutherford
 St. Therese Primary Sadlier
 St. Therese Ps West Wollongong
 St. Therese's Primary New Lamb
 St. Therese's Ps Denistone
 St. Thomas More's Primary Brig
 St. Francis Xavier Belmont
 St. John The Apostle Narrabeena
 St. Josephs Primary Oatley
 St. Luke's Ps Revesby
 St. Patrick's Primary Kogarah
 St. Pius X School Unanderra
 Stella Maris Catholic Primary
 Strathfield Girls High
 Strathfield South High
 Sturt Public School
 Sunshine Bay Public School
 Surveyors Creek Public School
 Sydney Technical High
 Table Top Public School
 Tamworth High
 Tamworth Public School
 Tamworth South Public
 Taree High School
 Taree West Public School
 Taylor Primary School
 Telopea Park School
 Tempe High School
 Terrigal High School
 The Entrance Public School
 The Hills Sports H/S Jnr
 The Nature School
 Theodore Primary School
 Thomas Reddall High
 Thornton Public School
 Thurgoona Public School
 Thuringowa State High School
 Timboon P-12 School
 Timbumburri Public School
 Tlsc - The Entrance Campus
 Tlsc - Tumby Umbi Campus
 Tomaree High School
 Tomaree Public School
 Toormina Public
 Torrens Primary School
 Townsville Central State Schoo

Townsville State High School
 Trinity Ps Kemp's Creek
 Turner Primary School
 Turvey Park Public School
 Tweed Heads South Public Schoo
 Unanderra Public
 Undercliffe Public School
 Upper Yarra Secondary College
 Verity Christian College
 Vincentia Public
 Wagga Wagga Christian College
 Wagga Wagga Lutheran School
 Wagga Wagga Public School
 Walkerston State School
 Wamberal Public
 Wanniasa Hills Primary School
 Waraburra State School
 Warnervale Public School
 Warriapendi Primary School
 Warrnambool College
 Warwick West State School
 Waverley Christian College
 Wedge Park Primary School
 Weetangera Primary School
 Werrington County Public Schoo
 West Lakes Shore School R-7
 West Tamworth Public
 Westdale Public School
 Western Suburbs Special Sch
 Westport Primary School
 Wheatvale State School
 Wheelers Hill Secondary Colleg
 White Friars Catholic School
 William Ross State High School
 William Ruthven Secondary Coll
 Wilsonton State School
 Wollondilly Anglican College Y
 Wondai State School
 Woodport Public School
 Woodridge North State School
 Woolooware High School
 Woongarah Public School
 Woori Yallock Primary School
 Wooroloo Primary School
 Wyoming Public School
 Wyong High School

Wyrallah Road Public
 Xavier High School
 Yale Primary School
 Yarra Hills Secondary College
 Yarrilee State School



RISK

IDENTIFYING, MITIGATING & REMEDIATING RISK OF MODERN SLAVERY

Risks of modern slavery in any international retail supply chains are dynamic and complex. We are constantly reviewing risks to prioritise our efforts where there is greatest impact to people in our operations and supply chain.

Since 2019, we have conducted risk assessments designed together with our advisor partner Intertek, a compliance and sustainability solutions provider. These assessments are informing our Responsible Sourcing Program and areas of focus. This year, we focused on supply chains. These assessments focused on the inherent risks of exploitation involved in producing the products in our supply chains.

Lowes Menswear acknowledges the following modern slavery risks as most salient in our supply chains.

The types included, forced labour, debt bondage, deceptive recruiting for labour, forms of child labour, restrictions of movement, intimidation, threats and human trafficking.

We do not directly employ any staff overseas so this lowers modern slavery risks within our direct team. Therefore, our operational risk assessment focused on the only areas of the business that use contracted labour or service providers whose workforce engaged with us in overseas locations. We have less direct visibility and control over these workers and their employment terms.

We have visited these locations and undertaken assessments of the work environments to ensure they comply with local legal conditions and do not provide conditions for potential risks for modern slavery conditions. We are working on improving auditing in this area as it is new operational environment.

The products we sell in our stores and online are sourced from 9 countries. Each of these products and sourcing countries presents a different set of human rights challenges, including risks of modern slavery. We source products from suppliers that are both vendor and non-vendor branded. With our own branded products we are more directly connected to these products because suppliers are producing and packing products directly for our business, which means we have greater connection to the workers and influence to remediate breaches.

Generic, wholesale or non regular suppliers will be subject to further risk assessment. Similarly where our suppliers themselves source their supplies from, such as cotton, provides additional levels of risk.

This risk assessment will allow us to "segment" suppliers into three groups: priority, moderate and minimum. Each segment will have different due diligence requirements based on associated risks. We are still developing our supplier segmentation methodology.



Mitigating and remediating risks of modern slavery is a high priority and we are developing new Policy frameworks to build upon our long standing practices of strict supplier agreements and regular 3rd party audits in the country of origin for our products.

We are enhancing our set of policies and procedures that articulate our values, ways of working and expectations of our suppliers that will be reviewed regularly. This policy framework will ensure that our suppliers clearly understand our expectations.

Strengthening supplier contracts is one of the key ways in which we articulate our human rights expectations and control the potential risk of modern slavery arising in our global supply chain is through our contracting process with our direct suppliers. Building on existing Responsible Sourcing provisions, modern slavery specific provisions have been incorporated in our many of our trade procurement contracts and Vendor Trading Terms. We have mandated to have these provisions in all ongoing agreements.

We use our Slavery Compliance Statement, which is a supplier modern slavery compliance confirmation. We request the supplier to sign and provide this statement to Lowes on the commencement date of an agreement and on each anniversary of the commencement date during the agreement term.

Lowes recognises that it may contribute to a greater risk of slavery in our supply chain by placing pressure on suppliers by such means as asking for reduced costs or better quality. We will be factoring this into our future risk assessment profiles for suppliers

We recognise the importance of building greater understanding of modern slavery risks and our requirements with the team members who are responsible for supplier relationships and oversight so that they are equipped to provide guidance to our partners to comply. We have and will continue to raise awareness via training for all team members in this area.

“STRENGTHENING SUPPLIER CONTRACTS IS ONE OF THE KEY WAYS IN WHICH WE ARTICULATE OUR HUMAN RIGHTS EXPECTATIONS AND CONTROL THE POTENTIAL RISK OF MODERN SLAVERY”



CONSULTATION WITH CONTROLLED ENTITIES.

Where Lowes held a “controlling interest” in an entity Men’s Finance Company Pty Ltd we met with the entire team to educate, raise awareness and set our expectations in mitigating modern slavery risks. We provided documentation outlining our expectations and will provide a copy of this document upon its completion. Lowes does not have a controlling or any other equitable interest in any other entity.

Lowes undertakes that if we do in the future look to taking a controlling interest in another entity, a full risk assessment and audit for risk of modern slavery will form of our assessment before we take control and based on that we will undertake the appropriate actions.



LIST OF OUR SUPPLIERS | ASSESSMENT OF RISK

CHINA

Risk assessment : HIGH*

- | | | |
|--------------------------------|--------------------------------|--------------------------------|
| Afw Pty Ltd | Shaoxing Dengao Garment Co Ltd | Jiangxi Huyan Industrial |
| Shiny Pty Ltd | Shaoxing Daxin | Sunshine Industry (Hk) Ltd |
| Jiangxi Handsome Garments | Better International Jiangxi | Shaoxing Guyue Clothing Co.ltd |
| Ningbo Hongli Group Co. Ltd. | Ningbo Lianyi Imp & Exp | Excellent Promos Co.limited |
| Yichang Mingshen Garments.,Co | Yong Ri (China Adv) | Reason Imp. & Exp. Co. Ltd |
| Zhejiang Willing Foreign Tradi | Ningbo Yinzhou Karuisi Textile | Shanghai Shimei Garments Co.l |
| Ningbo United Group Imp & Exp | Quzhou Municipal Senior Trade | Suzhou Peifa Arts&Crafts Co.It |
| Hong Ho Precision Textiles Co | Jiangxi Boruang | Jinyu (Fujian) Dress Weaving |
| Beijing Textiles Imp&Exp Corp. | Anhui Garment Imp & Exp Co.ltd | Beijing Garments Imp & Exp |
| Smartex International | Shantou Zhongyuan (Tunnyfish) | Hubei Bbh International Trade |
| Beijing Chengfangjie Garment | Ningbo Yinzhou Yida Knitted | Jiangxi Angmai Industrial Co., |
| Beijing Yuxi Costome Co Ltd. | Jiangxi Textile Group Imp&Exp | Nanchang Giant-Tex Industry Co |
| Qingdao Yijia E.t.i. | Jiangxi Ruizhi Garments Imp&Ex | High Hope Int'l Group |
| Sunny Jet Textiles | Taizhou Rongbang Imp.&Exp.co.l | Ningbo Huazhong Dress Co,Ltd |
| Time Develop Co. | | |

