

# PIP

## GLOBAL SAFETY

**MODERN SLAVERY  
STATEMENT 2024**



**Bisley**  
WORKWEAR

**PARAMOUNT**  
SAFETY PRODUCTS






## PIP ANZ (Australia) Pty Ltd

ABN 90 608 776 816



# INTRODUCTION



This Modern Slavery Act Statement is made by PIP ANZ (Australia) Pty Ltd incorporating Bisley Sales Pty Ltd (Bisley Workwear or “Bisley”) & WRB Nominees PTY Ltd (Paramount Safety Products (PSP) or “Paramount Safety”) pursuant to the Australian Modern Slavery Act 2018.



This is the Fifth statement made by Bisley Workwear. It is the third statement by Paramount Safety and PIP ANZ (Australia) Pty Ltd and, under the Act, is for the reporting year ending 31 January 2025. This statement outlines the steps taken by PIP ANZ (Australia) Brands Bisley Workwear and Paramount Safety Products, to mitigate and address the risks of modern slavery and human trafficking within our operations and supply chain, in accordance with the Australian Modern Slavery Act 2018. We also acknowledge the requirements of the Modern Slavery Act 2015 in the United Kingdom and the recommendations for business stated in the International Covenant on Civil and Political Rights (ICCPR) 1976. Throughout the statement, we will reference actions taken in this reporting year and since our last statement to demonstrate both the improvements towards and our commitment to tackling modern slavery risk in our value chain.



# OUR COMMITMENTS

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As a global company, we recognise that we are responsible for ethical conduct within our value-chain. Our business partners must sign and demonstrate compliance with our Ethical Sourcing and Human Rights Policy - which has provisions forbidding modern slavery and related practices and requiring compliance with laws on decent working conditions - and participate in our ethical sourcing and supplier compliance programs. We have long-standing partnerships with our sourcing partners and factories and are collaborating with them to take positive actions for society and the environment.

Regarding our employees, we commit to providing a fun, safe and secure place to work, free from modern slavery and any associated human rights abuses, through our policies and practices. These are detailed throughout the statement.

PIP ANZ (Australia) Pty Ltd have a zero-tolerance policy to Modern Slavery. Any act or practice where freedom is taken away from the employee is considered modern slavery.

**The definition of Modern Slavery is any act of:**

**1** Forced labor

**2** Involuntary servitude

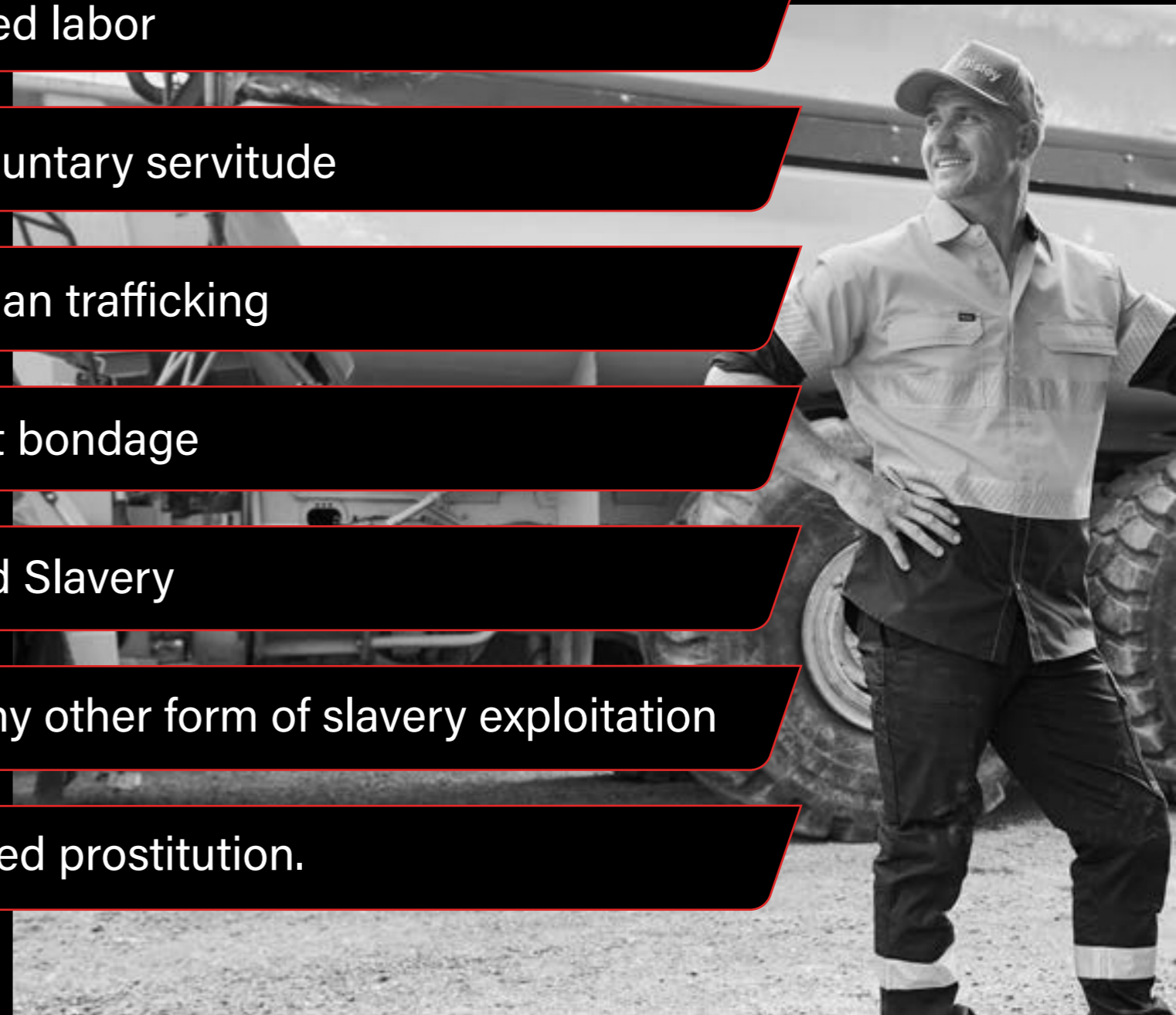
**3** Human trafficking

**4** Debt bondage

**5** Child Slavery

**6** or any other form of slavery exploitation

**7** Forced prostitution.



# UPDATES AGAINST COMMITMENTS FROM 2023

COMMITMENT	<p>Strengthening our processes for assessing and monitoring modern slavery risk and impacts by using Sedex Analytics to conduct risk and impact assessment across our entire supply chain, consistently reviewing supplier performance and identifying high risk suppliers, and developing risk management and contingency plans by country and product.</p>	<p>Implementing TrusTrace to additional BU's &amp; suppliers.</p>	<p>Increase visibility and mapping our supply chain by reviewing existing supply chain mapping against the Global Slavery Index and Amfori's Countries Risk Classification, as well as implementing traceability and transparency tools. On the latter, we will aim to partner with a renown international digital source mapping transparency company to map and ensure full traceability with our supply chain.</p>	<p>Expand modern slavery training offer for PIP ANZ employees, including extensive training for all employees in the supply, production &amp; procurement departments.</p>
PROGRESS	<p>Complete</p> 	<p>In-progress and ongoing</p> 	<p>In-progress and ongoing</p> 	<p>In-progress and ongoing</p> 
COMMENTS	<p>The One Global Supply Chain (OGSC) Team was established, and the Supplier Compliance process strengthened (more details below).</p> <p>A new risk assessment of suppliers was conducted, and risk-based due diligence began via OGSC. All our high-risk, Medium, and low risk suppliers have been audited and signed our policy documents.</p> <p>This system was implemented in March 2023. Further information and updates are captured throughout the statement.</p>	<p>the TrusTrace relationship is in its second year with PIP. Australian Apparel suppliers are in the roll out stage, if they are currently supplying to the US market, they have been part of this program for 2 years.</p> <p>In 2025 we will continue to onboard our suppliers, and orders imported into Australia that have participated in the TrusTrace program.</p>	<p>Asian based OGSC team and Shanghai based supplier compliance team.</p> <p>High Risk countries and Top 60 suppliers (high spend) are all complaint.</p> <p>Entering the third year of the program, the OGSC Team is focusing on annual audits regardless of region or spend, and non-conformances within our supplier partners audits. Supplier consolidation project is closing out small spend supplier and suppliers who are not willing or able to meet our new Supplier Compliance Program. We have partnered with TrusTrace to standardise our supply chain and material traceability data.</p>	<p>Upon launch of the new Supplier Compliance Program, we provided training to PIP employees who work in the OGSC team, as well as ANZ based production, planning, purchasing, and product managers. This gave an overview of document requirements, Sedex platform and partnership, SMETA 4P audit methodology, training on what constitutes Modern Slavery and the steps that PIP is taking to mitigate the risk. They were introduced to international legislation relating to forced labour and guided through how the laws may impact their roles.</p> <p>We also covered roles, responsibility, and escalation matrix for managing suppliers. There are some colleagues remaining to receive training in 2024.</p>



# UPDATES AGAINST COMMITMENTS FROM 2023

COMMITMENT	Engage with suppliers on capacity building and continuous improvement on social issues, including modern slavery.	Produced new 'Walkthrough Program' checklist	Factory Quality Assurance and Quality Evaluation Template	Supplier Relationship Building and Management
PROGRESS	<p>Supplier Compliance Program Communication and Conference – Complete</p> 	<p>Introduced in 2024 and ongoing</p> 	<p>Introduced in 2024 and ongoing</p> 	<p>In progress and Ongoing</p> 
COMMENTS	<p>In May 2023 we held our first PIP Supplier Conference in Shanghai to coincide with our newly launched Supplier Compliance Program.</p> <p>During these presentations, we reiterated our expectations and commitments to international standards and upcoming international legislation that relates to Modern Slavery and Forced Labour. We discussed Sedex, how it works and why we use it, with a Sedex representative present. In addition to the supplier conference, we conducted multiple webinars.</p> <p>The Scorecard was presented to our suppliers during the session 'Being a good global Supplier.'</p>	<p>In March 2024 during the OGSC team meeting, our Supplier relationship manager launched and provided training to the wider OGSC team on the 'Walk Through program and checklist'</p>	<p>Evaluation form is used by our QA teams during ad hock and scheduled factory visits.</p> <p>This comprehensive document ensures that PIP Global Safety products are made to the highest standards and meet PIP and International Safety standards.</p> <p>Our QA team use this as a step-by-step instruction to ensure all product Quality points are checked. It also includes factory maintenance and organisation.</p>	<p>We work closely with our supply chain and partners and are in constant communication with them.</p> <p>We will continue to communicate with them throughout our trading relationship and keep them up to date with any changes in our programs or modern slavery related learnings.</p>

# ABOUT PIP ANZ [AUSTRALIA] PTY LTD PTY LTD

Bisley Sales Pty Ltd, also known as Bisley Workwear, is owned by Parent Holding company DJG Corporation. David Gazal and Tim Bird are both Directors of DJG Corporation and Bisley Sales PTY LTD.

WRB Nominees Pty Ltd also known as Paramount Safety Products (Paramount Safety) whose parent company is PIP ANZ (Australia) Pty Ltd Tim Bird is Director.

We operate in every state in Australia, New Zealand, and the United Kingdom, with sales offices present in these jurisdictions.

The head offices for PIP ANZ are located in Australia. In Mascot New South Wales and High Wycombe Western Australia respectively. PIP ANZ employees 254 people across Australia and New Zealand.

In Australia, our warehouses are located in Kemp Creek New South Wales, High Wycombe and in Western Australia, Rowville Victoria, and Yalata in Queensland. We also have a warehouse in Auckland New Zealand.