TAIWAN

Risk assessment: MEDIUM*

Solid Textile Co Ltd

HONGKONG

Mel Enterprises
Uking Industrial Co.,Limited
Krayons Sourcing Limited

Risk assessment : MEDIUM*

SINGAPORE

Jagger Pte Ltd

Risk assessment : LOW*

BANGLADESH

J Mm Fashion (Boydtx)
Tamshna Fashion Wear Ltd.
Tung Hai Sweaters Ltd
Rifa Knitwear And Designer
Sisal Apparel Ltd
Mactex Industries Limited
Majumder Garments Limited

Risk assessment: HIGH*

Risk assessment : LOW*

Boyd International Pty Ltd	First Choice Distributors P/L
C & S Marketing Co Pty Ltd	Licensing Essentials
Mdr Global Trading P/L (Usd)	Brand Collective Pty Ltd
Capital Link Imports Pty Ltd	Isidor's Pty Ltd
Koala Clothing Australia P/L	Top Shoe International Pty Ltd

* REF: GLOBAL SLAVERY INDEX,INDEPENDENT PRIVATELY FUNDED INTERNATIONAL HUMAN RIGHTS ORGANISATION FUNDED IN PERTH, AUSTRALIA BY ANDREW FORRESTOR



“MITIGATING AND REMEDIATING RISKS OF MODERN SLAVERY IS A HIGH PRIORITY AND WE ARE DEVELOPING NEW POLICY FRAMEWORKS TO BUILD UPON OUR LONG STANDING PRACTICES”

ADDRESSING MODERN SLAVERY

TIMELINE

OCT 2017

QLD (SOA) standard offer arrangement formalises Lowes responsible stock management plan, this becomes the base approach for all contracts signed by all school procurement officers and business managers. * see pg16

JUNE 2018

Donating to countries such as New Guinea, Fiji, Pakistan.

JUNE 2019

Commonwealth Modern Slavery Act guide is distributed to Leadership group and key heads of departments for review. All groups are to report back on what their understanding is of 'Modern Slavery' and to determine and identify high risk in the business.

DEC 2019

CEO appoints a Select Group * to establish 'Lowes Panel for Modern Slavery Compliance'. The Panel meets each Financial year quarter for 2 hours to deploy strategy for governance and outstanding actions. { *see panel p3.}

FEB 2020

Lowes Panel engage Third part 'Intertek' to run 3-day workshop with all Panel members. Annual budget is set for Factory Audits and other waste management initiatives. Schedule of current audit conversions and list of factories servicing over 25% supply is deemed first to be audited using Intertek

MAR 2020

Covid 19 Global pandemic significantly halts all WCA conversions and planned Audits until Sept 2020. Lowes submits it's Modern slavery statement for review to green team. (Green team is leadership members NOT partipating in Lowes Modern Slavery Panel known as red team)

APRIL 2020

Lowes whistleblower policy *See Annexure. is published and sent to all Lowes Staff. Creating an escalation pathway and providing an internal environment and a culture of safety.

MAY 2020

All (SOA) standard offer arrangement now include waste minimisation plan on distinctive uniforms, including using brokers 'active international' selling direct to public in exchange for advertising trade credits.

JUN 2020

Establishment of Continuous Improvement Committee. Tim Zhu prepares audit schedule for 2021. Kathy Adair onboards Manrags fashion recycle group, whose mission is to reduce the number of textiles that end up in landfill, due to massive garment overproduction and non-existent recycling.



SEPT 2020

Statement moves to internal review with Leadership group*

OCT 2020

Statement moves to review with intertek and awaits publication.

NOV 2020

Statement submitted and published

FEB 2021

2021 Aduit program finalises 16 factory audits complete over a 12 month program

MAY 2021

Sign agreement with Worn Up, to contniue our sustainably and continous improvement program

JUNE 2021

Significant disruption in Australia, Covid sweeps the nation, most states move to working from home, snap lock downs in factories systemic over Asia.

NOV 2021

Audit commitments for 2022 published

DEC 2021

Submission to Australian Government



FEB 2022

Major vessel delays out of Shanghai and Ningbo, Dean World make provisions for alternative trade routes out of China. Major port disruptions and space allocations scarce for importers.
China factories move to electricity restrictions impacting Ex Factory commitments

APRIL 2022

Lowes completes its "Worn up" commitment and contribution, Anne Thompson and Sarann Ryan interviewed by AP Media for their contribution for the cycle economy, published by Ragtrader <https://www.ragtrader.com.au/news/sydney-textile-recycler-worn-up-has-glassons-on-board>

JULY 2022

2022 Audit program: finalises factory audits completed over a 12 month program

SEPT 2022

Continuous improvement committee meets to discuss new business, resulting in moving Menswear annual 11 million polybag slips into biodegradable material, commencing 2023
Schoolwear is deemed as not appropriate for a biodegradable solution. Given timelines and the weeks of cover required to manage school wear, a recyclable plastic is the direction the business confirmed starting 2023

OCT 2022

Data breaches on the rise Australia wide. Lowes establishes the internal integrity unit. Lowes understands multiple drivers assist in modern enslavement, not restricted to the supply chain but in fact new sectors create risk such as identity theft, these areas left unchecked can aid in funding nefarious activities abroad. Lowes develops a framework to minimise risk for all consumers of its financial products

NOV 2023

Partnership signed with Blocktexas, 9 tones identified for return into raw materials as part of continuous improvement framework.

DEC 2022

Submission to Australian Government for the 2022 year.

CONTINUOUS IMPROVEMENT

Early 2020 Lowes embarked on a continuous improvement approach well before any sanctioned reporting and compliance. In order to officially report and demonstrate our commitment to respecting human rights, Lowes CEO, Mrs. Linda Penn developed a 'Lowes panel' to formalise agreements with all sectors of our Supply chain and goes to market to engage 'Intertek' to set strategic benchmarks to monitor activities in accordance with the Modern Slavery Act 2018

LOWES PANEL FOR MODERN SLAVERY COMPLIANCE

Lowes is committed to bilateral long-term outcomes that benefit suppliers, schools and our consumers. We recognise robust negotiations are inevitable in business practice and contribute to innovation, efficiency and the long-term sustainability.

Lowes policy has always been for the suppliers to provide certification of factory audits as evidence of compliance.

These were usually in the forms of various certificates:

- BSCI
- SMETA
- QIMA

The Panel consists of 4 leadership members whose areas govern Technical operations, *Sarann Ryan*, Merchandise Control, *Michael Manios*, Human Resources *Jason Heap* and Head of school Operations *Tim Bryant*.

The panel meets every quarter to initiate, forecast and remediate on all supply chains.

This consists of;

- Reviewing and aligning all international standards and policies by communicating standards and requirements to our agents and business partners.
- Evaluating by continuing to monitor compliance by conducting a pre-sourcing assessment with our agents. All buyers and Merchant controllers submit any new supplier to the panel for review.

- Capturing the performance of our factories by reviewing the outcomes of all audits conducted by Intertek
- Schedule audits for the next fiscal year.

LOWES FORMALLY ENGAGES INTERTEK TO FACILITATE ALL ACTIVITIES



The panel recognised the need to engage a third party to validate audits.

Lowes understood the need to consult with third party resources and databases, by utilising consultants and having them evaluate slavery this would broker an arrangement to remediate identified deficiencies and where necessary terminate supplier factories that refuse / fail to comply with procedures and guidelines

Intertek results yield several decision-making factors based on previous audits and how these dictate future frequency of audits. Audits are scheduled in advance with the suppliers in order to foster relationships of co-operation and trust, we only suggest unannounced audits when we suspect violations.

BLOCKTEXX

Lowes continuous improvement committee met with Adrian Jones Director/ Owner of blockTexx, he concluded that our fabrications met all criteria for his facility.

85% of Schoolwear items contain polyester cotton, deeming it fit for resource, recycling and re-raw material handling.

SEPARATION OF FIBRE TECHNOLOGY

BlockTexx owns proprietary technology that separates polyester and cotton materials such as clothes, sheets and towels of any colour or condition back into their high value raw materials of PET and Cellulose for reuse as new products for all industries.