**Bisley**  
WORKWEAR

**PARAMOUNT**  
SAFETY PRODUCTS

**PUMA**  
SAFETY

**PRO**  
PRO CHOICE SAFETY GEAR

**BISON**  
FORMIDABLE PROTECTION

**THORZT**  
HYDRATING HARD WORK

**PRATT**  
SAFETY SYSTEMS



**MEDIQ**  
THE SMART CHOICE IN FIRST AID

**Grippaz**  
Patented Non-Slip Gloves

**PIP**

**G-Tek**

**WORKIT**  
WORKWEAR

**scope**



# BISLEY HISTORY & BRANDS

Bisley Workwear has been a strong part of the Australian clothing industry since the 1950's.



**Bisley**  
WORKWEAR  
BY PIP

Bisley offers a comprehensive range of Workwear, Safety wear and Protective wear, Health Care, Hospitality and Corporate clothing for both men and women.

Long regarded as one of Australasia's most trustworthy, solid, and honest brands, Bisley is the market leader in specialist branded Workwear apparel.



Bisley employees 110 full-time staff across Australia and New Zealand. Our Sydney Head office consists of Senior Management Team, Product Development, Production, Sales, Marketing, Finance, and Customer Service Teams, with sales offices in every state employing Territory Sales Managers.



Bisley has three warehouses in Sydney, Perth, and Auckland dispatching over 20,000 units each day.



Bisley Workwear manufactures and distributes more than 4.5 million garments, (over 9700 SKU's) per year.



Bisley also distributes products through third parties into Africa, the USA, the Middle East, Asia, Canada, and Mexico. These organisations are considered customers and therefore not Bisley entities.



PUMA safety shoes sell over 40,000 pairs of shoes per year in the Australian Market.

# PARAMOUNT SAFETY PRODUCTS HISTORY AND BRANDS

The late Rob Bird founded Paramount Safety Products in 1992.

## PARAMOUNT SAFETY PRODUCTS

Paramount Safety Products (PSP) is the powerhouse behind Australasia's most tried and trusted industrial safety brands.

Throughout 30-years working closely with end users and listening to their requirements and feedback, PSP has developed safety products for use across a wide range of industries and applications, including mining, oil and gas, construction, infrastructure, manufacturing, logistics and agriculture, as well as home improvement and maintenance.

Our current portfolio of brands includes Pro Choice Safety Gear, Eureka Safety Gloves, LINQ Height Safety, Pratt Environmental and Site Safety Systems, Scope Safety Glasses, MEDIQ First Aid, THORZT Hydration Products, Bison Safety and Footwear and WORKIT Workwear.



Now employs 144 people throughout an extensive distribution network in Australia.



Offices and distribution warehouses are in Sydney, Melbourne, Brisbane, Perth, and New Zealand despatching 70,000 units per day.



Paramount Safety manufactures and distributes more than 20 million products, (more than 9600 SKU's) per year.

PIP ANZ's operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards.

This enables PIP ANZ to operate efficiently and ensures that our high-quality systems and processes are audited and assessed every year for possible improvements.



# PIP ANZ AND BRANDS

**WE'RE  
CERTIFIED**

PIP ANZ (Australia) Pty Ltd has designed and implemented an Integrated Management System (IMS) for our combined businesses.

- ✓ We have trained staff across the business on the system, procedures and policies to ensure that our operations are conducted as per our IMS System.
- ✓ Utilised multiple platforms such as TeamMate, SharePoint, and Microsoft Teams to enable the cross functional teams to work simultaneously and collectively.
- ✓ PIP ANZ employees 254 people across Australia and New Zealand.



An extensive Audit was conducted over a 2-week period in Aug 2024 by an independent 3rd party auditor. The auditor found Zero Non-Conformances within the PIP ANZ operations.

PIP ANZ were certified by Compass Assurance Services in Oct 2024. This included ISO 9001 Quality Management Systems, ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management System.

At the same time, we created and implemented SA8000 in this program, currently there is no international certification for this standard. We were audited and received a certificate of compliance stating that PIP ANZ complies with the standard. Again, during this audit, the 3rd party auditor found zero non-conformances.

# THE ONE GLOBAL SUPPLY CHAIN TEAM

Our production of goods is managed in conjunction with our Registered Office in Shanghai, Hong Kong, Bangkok and Manila, who are dedicated to quality control and sourcing requirements. This team is known as The One Global Supply Chain (OGSC) team, with more than 90 employees, formed in early 2023 who monitor and manage the PIP Global Supply chain, to ensure consistency and superior business practices are adhered to. This team is responsible for sourcing and supplier management. Within this team, we have formed a Supplier Compliance team to monitor, review and manage our supplier compliance in terms of Sedex Membership, Policy Documentation agreements and audits.

It is the Supplier Compliance team's purpose to ensure that our suppliers are audited annually, and to remediate any Non-Conformances (NC's), CAP (corrective action plan) by the date specified by the 3rd party auditor. The new SMETA system, has many advancements in auditing and reporting functionality. Which includes capturing detailed Environmental data and improved collaboration between our Suppliers and our OGSC team, providing better outcomes for both parties.

Within the OGSC team, our Shanghai QC team, Bangkok QC and Manila Sourcing team are fully responsible for checking all quality points from fabric, garment, and product construction to labelling and packaging. In line inspections are conducted by the PIP Global staff employed in Asia, who travel and inspect garments and products during the production phase. Paramount Safety's Sourcing Manager resides in the Philippines and travels extensively to factories in Southeast Asia throughout the year. Our QC team in Bangkok, Thailand and a QC Engineer in Penang, Malaysia, conduct inspections in the countries outside of China where we have production.



For Factories outside of Southeast Asia, such as India and Pakistan, we employ third party professionals to conduct our inline QC prior to shipping. Our Hong Kong team focus on sourcing and supply chain logistics. The introduction of this team is vital in our proactive approach to identifying, managing and remediating any risks or suspicions of modern slavery in our supply chain.



# MANUFACTURING FACILITIES

Bisley nor Paramount Safety own or operate any of our Manufacturing facilities, with the exception of the two Australian facilities listed below.

PIP ANZ (Australia) owns two manufacturing sites in Australia – LINQ Height Safety in Yatala, and Pad Printing in Smeaton Garage, NSW. Both facilities are now considered as ‘own operations’ for Paramount Safety, following the same processes and policies as other Paramount facilities – including adherence with Australian laws.



Both of these facilities were included in our ISO Certification audits in Aug 2024.

Both facilities had zero non-conformances and are compliant to the ISO 9001, ISO 14001, ISO 45001 standard and are SA8000 Compliant.



**LINQ Height Safety Paramounts QLD facility, PIP ANZ (Australia) manufacture height safety harnesses** and are governed by the rigorous standards of the NATA Quality Assurance Program and BSI Benchmark Certification. They produce more than 10,000 per year and have 6 full time employees.



**Within the Paramount Smeaton Garage NSW facilities PIP ANZ (Australia) owns and operates a Pad Printing facility.**

The printing team consists of 5 full time and 2 casual employees, who apply company logos to Hard hats and helmets. The team average 2,000 prints per day, approximately 500,000 prints per year.

# OUR SUPPLY CHAIN

We have long-standing relationships with our supply partners which we outline in this statement.

The majority of our manufacturing supply partners are located in China. However, we also have suppliers in Australia, New Zealand, Philippines, Vietnam, USA, Pakistan, Malaysia, India, Thailand, Taiwan, and Sri Lanka. In Australia, we partner with local suppliers to add reflective tape, embroidery, screen print, and heat seal garments with our customers logos as required. We also purchase a range of protective sprays from a reputable Australian supplier.

Workwear garments, Safety and PPE products have a level of complexity and higher QA standards due to meeting safety standards for worker protection. In essence, they are safety products made to protect the wearer. As a result, factories who are able to meet the detailed specifications required to construct Bisley garments & Paramount Safety products are highly skilled manufacturers. The Factories are considered leaders in both operations and employing skilled workers. Bisley & Paramount Safety have been working with the majority of our factories for decades, in some instances for over 30 years, and are confident in the way they conduct their operations and employment policies.

## LOW RISK RATING

- 1. Australia
- 2. New Zealand
- 3. USA

## MEDIUM RISK RATING

- 4. Philippines
- 5. Vietnam
- 6. Malaysia
- 7. India
- 8. Thailand
- 9. Taiwan
- 10. Sri Lanka

## HIGH RISK RATING

- 11. Pakistan



# OUR SUPPLIER COMPLIANCE PROGRAM

In May 2023 a communication was sent to our suppliers informing them of our expectations and requirements to trade with PIP Global, including Bisley and Paramount suppliers. This email was from Senior Managers and detailed changes in annual requirements and expectations. We will detail this program further in the statement. This program is an enhancement of the existing Bisley program, which was implemented for Bisley in 2020 and Paramount in 2022. We created a supplier handbook to guide them through the process and highlight the importance of Sedex and annual SMETA 4 Pillar (4P) audits. Transitioning to SMETA 7

In addition to forming the dedicated Supplier Compliance team, we launched a purpose-built platform for Supplier Compliance Program to retain and monitor signed policies and acknowledgments.

[More information about the Program can be found on page 19-21.](#)

Walkthrough Program implemented – training during 2024 OGSC conference for all OGSC team members.

The Director of Supplier Management presented and trained the OGSC team and the QC team on the walkthrough program (referred to as factory Check list by the QC team). When a member or members of the OGSC team are visiting the factory, they look for violations against the walkthrough checklist to ensure our ethical

and quality standards are being adhered to between audits. The QC team utilise the checklist as they are the most frequent visitors to the factories.

The QC team are aware that they can call out any issues or breaches to the supervisor or factory manager while at the factory. If any more serious violations are identified, that may put the team members in an uncomfortable position, they will be reported to OGSC Managers for escalation with the PIP senior management team.

However, they don't fill out the template every time to check every item on the list during these visits as they need to focus on either inspection or QA audit report (non-compliance component embedded now) or other quality responsibilities.

In addition, in certain scenarios the QC team may be requested to visit a factory specifically to complete the walkthrough check list. As an example, there are compliance or ethical concerns from PIP for supplier that require QC to check onsite.

The walkthrough list is also utilized during our potential new supplier assessment and again during our new supplier onboarding process.



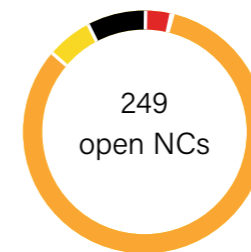
**PIP ANZ manufacturing partners**  
Sent: **132**  
Signed: **117**



**How many High, medium, and low Total:**  
■ High Risk: **3**  
■ Medium Risk: **109**  
■ Low Risk: **20**



**There are 38 factories that didn't renew the audit on time or didn't conduct the audit.**  
■ High Risk: **0**  
■ Medium Risk: **33**  
■ Low Risk: **5**



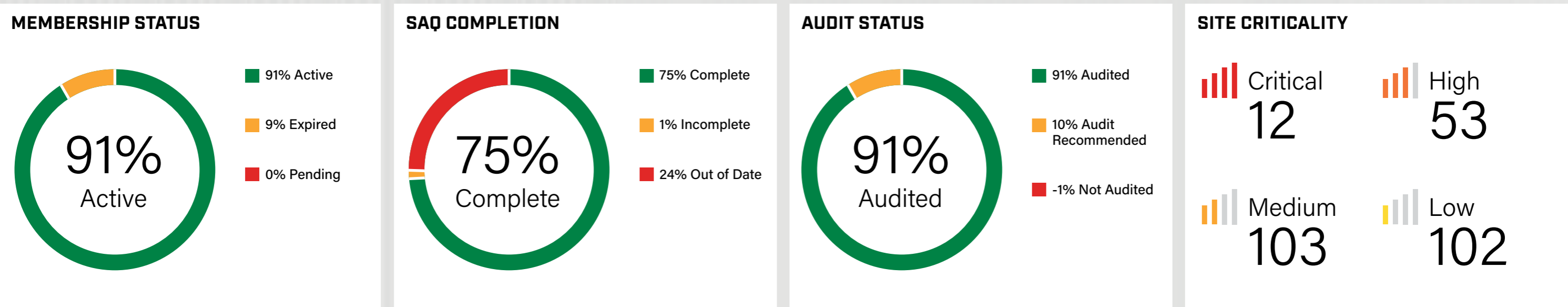
**Re NCs, a total of 249 open NCs.**  
■ Critical: **24**  
■ Major: **188**  
■ Minor: **34**  
■ CAR: **34**