The recovered PET is polymerised to create virgin-quality S.O.F.T. branded rPET plastic pellets and polyester fiber suitable for use in textiles, packaging, building products.

The recovered cellulose is processed to create S.O.F.T. branded cellulose powder for use in many industries such as textile, pharmaceutical and food.

BlockTexx is leading a global movement toward a circular economy for our customers and production partners, by developing planet focused solutions that divert textile waste from landfill and into sustainable product

DESIGNING FOR A SUSTAINABLE FUTURE

Lowes and blockTexx are working in collaboration with our Head Product Development and Procurement Manager Debra Vo to design in mind with highly recyclable materials as part of the design and development process, with the first meeting to look at substituting nylon buttons for polyester buttons, this will aid block texx in the cycle economy.

Debra Vo is also in negotiations regarding our sublimated polos to use recycled ranges moving forward.

“lowes will commit 9 tone of obsolete product to the block texx sollution. The block chain technology traces all materials both before and after, making both parties accountable for their waste management reporting”



RECYCLE | UPCYCLE | DONATE

Our waste Management approach is complicated comparative to regular fast fashion. Our garments are bespoke distinctive wear that cannot be resold or reused based on copyright and contractual obligations.

Our continuous improvement committee join the Lowes Modern Slavery panel on request for pitch for new and improved methods to handle waste management and sustainability.

This paved way for an affiliate program monitored by our continuous improvement committee to have our textiles recycled and prevented from landfill.



UPPAREL - RECYCE
ABN :626 450 815
[HTTPS://UPPAREL.COM.AU/](https://upparel.com.au/)

Introducing the National Retail Association Sustainability Champion of the Year for 2020.

“As leaders within the circular economy, we believe that sustainability leads to success for everyone. We exist as change-makers, not only for our community but also for the next generation. As we continue to reduce waste in landfill and increase the lifecycle of all textiles, we encourage others to join us through continued education and convenience.”

Lowes has been in collaboration with Upparel - formerly known as Manrags for over two years commit-ting to continuous bilateral waste management, making sure our school uniforms and basic apparel is not wasted and purposely managed through a sustainable mindful program.

LOWES TOTAL TEXTILE DIVERTED FROM LANDFILL: 4.3 TONE
LOWES TOTAL GAS PREVENSON: 17.4 TONE

UPPAREL Impact Statement

Date: 01/10/2020
Company: Lowes
Congratulations Lowes!
Between 01/10/2020 – 31/10/2020 you prevented 395kg of textiles from being sent to landfill.
This has also resulted in the prevention of 1,580kgs of greenhouse gases from polluting our atmosphere.
Thank you again for joining our fight against textile waste.
We are so pleased that we were able to join forces to create a better planet and a brighter future for the next generation!
From the UPPAREL team.



UPPAREL Impact Statement

Date: 24/02/2021
Company: Lowes
Congratulations Lowes
Between 20/11/2020 – 20/2/2021 you prevented 296.00kg of textiles from being sent to landfill.
This has also resulted in the prevention of 1,084.00kgs of greenhouse gases from polluting our atmosphere.
Thank you again for joining our fight against textile waste.
We are so pleased that we were able to join forces to create a better planet and a brighter future for the next generation!
From the UPPAREL team.



UPPAREL Impact Statement

Date: 18/10/2021
Company: Lowes
Congratulations Lowes!
Between 01/07/2021 – 30/09/2021 you prevented 95.1kg of textiles from being sent to landfill.
This has also resulted in the prevention of 332.9kg of greenhouse gases from polluting our atmosphere.
Thank you again for joining our fight against textile waste.
We are so pleased that we were able to join forces to create a better planet and a brighter future for the next generation!
From the UPPAREL team.



IT TAKES 12 YEARS TO RECYCLE WHAT THE FAST FASHION INDUSTRY CREATES IN 48 HOURS.



WORN UP - UPCYCLING

ABN: 87 610 520 619

[HTTPS://WORNUP.COM/](https://wornup.com/)

Worn up grew out of Sustainable Schoolwear. Worn up which had been making school and corporate uniforms since 2016 decided to take back the uniforms they made so they didn't go to landfill. Worn up no longer produces uniforms but now exclusively collaborates with rag traders and big retailers to identify products that can be reconstituted into newer products, these products are categorized as "up-cycled" as they can be broken down and repurposed many times.

Worn Up and the Textile Rescue Program work with Schools, corporates, Councils and sports associations to keep as many uniforms out of landfill as possible and turn them into a raw material for new products.

Worn up and Lowes began collaborating July 2020 and was the first major retail school supplier to commit to a 30 carton per month minimum to reduce and donate fabric for the upcycle program.

Worn up as a collective have achieved the following to date.

DIVERTED FROM LANDFILL: 50 TONNES

M3 SAVED: 500 CUBIC METRES OF LAND SAVED

ROUGH CO2 KG/ DIVERTED: 3,750 CO2/KG EQUIVALENT

ST VINCENT DE PAUL - DONATION

ABN: 46 472 591 335.

[HTTPS://WWW.VINNIES.ORG.AU/](https://www.vinnies.org.au/)

In August 2021, Lowes and Vinnies collaborated to get the Homeless men of Australia into clean shoes. Lowes Donated over a Million dollars worth of stock, in the form of men's shoes, to be distributed for free to the poor. Men are the least considered and most neglected group when donation distributions are allocated.



Martin Pottage State Logistics Manager Vinnies

These shoes were then used to help people that were disadvantaged and homeless by way of receiving vouchers from our local stores, which helped them get the shoes that they needed.



Lowes donated over 24,000 pairs of shoes to Vinnie's equating to more than a million dollars in sales.



In the last ten years, this has been the biggest shoe donation that I can remember. So well done to Lowes. These shoes and the funds raised have been able to help our centers such as Matthew Talbot Hostel in Sydney, Pete's Place in Coffe Harbor, and Edel Quinn in Wagga.



Spread the word by word of mouth or social media. If you are experiencing hardship and need assistance or know someone who is, please call Vinnie's on 131812 or visit vinnies.org.au



Lowes donation of tens of thousands of pairs of shoes has helped immensely and is having a lasting impact on the lives, not just of men experiencing homelessness, but also people experiencing domestic violence and other forms of disadvantage.

"Lowes Donates \$1,000,000 in shoes to homeless men"

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=QKNCTSCYDBQ](https://www.youtube.com/watch?v=QKNCTSCYDBQ)

BIODEGRADABLE POLY BAGS

Lowes recognises the harm of poly bags, these Plastic bags are difficult and costly to recycle and most end up on landfill sites where they take around 300 years to photodegrade. They break down into tiny toxic particles that contaminate the soil and waterways and enter the food chain when animals accidentally ingest them.

Lowes has been regulated by the state governments in an effort to move away from plastics and is committing to a full transition into biodegradable poly bags by the end of 2023.

Lowes will move to a compostable garment bags made from annually renewable plant crops like corn, sugarcane and potatoes. After use, they can be decomposed by microorganisms, through a process of industrial biodegradation, into biomass that can be used as fertilizer for plants.

Material	PLA and PBAT
Degradation	6-12 months
Feature	Biodegradable





LOWES GATEWAY PROCESS

MENSWEAR & SCHOOLWEAR PRODUCTION AND DEVELOPMENT TRAINING AND INTERNAL ACCOUNTABILITY

Our commitment to upholding global standards require that all areas liaising with external suppliers/ agents must adhere to company sanctioned policy. All staff at head office are required when onboarded into the company to review our core policies. Lowes has an extensive learning management system regulated by HR called the Lowes Academy.

INTERNAL TRAINING

Lowes Academy is for all 1206 staff and is sectioned into core areas managed by our internal intranet called the Lowedown.

All staff here have individual user profiles that monitor the training modules and the timeframe for completion.

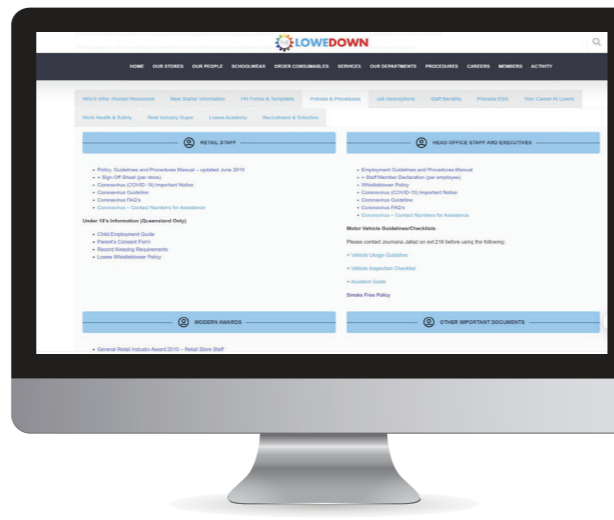
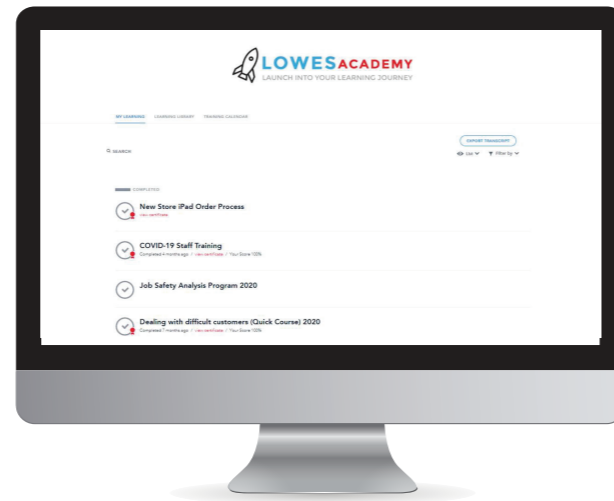
These modules include all work health and safety modules, compliance and ethics training, our company may take disciplinary action against any worker who violates our policy.

WHISTLEBLOWER

We have a whistle-blower hotline accessible on the Lowedown that is available to all staff and this has now been extended to agents and factories.

GATE PROCESS

Lowes developed The "Gate Process" which is a project management technique to keep all buyers, product developers and planners accountable in the developing, sourcing and purchasing phases. The gateway is reinforced at the leadership level, it unpacks the process to make sustainability and waste management a key performance indicator for all personnel involved.



The Gate way is divided over a few stages.

These stages are separated by 'gates'. Each stage is the decision point for whether or not to proceed to the next stage. This decision is made by a manager or steering committee. The quality of the idea, finances, timeframe and succession rate is all assessed at each of the gates. After each gate, one of the following decisions can be made:

- **Go – Concept is good enough to proceed to the next stage**

- **Kill – Concept is not good enough to develop further and is therefore shut down**
- **Hold – Concept is not good enough to continue with development at this time but has enough merit to not be shut down. It will be put on hold to possibly be resumed at a later date.**

The Gate Process consists of several stages, which are connected to each other by gates. Each stage is designed to collect specific information:

- **Stage 1: Scoping/Range Justification/ Feasibility**
- **Stage 2: Design**
- **Stage 3: Development & Wear Trial**
- **Stage 4: Final Sign Off/Launch**

Gate 1: Scoping/ Range Justification/ Feasibility

- Concept – Describe idea and identify where it fits in core range/ our fashion demographic
- Design consideration - specify styles, colours, sizing, fit, features
- Proposed deletions – suggest any existing styles/ SKUs for deletion (e.g., style it will replace or styles that are not selling)
- Rationale – specify/justify reason(s) for launching and how it will grow the business (sales, profits etc.)
- Competitor analysis – present any competitor styles that have similar products already in their range.
- Competitive advantages – list the point of differences between our product and competitor's product (e.g., features and benefits, price point etc.)
- Target financials – target price per unit, proposed volume (per colour), proposed budget
- Agreed timing – to be discussed during Gate 1 (e.g. launched at the best time of year to ensure peak sales).
- Sign off

Gate 2: Design

- Design – present to team: research, initial design sketches, fabric options, colour options and costings.
- Sign off

Gate 3: Development & Wear Trial

- Create specifications
- Arrange 1st development samples of the design in selected fabrics (jump size set)
- Conduct fit and wear trials (on numerous body shapes and sizes)
- Assess fit and wear trial feedback
- Revise specifications and organise 2nd development samples (if required)
- Present to team
- Sign Off

Gate 4: Final Sign Off/Launch

- Confirm styles, colours and order quantity
- Sign Off: price per unit, volume (per colour), total cost of order, GP%
- Issue final QC report to supplier
- Garment Set Up
- Raise Purchase order
- Lock in Ex/factory date

APPAREL DEVELOPMENT PROCESS

RECEIVE SAMPLE REQUEST

Account Manager → Product Team

This is the brief. It includes everything from identifying the school, outlining their request and needs in detail, desired timeline, price point and size range. This can be accompanied by samples for reference to colour, fabrics and embroidery.



CREATE ARTWORK

Product Team → Graphics → Account Manager

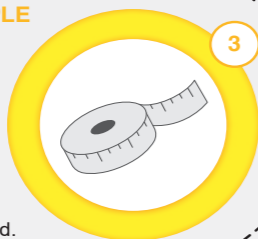
The concept is almost ready to come to life! This is the phase where sketches become interpreted. Storyboards are drawn up to show the design of the garment, trims, fabric, colours and logo details. This helps the school see the indent style or uniform range. Before the sampling stage begins, this is the time to make any design changes and get the schools tick of approval.



DEVELOP TECH PACK & REQUEST SAMPLE

Spec Technician → Product Team

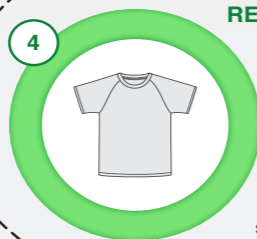
The tech pack is the blueprint for each piece of apparel. It has details ranging from the style's description, trims, fabrics, size range, placement of logos, packaging and manufacturing details. The tech pack is sent to the supplier and the first sample is requested.



RECEIVE SAMPLE & OBTAIN APPROVAL

Product Team → Account Manager

Sample arrives and the QA/Spec Technician checks the sample against the tech pack, ensuring the product is made as initially requested. Sample is presented to the school and approval/sign off is acquired. Worst case scenario, the school rejects the sample. Repeat steps 3 & 4 until approval is obtained and the product is perfected.



GARMENT SET UP

Product → Spec Tech → Data Integrity Admin

Garment request forms are completed. Final quality control comments are issued to the supplier and costings are confirmed. The style is set up in pronto and a 5-digit number is created.



FORECASTING & ORDERING

Planners → Stock Control Team

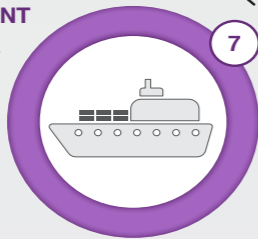
The style is quantified and units per size are determined. An official purchase order is raised and sent to the supplier. Bulk production is now underway.