\*\* As at 15 March 2025

# SEDEX DASHBOARD KPI OVERVIEW

\*\*\*\*As at 14 March 2025

The latest performance updates for your supply chain



Overall management controls score

Overall management controls score by pillar





# SUPPLIER CONSOLIDATION PROJECT

Our OGSC team are leading a supplier consolidation project to reduce the number of suppliers within our supply chain. The project aims for us to transition using the highest quality suppliers with advanced ethical practices, where we have overlap manufacturing similar products. The sourcing team within the OGSC team are responsible for sourcing high quality factories with advanced business ethics and processes, and work on a continuous improvement strategy.

**Our aim is to replace legacy factories that are not capable of meeting the standards that we have set for our value chain. The additional requirements of Sedex SAQ, SMETA 4P and TrusTrace require a level of business quality management systems that a small number of legacy factories do not have.**

Year on year, we commit to making improvements to our supply chain through our supplier compliance program. Modern Slavery and sustainability are topics that are ever changing, and we commit to doing our best to eradicate modern slavery and champion sustainability in our supply chains.



# RISKS

PIP ANZ (Australia) acknowledge that our industry's supply chain is High Risk in terms of Modern Slavery and Human Rights abuses. As a result, we have recalibrated the way we formalise our relationships and acknowledgements with our suppliers. Our suppliers must comply with our policies, and manufacturing requirements as outlined on pages 10-13. We have listed the EU REACH and California Proposition 65, listed below.

<https://echa.europa.eu/substances-restricted-under-reach>

<https://oehha.ca.gov/proposition-65/proposition-65-list>

## RISK ASSESSMENT PROCESS

In 2023, following this process our Supplier Compliance team prioritized our top 60 suppliers, and suppliers in High risk of slavery per capita countries (as listed by BSCI Amfori Modern Slavery index). Once these factories were compliant with our program, the Supplier Compliance team commenced to concentrate on medium risk and lower product volume facilities.

Now that the Supplier Compliance programme is in its third year, and well established, factories regardless of region or volume are conducting audits on an anniversary date. Our Suppliers are aware of the annual expectations of PIP Global Safety. We have implemented further checks and monitoring programs as outlined in this document (OGSC QMS and Walkthrough programs). The Supplier compliance team continually monitors our Sedex platform and communicates with our supply chain partners on a daily basis.





# HIGH RISKS IDENTIFIED

## **(I)** **XINJIANG COTTON**

Bisley sources goods made from cotton from Brazil and the USA for the selling and distributing into the US Market. Our organisation understands the UFLPA and Section 307 of the Tariff Act of 1930, and the implications of the region wide Withhold Release Order on any goods produced in, or materials sourced from the Xinjiang Uyghur Autonomous Region (XUAR). This is the primary reason that we engaged with TrusTrace to digitally track and trace the fibres used in our products for the US market.

This law can lead to our future order(s) being subject to a Customs and Border Protection (CBP) detention if the authorities suspect that any of the Purchase Orders or components of the same, were grown, processed, or purchased from the Xinjiang Province of China.

## **(II)** **SUB-CONTRACTING**

We recognise that the area of highest risk of Modern Slavery and Human rights abuses within apparel manufacturing, is Unauthorised Sub-Contracting. Bisley & Paramount Safety have a zero-tolerance policy on Unauthorised Subcontracting. All stages of manufacture, branding and packing of Bisley & Paramount products must occur in the PIP ANZ authorised, accredited, and known factory that the purchase order was placed with.

Only after goods pass our final QC, they are then approved for shipment. This extra security assists PIP ANZ to minimise Unauthorised Subcontracting from occurring during production. The OGSC QA team can confirm that productions are being produced in the factory where the PO was placed to further ensure that unauthorised subcontracting is not occurring for our production orders.

## **(III)** **OVERTIME**

The 2023 and 2024 Audits have identified a consistent and widespread issue in China with overtime being conducted above the People Republic of China's mandated acceptable limits. Overtime is a complex issue as workers often want the extra income. Overtime needs to be elective and not mandated therefore, a careful balancing act is required when assessing the hours as there is an acceptable rate and a non-acceptable rate of overtime. In our Corrective Action Plans, we have noted that we will continue to use our suppliers, but they must introduce measures to bring down the overtime levels which may include hiring more staff, accepting fewer purchase orders and any other initiative to reduce the hours of overtime required. During the 2023 auditing period we have reinforced that the hours are reduced as per our discussions and Corrective Action Plan reports (CAPR) from 2023. Our supplier compliance team review and discuss ways to reduce overtime, in an effort to understand why overtime levels are so high.

This is an area that the government of the People's Republic of China are reviewing and will mandate in the near future.

## **(IV)** **THIRD PARTY DISTRIBUTORS**

We have included our third-party distributors in our risk assessment and have determined that they are not high-risk for modern slavery and are therefore not required to be audited. We remain in close contact with these organizations throughout the year, so we can react appropriately and change our approach if required at any time.

# ACTIONS TAKEN TO ADDRESS RISKS

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## OWN EMPLOYEES

PIP ANZ have strong policies and processes in place to ensure that both Bisley & Paramount Safety are great, safe places to work. We ensure through our code of conduct and other policies that our employees' rights and all relevant labor laws are met or exceeded. PIP ANZ employees in Australia are all registered on MyGov, which ensures that all employees are who they say they are and have their own bank accounts minimising the risk of people who have been trafficked or who do not have full access to and control of their wages, being employed at PIP ANZ. All employees in overseas territories are employed under local law and undergo similar checks to ensure that they are safely and correctly employed and paid. We have internal training for employees on modern slavery (listed below), and all employees have access to whistleblowing and reporting mechanisms in case they suspect modern slavery in their role or are in trouble themselves.