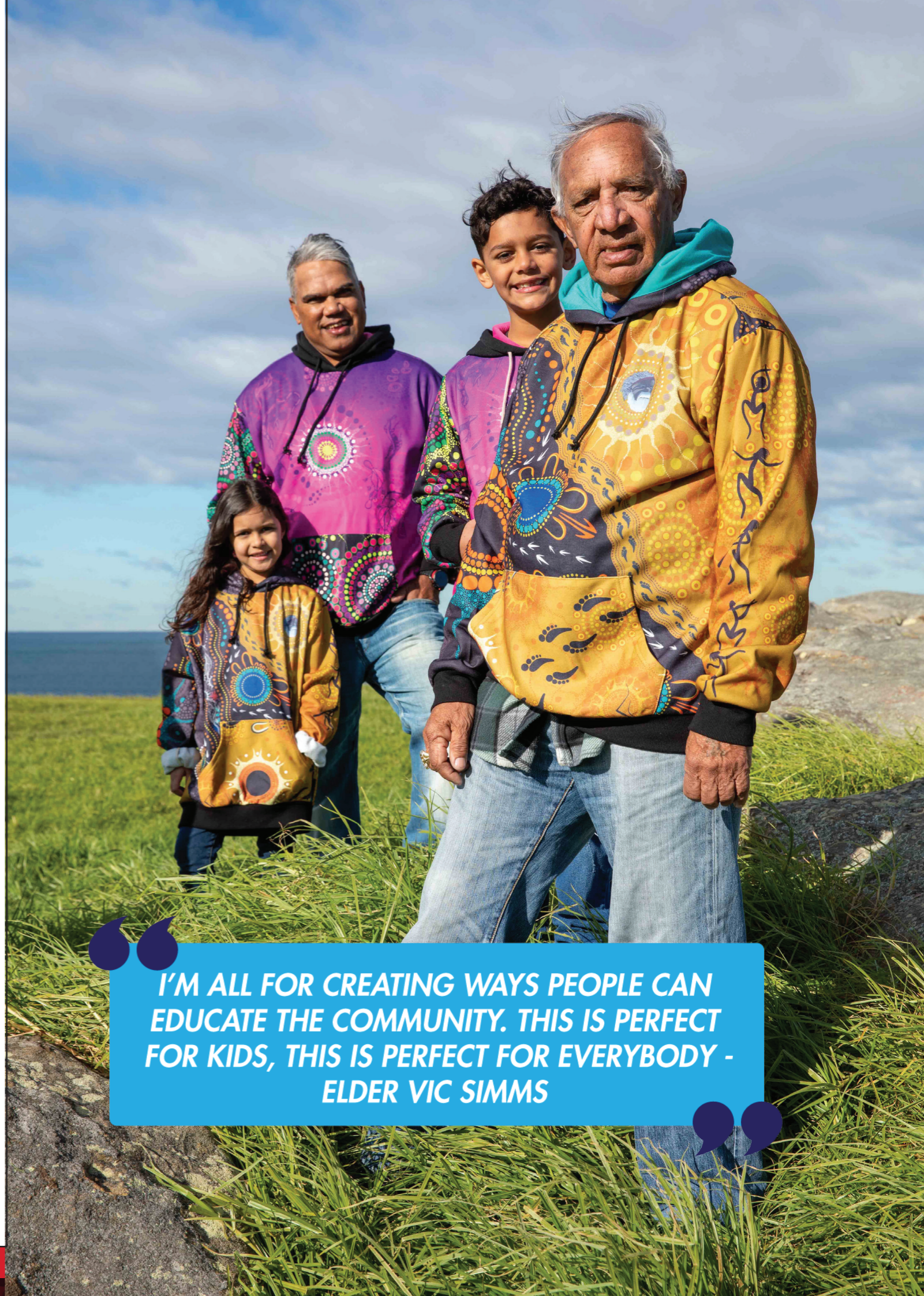
PRODUCTION & SHIPMENT

Spec Technician → Production Co-ordinator

Fabric is made. Pre-Production sample is sent for quality control and approval. Bulk production is completed and a shipment sample is sent for final sign off. The order is shipped to warehouse and delivered to stores.



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I'M ALL FOR CREATING WAYS PEOPLE CAN EDUCATE THE COMMUNITY. THIS IS PERFECT FOR KIDS, THIS IS PERFECT FOR EVERYBODY - ELDER VIC SIMMS

SCHEDULE OF AUDITS-REPORT

2022						
LOWES SUPPLIER	PRODUCTS	FACTORY NAME	FACTORY LOCATION	RECENT AUDIT REPORT	PASS AUDIT DATE	INTERTEK WCA SCORE
Sunshine	Apparel/Garments	Ningbo Chenhong Garment CO., Ltd	YinZhou District, Ningbo, Zhejiang, China	Qualspec	07/07/22	92
Elegant	Apparel/Knitwear	Elegant Knitting International LTD	Biyagama, Malwana, Sri Lanka	SMETA	07/06/22	100
AFW Pty Ltd. (Krieger Textiles)	Apparel/Garments	Yangzhou Yiju GARMENTS Co.,Ltd	A Hanjiang District, Yangzhou, Jiangsu Prpvce, China	CSR	11/11/21	98
	Apparel/Garments	Thuan Tien Production trading import export Co.,Ltd	Hoc Mon DISTRICT, Ho Chi Minh City, Vietnam	SGS	08/07/22	89
Georges Apparel	Apparel/Garments	PT. Dan Liris	Kecamatan Grogol, Kabupaten Sukoharjo, Indonesia	SMETA	18/08/21	100
	Apparel/Garments	The Ning Bo Blossom Knitting	Fenghua Development Zone Ningbo, China	BSCI	06/06/22	88
Shiny	Apparel/Garments	Xiamen PJD garment CO.,Ltd	Jimei Area, Xiamen, China	BSCI	16/12/21	88
Mitch Dowd	Socks	Zhejiang FENLI Hoses Industry Co., Ltd	Beiyuan Industrial Zone, Yiwu, Zhejiang, China	BSCI	13/12/21	90
	Socks	Zhejiang Ark Industry Co.,Ltd	Taozhu Street, Zhuji, Zhejiang, China	BSCI	25/07/22	89
	Socks	Zhejiang Greenwood Knit Co., Ltd	Fotang Town, Yiwu, Zhejiang, China	BSCI	25/04/22	86
Noone	Apparel	PT Trisco Tailored Apparel Manufacturing	Katapang, SOREANG, Bandung, Indonesia	BSCI	23/03/22	98
Midford	Apparel/Garments	PT. Dan Liris	Kecamatan Grogol, Kabupaten Sukoharjo, Indonesia	SMETA	18/08/21	100
	Apparel/Garments	The Ning Bo Blossom Knitting	Fenghua District, Ningbo, China	BSCI	06/06/22	88
Mackahat	Textiles & Apparel (hats)	Jiangsu Holly Manufacturing Co., Ltd	Dongxing Town, Jiangjiang Jiangsu, China	BSCI	13/06/22	79
Calcoup	Knitwear	Calcoup knitwear (Fiji) Ptd Ltd	Namaka Industrial Sub-division, Nadi, Fiji	Sedex	26/04/22	82
OnTrack Sportswear	Sportswear	N/A (Under NDA)	GuangDong Province, China	Intertek	18/01/22	90
Epicentre	Accessories (hats)	N/A (Under NDA)	N/A (Under NDA)	BSCI	08/10/21	100
Spartan	Bags/Hats/Accessories	N/A (Under NDA)	N/A (Under NDA)	SMETA	28/07/22	93
	Bags/Backpacks	N/A (Under NDA)	N/A (Under NDA)	SMETA	12/05/22	89
AGS	Apparel/Garments	Ningbo Qikai Textiles Co.,Ltd	Gulin town, haishu district, Ningbo, Zhejiang, China	SMETA	24/11/20	96
PNW (Bocini)	Apparel/Garments	Quanzhou Pengtai Garments Co.,Ltd	Jinshang Town, Shishi Area, Quanzhou city, Fujian China	SMETA	04/01/22	92
Kootex International Pty Ltd	Apparel/Garments	Anhui Yuetu knitting Tech Co.,Ltd	Economic Development Zone, Huangshan, Anhui	BSCI	05/05/22	89

2023 COMMITMENTS

2023				
LOWES SUPPLIER	PRODUCTS	FACTORY NAME	FACTORY LOCATION	EXPIRED & FOLLOW UP DATE
Sunshine	Apparel/Garments	Ningbo Chenhong Garment CO., Ltd	YinZhou District, Ningbo, Zhejiang, China	2023 JUL
Elegant	Apparel/Knitwear	Elegant Knitting International LTD	Biyagama, Malwana, Sri Lanka	2024 JUN
AFW Pty Ltd.	Apparel/Garments	Yangzhou Yiju GARMENTS Co.,Ltd	A Hanjiang District, Yangzhou, Jiangsu Prpvce, China	2023 NOV
	Apparel/Garments	Thuan Tien Production trading import export Co.,Ltd	Hoc Mon DISTRICT, Ho Chi Minh City, Vietnam	2023 JUL
Georges Apparel	Apparel/Garments	PT. Dan Liris	Kecamatan Grogol, Kabupaten Sukoharjo, Indonesia	2023 AUG
	Apparel/Garments	The Ning Bo Blossom Knitting	Fenghua Development Zone Ningbo, China	2023 JUN
Shiny	Apparel/Garments	Xiamen PJD garment CO.,Ltd	Jimei Area, Xiamen, China	2022 DEC
Mitch Dowd	Socks	Zhejiang FENLI Hoses Industry Co., Ltd	Beiyuan Industrial Zone, Yiwu, Zhejiang, China	2022 DEC
	Socks	Zhejiang Ark Industry Co.,Ltd	Taozhu Street, Zhuji, Zhejiang, China	2023 JUL
	Socks	Zhejiang Greenwood Knit Co., Ltd	Fotang Town, Yiwu, Zhejiang, China	2023 APR
Noone	Apparel	PT Trisco Tailored Apparel Manufacturing	Katapang, SOREANG, Bandung, Indonesia	2024 MAR
Midford	Apparel/Garments	PT. Dan Liris	Kecamatan Grogol, Kabupaten Sukoharjo, Indonesia	2023 AUG
	Apparel/Garments	The Ning Bo Blossom Knitting	Fenghua District, Ningbo, China	2023 JUN
Mackahat	Textiles & Apparel (hats)	Jiangsu Holly Manufacturing Co., Ltd	Dongxing Town, Jiangjiang Jiangsu, China	2023 JUN
Calcoup	Knitwear	Calcoup knitwear (Fiji) Ptd Ltd	Namaka Industrial Sub-division, Nadi, Fiji	2023 APR
OnTrack Sportswear	Sportswear	N/A (Under NDA)	GuangDong Province, China	2023 JAN
Epicentre	Accessories (hats)	N/A (Under NDA)	N/A (Under NDA)	2023 OCT
Spartan	Bags/Hats/Accessories	N/A (Under NDA)	DongGuan, GuangDong, China	2024 JUL
	Bags/Backpacks	N/A (Under NDA)	N/A (Under NDA)	2024 MAY
AGS	Apparel/Garments	Ningbo Qikai Textiles Co.,Ltd	Gulin town, haishu district, Ningbo, Zhejiang, China	2022 NOV
PNW (Bocini)	Apparel/Garments	Quanzhou Pengtai Garments Co.,Ltd	Jinshang Town, Shishi Area, Quanzhou city, Fujian China	2023 JAN
Kootex International Pty Ltd	Apparel/Garments	Anhui Yuetu knitting Tech Co.,Ltd	Economic Development Zone, Huangshan, Anhui	2023 MAY
King Gee & Stubbies - Workwear	Apparel/Garments	New audit to be followed up in 2023		
Koala Apparel Pty Ltd	Apparel/Garments	New audit to be followed up in 2023		