**SA8000 includes our own employees and our HR standards, policies and procedures.**

## ETHICSPPOINT SPEAK UP PLATFORM

EthicsPoint by Navax, is our new, global platform that provides employees with the opportunity to report incidents or concerns - openly or anonymously - through phone, mobile, or web 24 hours a day, 365 days a year. This platform also supports our employees to submit any concerns of fraud, unethical behaviour, within our supply chain. The PIP Human Resources Team will field all concerns and partner with the appropriate parties to investigate and respond to reports that are received.

**The only identifying data that is captured in EthicsPoint is the information an employee voluntarily provides. Employees have the option to stay anonymous or provide their contact information.**

Further details are listed in our Employee Code of Conduct, including an accompanying statement from our President and CEO PIP Global Safety, Curt Holtz.





# SUPPLY CHAIN AND SUPPLIERS

The process below applies to all our Tier 1 Suppliers, such as CMT (Cut, Make, Trim) garment factories and finished product factories.

## [1] ONBOARDING

We have implemented increased scrutiny for onboarding factories and potential suppliers. All new PIP ANZ brands supply partners must agree to our Policies and Agreements and all new PIP AUSTRALIA suppliers must agree to conduct SMETA 4P Audits prior to us considering them as a supplier. The only suppliers that are exempt from providing a SMETA 4P audit before commencing trade are Australian based suppliers incurring less than \$30,000 spend per year. As stated above, these policies and the SMETA 4P audits form part of PIP Australia's onboarding process.

We have high moral and ethical standards and expect that our business partners share these values. There are several values that are so important to us that we have formalised them by way of contracts and policies that are signed and agreed to by all our Supply Partners:

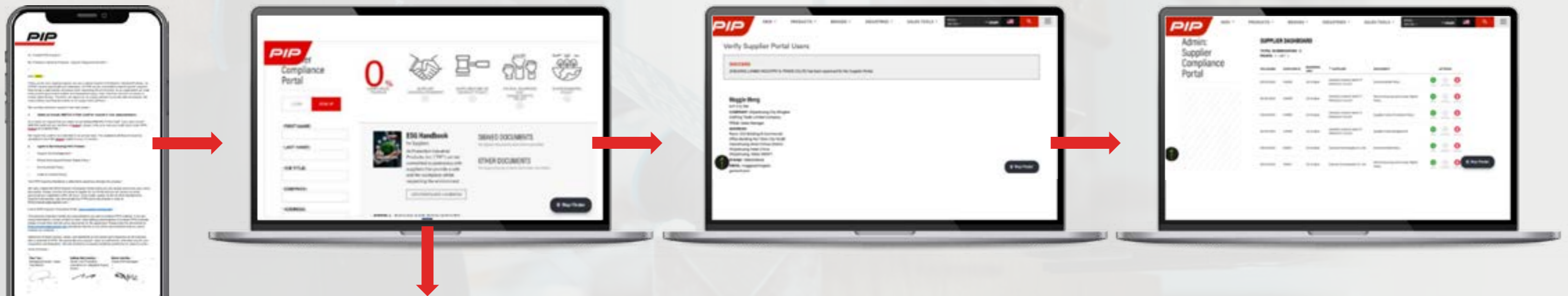
1. **Supplier Acknowledgement**
2. **Human Rights and Ethical Sourcing Policy including:**
  - Employment is freely chosen.
  - Freedom of association and collective bargaining
  - Safe and hygienic working conditions
  - No Child Labour
  - Working hours are not excessive.
  - No Discrimination
  - Living wages are paid.
  - Regular employment is provided.
  - No subcontracting permitted.
  - Harsh or Inhumane treatment is not allowed.
  - Anti-Corruption and Bribery
3. **Code of Conduct**
4. **Environmental Policy**



# SUPPLY CHAIN AND SUPPLIERS

In 2023, we also launched a purpose-built portal as part of the Supplier Compliance Program to retain and monitor suppliers' signed policies and acknowledgments. Once our suppliers receive the link to the portal, they sign in and request access.

Our Supplier compliance team verify the supplier and allow access to the portal. Once they have obtained access, they then download the 4 policies for agreement and signing. Once the documents are signed and stamped the supplier uploads them into the portal, the documents are reviewed and verified by our supplier compliance team to ensure they are accurate. If correct they are verified, and the supplier is marked as 'approved' to trade with PIP Globally. The supplier compliance team has transparency over suppliers who have not signed our agreements via the system and follow up accordingly.



- PIP Environmental Policy - April 2023
- PIP Ethical Sourcing and Human Rights Policy - April 2023
- PIP Supplier Acknowledgement April 2023
- PIP Supplier Code of Conduct Policy - April 2023
- PIP-ESG-Handbook-for-Suppliers April 2023

- 1: Receive the emails
- 2: Register on PIP Portal
- 3: Download handbook and 4 policy documents,
- 4: Review, save the signed/stamped documents on PIP Portal



# SUPPLY CHAIN AND SUPPLIERS

## [II] ONGOING SUPPLIER MANAGEMENT

We believe that by working together to see these policies and standards enforced, our company and its suppliers and their factories, contractors and business partners can help achieve a genuine improvement in the lives of working people around the world. Therefore, we conduct ongoing supplier risk management.

Suppliers must comply with all applicable Anti-Slavery and Modern Slavery Laws and must not engage in any modern slavery practices. The above policies must be signed and adhered to by our supply partners on an annual basis. We review the policies annually and update with new requirements to ensure that the policies are relevant to current legislation. We audit our tier one suppliers annually, and if required using our knowledge of risks in the clothing and PPE industry and other risk assessment, activities additional audits are conducted.