SCHEDULE OF AUDITS-REPORT

2022						
LOWES SUPPLIER	PRODUCTS	FACTORY NAME	FACTORY LOCATION	RECENT AUDIT REPORT	PASS AUDIT DATE	INTERTEK WCA SCORE
In Style Apparel Pty Ltd	Apparel/Garments	N/A (Under NDA)	N/A (Under NDA)	SMETA	01/08/22	94
Dynamic Headwear	Hats/Bags/Clothes	Progressive Co.,Ltd	Shipai Town, Dongguan City, Guangdong, China	SMETA	03/09/22	93
First Choice	Apparel/Garments	Nanchang Yihui Fang Trade Co.,Ltd	Ruxi Village Industrial Plant, LuoJia Town, Nanchang, China	BSCI	25/08/22	76
Global Fashion /M.T.O	Apparel/Garments	N/A (Under NDA)	China	BSCI	20/06/22	86
Boydtx International Pty Ltd	Apparel/Garments	Tamishna Fashion Wear Ltd	Nishat Nagar, Tongi, Gazipur, Bangladesh	SMETA	22/06/22	88
	Apparel/Garments	Shaoxing Keqiao Hesheng Garment Co.,Ltd	Pingshui Town, Keqiao Shaoxing City, Zhejiang, China	WRAP	16/06/22	100
MDR Sales International Pty Ltd	Apparel/Garments	Network Clothing Limited	Shahid Rawshan Sarak, Chandana, 1702, Gazipur Dhaka Bangladesh	BSCI	25/11/21	82
China Advantage Pty Ltd	Apparel/Garments	Ning Bo HengYi Clothing Co.,Ltd	Xiangshan Industrial park, Ningbo, China	BSCI	25/10/21	80
	Apparel/Garments	Nan Chang City Rong Chuan Shi Ye Co., Ltd	Changdong Industrial Area, Qingshuanhu District, Nanchang, China	BSCI	12/08/22	89
Madison Skye	Apparel/Garments	Jiangxi Bohan Imp & Exp Co.,Ltd	Changdong Industrial zone, Nanchang, China	BSCI	17/09/22	88
	Apparel/Garments	Changshu Dajia Textile Co.,Ltd	Xingqiao villiage, Guli town, Changshu, China	BSCI	04/12/21	92
	Apparel/Garments	Nanchang Xindongyan Science & Technology Industrial Developing Co.,Ltd	Hightech Development Zone, Nanchang, China	BSCI	24/05/22	85
	Apparel/Garments	Qingzhou Yifeng Clothing Co.,Ltd	Qingzhou City Weifang, Shandong, China	BSCI	04/07/22	93
	Apparel/Garments	Zhejiang Kaierhai Textile & Garment Co.,Ltd	Dongtao Village, Pingshui Town, Shaoxing, Zhejiang, China	BSCI	20/12/21	86
Osmal	Apparel/Garments	Al-Islam Textiles Limited	Kamapara Savar Dhaka 1340, Dhaka, Bangladesh	BSCI	17/11/20	85
	Apparel/Garments	Powertex Fashions Limited	Assaduzzaman Industrial park, 450 Kathora, Gazipur Gazipur, Bangladesh	BSCI	19/10/20	80
	Apparel/Garments	Pioneer Apparels Ltd	37 Hemayetpur, Dhaka 1340, Bangladesh	BSCI	22/10/20	76
	Apparel/Garments	Maxcom International BD Ltd	37, Hemyaetpur, Savar, Dhaka 1340, Bangladesh	BSCI	05/11/20	84
KRAYONS SOURCING LIMITED	Apparel/Garments	Aleya Apparels Ltd	244, Hemayetpur, Savar, 1340, Dhaka, Bangladesh	BSCI	28/01/22	88
	Apparel/Garments	Taratex Fashion Limited	Naimuddin Mollah Rd, Auchpara, Tongi, Gazipur, Bangladesh	BSCI	16/08/21	82
	Apparel/Garments	Green Smart Shirts Ltd	Tepirbari, Sreepur, 1740, Gazipur, Bangladesh	BSCI	27/07/21	88
The Enterprise Group P/L	Apparel/Garments	Mingpai Garment Factory	Gongdi Shan Industrial District, Chengdong Town, Guangdong, China	QIMA	30/03/21	77

2023 COMMITMENTS

2023				
LOWES SUPPLIER	PRODUCTS	FACTORY NAME	FACTORY LOCATION	EXPIRED & FOLLOW UP DATE
In Style Apparel Pty Ltd	Apparel/Garments	N/A (Under NDA)	N/A (Under NDA)	2024 AUG
Dynamic Headwear	Hats/Bags/Clothes	Progressive Co.,Ltd	Shipai Town, Dongguan City, Guangdong, China	2024 SEP
First Choice	Apparel/Garments	Nanchang Yihui Fang Trade Co.,Ltd	Ruxi Village Industrial Plant, LuoJia Town, Nanchang, China	2023 AUG
Global Fashion /M.T.O	Apparel/Garments	N/A (Under NDA)	China	2023 JUN
Boydtx International Pty Ltd	Apparel/Garments	Tamishna Fashion Wear Ltd	Nishat Nagar, Tongi, Gazipur, Bangladesh	2023 JUN
	Apparel/Garments	Shaoxing Keqiao Hesheng Garment Co.,Ltd	Pingshui Town, Keqiao Shaoxing City, Zhejiang, China	2024 JUN
	Apparel/Garments	New factory 1 - to be followed in 2023		
	Apparel/Garments	New factory 2 - to be followed in 2023		
MDR Sales International Pty Ltd	Apparel/Garments	Network Clothing Limited	Shahid Rawshan Sarak, Chandana, 1702, Gazipur Dhaka Bangladesh	2023 NOV
China Advantage Pty Ltd	Apparel/Garments	Ning Bo HengYi Clothing Co.,Ltd	Xiangshan Industrial park, Ningbo, China	2022 OCT
	Apparel/Garments	Nan Chang City Rong Chuan Shi Ye Co., Ltd	Changdong Industrial Area, Qingshuanhu District, Nanchang, China	2023 AUG
	Apparel/Garments	Ning Bo United (new factory) - to be followed in 2023		
	Apparel/Garments	Jiangxi Handsome (new factory) - to be followed in 2023		
Madison Skye	Apparel/Garments	Jiangxi Bohan Imp & Exp Co.,Ltd	Changdong Industrial zone, Nanchang, China	2023 SEP
	Apparel/Garments	Changshu Dajia Textile Co.,Ltd	Xingqiao villiage, Guli town, Changshu, China	2022 DEC
	Apparel/Garments	Nanchang Xindongyan Science & Technology Industrial Developing Co.,Ltd	Hightech Development Zone, Nanchang, China	2024 MAY
	Apparel/Garments	Qingzhou Yifeng Clothing Co.,Ltd	Qingzhou City Weifang, Shandong, China	2023 JUL
	Apparel/Garments	Zhejiang Kaierhai Textile & Garment Co.,Ltd	Dongtao Village, Pingshui Town, Shaoxing, Zhejiang, China	2022 DEC
Osmal	Apparel/Garments	Al-Islam Textiles Limited	Kamapara Savar Dhaka 1340, Dhaka, Bangladesh	2022 NOV
	Apparel/Garments	Powertex Fashions Limited	Assaduzzaman Industrial park, 450 Kathora, Gazipur Gazipur, Bangladesh	2021 OCT
	Apparel/Garments	Pioneer Apparels Ltd	Building 02, 37 Hemayetpur, Dhaka 1340, Bangladesh	2022 OCT
	Apparel/Garments	Maxcom International BD Ltd	37, Hemyaetpur, Savar, Dhaka 1340, Bangladesh	2022 NOV
KRAYONS SOURCING LIMITED	Apparel/Garments	Aleya Apparels Ltd	244, Hemayetpur, Savar, 1340, Dhaka, Bangladesh	2023 JAN
	Apparel/Garments	Taratex Fashion Limited	Naimuddin Mollah Rd, Auchpara, Tongi, Gazipur, Bangladesh	2023 AUG
	Apparel/Garments	Green Smart Shirts Ltd	Tepirbari, Sreepur, 1740, Gazipur, Bangladesh	2023 JUL
The Enterprise Group P/L	Apparel/Garments	Mingpai Garment Factory	Gongdi Shan Industrial District, Chengdong Town, Guangdong, China	2023 MAR



ANNEXURE

Overview

Lowes Manhattan Pty Ltd is guided by its company values. These values are the foundation of how we conduct ourselves and interact with each other, our clients, customers, employees, suppliers, directors and other stakeholders. The Company is committed to ensuring corporate compliance and promoting ethical corporate culture by observing the highest standards of fair dealings, honesty and integrity in all of our business activities.

This policy applies to all directors, executives, all staff, contractors and consultants at Lowes Manhattan Pty Ltd. This policy also extends to customers, clients and suppliers. This Whistleblower Policy will be widely disseminated to and easily accessible by all within and outside the business. For internal use, this will be made available on the company's intranet and training via the Learning Management System. For external use, the policy can be accessed by selecting the link on Lowes Manhattan Pty Ltd website.

Purpose

The purpose of this policy is to provide all employees, former employees, contractors, associates, trustees, relatives of or dependants of aforementioned to safely and securely report any wrongdoing such as policy breaches, illegal, unethical or undesirable behaviour involving the business. This policy protects individuals who make a confidential disclosure to the officers. Employees who wish to report other issues such as grievances i.e personal work-related grievances should refer to the Policy, Guideline and Procedures Manual and/or the Employment Guidelines and Procedures Manual.

Examples of Grievances that include Personal Work-Related Grievances:

- Interpersonal conflict between colleagues;
- A matter that does not involve a breach of workplace laws;
- Decisions about internal promotions or external recruitment; and
- Disciplinary actions, suspension or termination of an individual.

Definitions

Terms used in this policy are:

Whistleblower/ Whistleblowing	A person who anonymously discloses information to an officer or higher authority about any wrongdoing within a business. A person who is a witness of actual or suspected wrongdoing
Wrongdoing	Conduct and/or behaviour that includes but is not limited to: <ul style="list-style-type: none"> - Illegal or dishonest behaviour; - Unethical or undesirable behaviour; - Is an unethical breach of the Code of Conduct of Lowes Manhattan Pty Ltd - Has financial or non-financial loss detrimental to the interest of Lowes Manhattan Pty Ltd; - Repeated breaches of administrative procedures; - Unreasonably endangers the health and safety or the environment; - Is dishonest or fraudulent; - Is an offence against any other law of the Commonwealth is punishable by imprisonment for a period of 12 months or more;

	- Breaches legislation, regulations or local government by-laws or is otherwise illegal (including whistleblower laws, corporations law, theft, drug sale, use, violence or threatened violence or criminal damage against property).
Ethical	Rules and standards for right conduct and practices in business.
Suspecting	The Whistleblower making the report has reasonable grounds for suspecting the reportable wrongdoing.
Whistleblower Protections Officer	Provides support and protection to the Whistleblower.
Whistleblower Governance Officer	The person that will receive whistleblower disclosures of wrongdoing and oversee a resolution.

Policy Statement

Lowes Manhattan Pty LTD is committed to the highest standards of conduct and ethical behaviour to support and promote a culture of honesty and ethical behaviour, corporate compliance and good corporate governance. People who have a working relationship with Lowes Manhattan Pty Ltd are often the first to realise that there may be something seriously wrong. However, they may not wish to speak up for fear of appearing disloyal or may be concerned about being victimised or subject to reprisals for reporting wrongdoing.

Lowes Manhattan Pty Ltd ("The Company") encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving Lowes Manhattan Pty Ltd and provides protections and measures so that those persons who make a report may do so confidentially, safely and without fear of intimidation, disadvantage or reprisal.

When an aforementioned person makes a disclosure in **confidence**:

- Their identity must **remain confidential according to their wishes**;
- They will be protected from reprisal, discrimination, harassment or victimisation for making the disclosure;
- An independent internal inquiry or investigation will be conducted or if appropriate an external investigator may be approved;
- Issues identified from the inquiry/investigation will be resolved and/or rectified;
- They will be informed about the investigation and outcomes;
- The disclosure can still qualify for protection even if their disclosure turns out to be incorrect;

- Any retaliation for having made the disclosure will be treated as serious wrongdoing under this Policy.

Further, the purpose of this policy (where applicable):

- Encourages disclosures to report wrongdoing;
- Ensure disclosures are dealt with appropriately and on a timely basis;
- Provide transparency around Lowes Manhattan Pty Ltd framework for receiving, handling and investigating disclosures;
- Ensure individuals and/or groups who make a disclosure of wrongdoing can do so securely, and safely with confidence that they will be protected and supported throughout the entire process;
- To support Lowes Manhattan Pty Ltd values and code of conduct;
- To support Lowes Manhattan Pty Ltd long-term reputation and sustainability; and
- Meets Lowes Manhattan Pty Ltd legal and regulatory obligations.

Responsibilities

1.1 Whistleblowers

Protection is available to Whistleblowers who disclose wrongdoing that is made with grounds reasonable to believe it is true which include but not limited to:

- Identity protection;
- Protection from detrimental acts or omissions
- Compensation and other remedies; and
- Civil, criminal and administrative liability protection.

To ensure that all employees are treated fairly and that resources are not wasted, protection is not available where the disclosure is:

- Trivial or vexatious in nature with no substance. This will be treated in the same manner as a false report and may itself constitute wrongdoing.
- Unsubstantiated allegations which are found to have been made maliciously, or knowingly to be false. These will be viewed seriously and may be subject to disciplinary action that could include dismissal, termination of service or cessation of a service or client relationship.

A Whistleblower must provide information to assist any inquiry/investigation of the wrongdoing disclosed.

Making a disclosure may not protect the Whistleblower from the consequences flowing from involvement in the wrongdoing itself. A person's liability for their own conduct is not affected by their report of that conduct under this policy. However active cooperation in the investigation, admission and remorse may be taken into account when considering disciplinary or other action.

Even though a Whistleblower may be implicated in the wrongdoing they must not be subjected to any actual or threatened retaliatory action or victimisation in reprisal for making a report under this policy.

Further, a Whistleblower may choose to remain anonymous while making their disclosure, over the course of the investigation and after the investigation is finalised. A Whistleblower if they do not want anyone to know their identity including officers may adopt a pseudonym for the purpose of their disclosure.

1.2 Whistleblower Protection Officer

If the Whistleblower wishes, the WHS/RTW Officer may be appointed to support and provide protection to the Whistleblower according to this policy.

The protection officer must have a direct reporting line to a governance officer from an area of the organisation that is independent of line management in the area that is the subject of the report of wrongdoing.

The protection officer will provide mentoring and other support deemed necessary.

The Protection Officer is responsible for keeping the Whistleblower informed of the progress and outcomes of the inquiry/investigation subject to considerations of privacy of those against whom a disclosure has been made.