## [III] SUPPLIER SCORECARDS

The supplier Scorecard was developed as a way of identifying areas for improvement at suppliers' facilities. It is completed by members of the OGSC team and reviewed by Senior managers prior to Annual Business reviews. The scorecard also ensures that our approach to managing modern slavery risks is incorporated into broader supplier relationship and management processes.

**1** Good operational procedures & facility maintenance. Safe chemical storage, environmental improvements i.e. water harvesting solar panels.

**2** Collaboration and relationship health check

**3** Product quality and innovation- transitioning to sustainable alternatives, packaging trims materials.

**4** Innovation- transitioning to sustainable alternatives.

**5** ESG (Sedex/SMETA) & ISO certifications gained ratings - Sedex membership and SMETA audits are weighted heavily for compliance to ESG goals.

**6** High score on the 'Factory Quality Assurance and quality evaluation' reports, a 32-point detailed scoring system. Factories receive a score of 100. This includes details such as machinery calibration, record keeping, factories' own QA program within production lines, inspecting production lines and equipment and the product being produced for PIP.



# SUPPLY CHAIN AND SUPPLIERS

## [IV] AUDIT PROGRAM

Regardless of location, it is our policy that our overseas Tier 1 factories undergo a SMETA 4-pillar audit (Sedex Members Ethical Trade Audits) as part of the onboarding process.

**This audit methodology covers four key topics: Labor Standards, Health and Safety, Environment, and Business Ethics. This is the most comprehensive social auditing methodology currently in practice.**

While we accept audits from a select number of internationally recognized audit companies, we require suppliers to work with auditors that are members of APSCA (Association of Professional Social Compliance Auditors) in order to safeguard the integrity of the audits.

As per our Supplier agreement, our supply partners must provide documents to qualified independent auditors proving that staff are being paid minimum wage and working hours are not excessive on an annual basis. During the annual audits, the independent auditors will randomly select employees and conduct interviews without supervisors being present. This assists us with ensuring that no Modern Slavery practices are present at the facility. The independent auditors are trained to identify when false or misleading information is being provided. The annual audits will also include inspections of living quarters, communal dining areas, sleeping quarters, bathroom facilities, exits and fire escapes, as well as the right to work and freedom of movement of workers.

The Sedex platform stores and manages all the Factory audits which are conducted by independent 3rd party auditors- APSCA members. This initiative has provided PIP ANZ brands with a platform to become open and transparent with our supply chain. Sedex is driving social improvements internationally. The Sedex platform is not only a due diligence and teaching tool, but the platform also maintains all SMETA audits and reporting for review from our internal stakeholders and customers.

Sedex launched a new platform in late 2024 with clearer compliance paths for better adherence to sustainability standards. Collaborative action required findings, for extended, joint resolution on complex issues. Management Systems assessment, a comprehensive approach to pinpoint and manage potential supply chain ESG risks more effectively.

The new Environment Self-Assessment Questionnaire (ESAQ) significantly expands Sedex's environmental data capabilities, enabling businesses to collect, share and analyse critical environmental data through the integrated Sedex Platform. The ESAQ focuses on key environmental metrics, such as water consumption, greenhouse gas emissions and waste management. This tool helps businesses gain more visibility, identify areas for improvement, align with global regulations and progress towards their sustainability goals.

As our Tier 1 manufacturing supply partners are Sedex members, joining Sedex has elevated their factory practices, improved Business Ethics, and better conditions for the factory workers as a result. PIP ANZ (Australia) can provide access to our customers to view and assess our supply chain via the Sedex platform for transparency and assurance of our approach to tackling modern slavery and driving ethical sourcing behaviours.

**We believe that by working together on product and production matters collaboratively, we can improve the facilities, quality and therefore working conditions of the workers.**



# SUPPLY CHAIN AND SUPPLIERS

## [V] MANAGING NON-COMPLIANCES

PIP ANZ (Australia) Pty Ltd's trading terms state that the supplier will act if an issue is identified during the audits, such as Corrective Action Plan. Our Supplier Compliance team and Shanghai office mitigate risk by having constant contact and visitation with our supply partners.

**We have a detailed NC Matrix for each question in a SMETA 4-Pillar Audit, with an action and escalation process and procedure for each question. The team refer to this document to guide them through individual supplier audits.**

The Supplier Compliance Team in Shanghai run reports to identify any NC's and contact the supplier for detail on how they will remediate the issue and close off the NC by the expected date, and method as specified by the independent auditor. If we suspect an issue, or any form of Slavery at one of our suppliers' facilities, we can arrange OGSC team members to travel and conduct an unannounced visit. With the extra scrutiny and focus implemented, PIP ANZ aim to prevent future breaches and failures and ultimately mitigate future risk and improve the lives of workers who manufacture our garments and products. We work collaboratively with our suppliers to resolve any Non-Conformances, using the updated SMETA recommendations from the auditor.

If there are any Business Critical, Critical or Major NC's that cannot be closed off by the date specified, our supplier compliance team collaborate with the supplier to create an action timeline and remediation plan. We request that after the remediation plan has been implemented and actioned, the supplier to arrange an additional SMETA 4-Pillar audit.

However, if any Modern Slavery or Human rights abuses are identified, the first action is to ensure the safety and wellbeing of the victim/s. Once their safety is assured PIP ANZ brands, will immediately seek to rectify the issue with our suppliers and if the Corrective Action Plan (CAP) is not being resolved in the agreed timeframes, PIP ANZ will terminate the contract with the supplier. This would be the last resort, as PIP ANZ support our suppliers to overcome the CAP or CAP's either by providing training or support from our offices. This mission has been at the very core of the company's values and principles and will continue in the future, with our ongoing relationships.

If all avenues have been exhausted and remediation program has failed to improve the issues identified, we have created an exit strategy procedure and policy. Our Supplier compliance team work with the OGSC team to exit the supplier with minimal disruption to product supply.