1.3 Identity Protection

This will state the measures and/or mechanisms for protecting the confidentiality of a Whistleblowers identity (where applicable):

- All personal information or reference to the individual witnessing and event will be redacted;
- The discloser will be referred to in a gender-neutral context;
- Disclosures will be handled and investigated by qualified staff;
- All paper and electronic documents and other materials relating to disclosures will be stored securely;
- Access to all information relating to a discloser will be limited to those directly involved in managing and investigating the disclosure;
- Only a restricted number of people who are directly involved in handling and investigating a disclosure will be made aware of a discloser's identity (subject to the discloser's consent) or information that is likely to lead to the identification of the discloser;
- Communications and documents relating to the investigation of the disclosure will not be sent to an email address or to a printer that can be accessed by other staff; and
- Each person who is involved in handling and investigating a disclosure will be reminded about the confidentiality requirements, including that unauthorised disclosure of a discloser's identity may be a criminal offence.

1.4 Whistleblower Governance Officer

The Whistleblower Governance Officer is the Head of People. The Head of People will receive whistleblower disclosures of wrongdoing and overseeing resolution.

The Whistleblower Governance Officer must (after a reasonable preliminary inquiry):

- Protect the identity of the Whistleblower;
- If the Whistleblower agrees to appoint the WHS/RTW Officer, the WHS/RTW Officer will provide support to the whistleblower
- Be satisfied that each disclosure of wrongdoing they received was appropriately inquired into or investigated



- Be satisfied that action taken in response to the inquiry/investigation is appropriate to the circumstances
- Provide governance oversight over any inquiry/investigation into retaliatory action taken against the Whistleblower

Alternatively, if the disclosure contains allegations against any Lowes Manhattan Pty Ltd executive or where the Whistleblower has a reasonable belief that the Whistleblower Governance Officers are not sufficiently independent a report may be made to the Managing Director of Lowes Manhattan Pty Ltd.

1.5 Protected Disclosures Coordinator

The Protected Disclosures Coordinator is the Head of People. The Head of People will receive all information about all whistleblower events and performs the following functions:

- Support the welfare of disclosers
- Arranges for an inquiry/investigation into the disclosures made by the Whistleblower
- Ensures appropriate government agencies are notified about Whistleblower events where required
- Maintains a Whistleblower Register for trend analysis and to identify systemic issues requiring attention

1.6 Investigator

Lowes Manhattan Pty Ltd will investigate all matters reported under this policy as soon as practicable after the matter has been reported. The Protected Disclosures Coordinator who is the Head of People will appoint either an internal or external investigator to investigate the matter. Lowes Manhattan Pty Ltd may not be able to undertake an investigation if it is not able to contact the discloser. An example is if a disclosure has refused to provide, or has not provided, a means of contacting them.

The internal investigator may be the Governance Officer and or an appropriate person as appointed by the Governance Officer.

1.7 Investigation

The investigation will be conducted in an objective and fair manner, and as is appropriate having regard to the nature of the disclosure and circumstances. Where a report and/or matter is submitted anonymously, Lowes Manhattan Pty Ltd will conduct the investigation and its enquiries based on the information provided. Further, anonymity can at times prevent the business from taking the issue further if Lowes Manhattan Pty Ltd is not able to obtain further information from the source of the report.

1.8 Managers and Line Supervisors

All managers and line supervisors who receive a disclosure about wrongdoing must notify the governance officer and provide particulars and maintain confidentiality at all times.

1.9 Protection from detrimental acts or omissions

Lowes Manhattan Pty Ltd may refer to the following measures and mechanisms for protecting disclosers from detrimental acts or omissions (where applicable):

- processes for assessing the risk of detriment against a discloser and other persons (e.g. other staff who might be suspected to have made a disclosure), which will commence as soon as possible after receiving a disclosure;
- support services (including counselling or other professional or legal services) that are available to disclosers;

- strategies to help a discloser minimise and manage stress, time or performance impacts, or other challenges resulting from the disclosure or its investigation;
- actions for protecting a discloser from risk of detriment—for example, the business could allow the discloser to perform their duties from another location, reassign the discloser to another role at the same level, make other modifications to the discloser's workplace or the way they perform their work duties, or reassign or relocate other staff involved in the disclosable matter;

1.10 Reporting a Disclosure

Lowes Manhattan Pty Ltd will need to assess each disclosure to determine whether:

- Disclosures will be handled confidentially,
- Each disclosure will be assessed and may be subject of an investigation;
- When an investigation needs to be undertaken, the process will be objective, fair and independent;
- It qualifies for protection; and
- A formal, in-depth investigation is required.

(a) Internal Whistleblowers

(Current or former employees, directors, contractors or consultants)

Internal Whistleblowers are encouraged to report their concerns to the Whistleblower Governance Officer to seek an immediate response. Where the internal Whistleblower believes this is not appropriate, then an alternative reporting mechanism is to report the matter to the Whistleblower Protection Officer.

(b) External Whistleblowers

(These individuals include: clients, customers, suppliers)

Where an external Whistleblower is reluctant to report it to the Governance Officer or the Protections Officer, they can report their concerns to the Managing Director of Lowes Manhattan Pty Ltd.

(c) Anonymous Reporting

Anonymous reports of wrongdoing are accepted under this policy. Anonymous reports have significant limitations that may inhibit a proper and appropriate inquiry or investigation. These limitations include the inability to provide feedback on the outcome and/or to gather additional particulars to assist the inquiry/investigation. Specific protection mechanisms may be difficult to enforce if you choose to remain confidential.

1.11 Protection

Lowes Manhattan Pty Ltd will adopt the principle of protection of the identity of internal and external Whistleblowers.

1.12 Confidentiality

Lowes Manhattan Pty Ltd will not disclose a whistleblower's identity unless:

- The disclosure is required or authorised by law; and
- It is necessary to further an investigation and the Whistleblower consents to the disclosure.

Lowes Manhattan Pty Ltd will take reasonable precautions to store any records relating to a report of wrongdoing securely and to restrict access to authorised persons only.

1.13 Retaliation

Lowes Manhattan Pty Ltd will not tolerate any retaliatory action or threats of retaliatory action against a Whistleblower or against a Whistleblower's colleagues, employer (if a contractor, consultant or supplier) or relatives. Any retaliation in reprisal for a disclosure made under this policy will be treated as a breach of serious misconduct and will result in disciplinary action.

A Whistleblower must not be disadvantaged or victimised for having made the report by:

- Dismissal or termination of employment, services or contracts
- Demotion of contract
- Discrimination, victimisation, bullying and harassment
- Aforementioned matters above.

1.14 Disclosure Management

Lowes Manhattan Pty Ltd recognises that individuals against whom a report is made must also be supported during the handling and investigation of the wrongdoing report. The business takes reasonable steps to treat fairly any person who is the subject of a report, particularly during the assessment and investigation process in accordance with an established support protocol which may be extended to include appointing an executive member of the leadership group to provide support.

Where a person is identified as being suspected of possible wrongdoing, but preliminary inquiries determine that the suspicion is baseless, no evidence or unfounded and that no formal investigation is warranted, then the Whistleblower will be informed of this outcome and the matter laid to rest.

Lowes Manhattan Pty Ltd will give its full support to a person who is the subject of a report where the allegations contained in the report are clearly wrong

Therefore, where an investigation does not substantiate the report, the fact that the investigation has been carried out, the results of the investigation and the identity of the person who is the subject of the report must be handled confidentially.

Further, where an investigation is conducted and the investigator finds there may be a case for an individual to respond, the Investigator must ensure that a person who is the subject of a disclosure:

- Is informed of the substance of the allegations;
- Is given a fair and reasonable opportunity to answer the allegations before the investigation is finalised;
- Has their response set out fairly in the Investigator's report; and
- Is informed about the substance of any adverse conclusions in the investigator's report that affects them.

1.15 Failure to Comply

Any breach of this policy may result in disciplinary action that could result in severance from Lowes Manhattan Pty Ltd.

Current Officials for this Policy

Officers		
Whistleblower Protections Officer	WHS/RTW Officer	Joumana Jallad
Whistleblower Governance Officer	Head of People	Jason Heap
Protected Disclosures Coordinator	Head of People	Jason Heap

TIM ZHU LOWES PRODUCTION MANAGER AND LEADER OF THE CONTINUOUS IMPROVEMENT COMMITTEE IS FLUENT IN CHINESE AND IS USED AS A MANDATORY REPORTER FOR ANY SUSPICIOUS ACTIVITY.

HE COMMUNICATES FREQUENTLY WITH OUR FACTORIES IN CHINA AND LETS WORKERS KNOW DISCREETLY THAT THEY CAN ESCALATE ANY ISSUES DIRECTLY TO HIM.

LOWES