# SUPPLY CHAIN AND SUPPLIERS

## [VI] PARTNERSHIP WITH TRUSTRACE

In June 2023 we partnered with TrusTrace, supply chain data platform. TrusTrace is a platform for real-time supply chain traceability beyond tier two and compliance enabling PIP and suppliers to standardise our supply chain and material traceability data which is captured, digitised, and shared. Through providing access to validated supply chain data, TrusTrace empowers PIP to know, prove and improve the impact of our supply chain. PIP can use the data for risk management, compliance, product claims, footprint calculations, the ability to share data confidently about product origin and impact.

**We are able to leverage verified data on the TrusTrace platform to provide deeper visibility into the cotton used within our PPE and workwear products. The partnership will also improve the efficiency of chain of custody chain data collection for UFLPA compliance – a U.S. regulation that is compelling companies to assess risks in their supply chain and implement processes to ensure that suppliers are not using forced labour. In 2025 we are working to further implement the system and onboard more suppliers onto Trustrace.**



## [VII] QUALITY ASSURANCE

In addition to annual SMETA 4-Pillar audits, our dedicated Quality Assurance team in Shanghai China has over 90 employees and maintains our standards by visiting the factories to conduct in-line quality inspections for each production. We also have a production Manager in Manilla, the Philippines, a QC team in Bangkok, Thailand, and a QC Engineer in Penang, Malaysia, to conduct inspections in the regions outside of China where we have production. During these inspections, our team members are skilled at assessing the factories and speaking with employees to ensure that the standard reported during the annual audits is being upheld post audits. This extra scrutiny provides the factory workers with an opportunity to speak to the QA team members during the inspections. Our Quality team members inspect orders prior to factories despatching garments.

In 2024 our OGSC team launched a 'Factory Quality Assurance and quality evaluation' protocol. This detailed evaluation form is completed by our QA team during inspection.

If we identify a concern, either by reviewing an audit, or by any other means of communication available, that there is a potential issue within a facility or the business owner, we arrange for a member of the OGSC to conduct an unannounced visit immediately.

PIP ANZ (Australia) Pty Ltd's entire manufacturing process, warehousing, sales offices, and Head office is strictly monitored via a series of quality control measures, adhering to the standards demanded by ISO 9001:2015 Quality Management System (QMS), ISO 9001 ISO 14500 which we are accredited. This accreditation ensures that our Production and Sourcing team are following strict processes in relation to onboarding new suppliers and working with our current supply chain.



# SUPPLY CHAIN AND SUPPLIERS

## **[VIII] PROCESS FOR LOCAL PARTNERS - AUSTRALIA AND NEW ZEALAND**

Our supply partners in Australia and New Zealand are assessed according to risk, staff numbers and dollar spend with PIP ANZ (Australia) Pty Ltd, and risk-appropriate further due diligence activities are conducted. A number of suppliers conduct a very specific function and are owner operated facilities with very low staff numbers. For suppliers who fit into this category, we request an annual policy document agreement as previously listed.



**For suppliers that have a large number of staff and PIP ANZ's (Australia) spend is above AU\$30K annually, we conduct full audits of the factory facilities.**

The purpose of this audit protocol is to ensure that all Australian and New Zealand labour and environmental laws are being adhered to with particular emphasis on human rights, employees remuneration, leave, and working conditions. For suppliers where we 'buy in' finished goods, or have very small spend value, we request that they agree to our policy documents as Australia is a low-risk country in terms of Modern Slavery.

## **[IX] RECENT IMPROVEMENT FOR FUTURE BENEFIT- WALKTHROUGH PROGRAM**

In March 2024, we created and introduced a 'Walkthrough' program, which is a checklist of scenarios, possible issues, and 'red flag' items for our OGSC team members to be aware of, monitor and observe during factory visits. During the March OGSC conference, our Global Supplier Relationship Manager trained our OGSC team on the process, procedure, and expectation of this new requirement.

This additional practice will assist us in documenting and identifying breaches or non-conformities in between annual audits. The walk-through program is being used by members of the OGSC team and Senior management during factory visits. Minor issues can be addressed with the supplier at the time, i.e. missing needle guards. More serious issues, where our employees may feel intimidated to address directly with the supplier, will be noted and immediately escalated to senior members of the OGSC team and Supply Manager to action.

The walkthrough sheets will be stored in the suppliers' profile folders. Any issues sighted are discussed during Supplier business reviews. This initiative was implemented in April 2024.



# SUPPLY CHAIN AND SUPPLIERS

## [X] WHISTLEBLOWING

The following email addresses can be contacted by anyone, including our suppliers and customers, wanting to report unethical behaviour as an anonymous “whistle blower”. This email address is listed on our websites and written communication in relation to ESG (Environment, Social and Governance) or CSR (Corporate Social Responsibility)

[ethicalsourcingsustainability@bisley.com.au](mailto:ethicalsourcingsustainability@bisley.com.au),

[ethicalsourcing@paramountsafety.com.au](mailto:ethicalsourcing@paramountsafety.com.au) and

[ESG@pipaustralia.com](mailto:ESG@pipaustralia.com)

EthicsPoint by Navax, is our new, global platform supports our employees to submit any concerns of fraud, unethical behaviour, within our supply chain.

The only identifying data that is captured in EthicsPoint is the information an employee voluntarily provides. Employees have the option to stay anonymous or provide their contact information.





# ACTIONS TAKEN TO ASSESS EFFECTIVENESS

PIP ANZ have several mechanisms in place to check the effectiveness of our actions to combat Modern Slavery throughout the organization.

**Firstly**, we review our own policies and processes against our core commitments on an ongoing basis. We have put in place KPIs and targets to assess the effectiveness of our actions, gather feedback and identify what is or is not working, such as how many suppliers have been onboarding through Sedex. As part of our monitoring and evaluation efforts, we will continue to review the effectiveness and suitability of our audit process throughout 2024, including the new Supplier Compliance program. We also review our processes against our ISO 9001:2015 Quality Management System (QMS) and SA8000 Social Accountability standards to ensure the processes around our modern slavery approach are appropriate and update where needed.

**Secondly**, our membership of Sedex provides us with real-time feedback on how our suppliers are improving their labor practices and standards over time in alignment with our policies. The results of supplier self-assessment questionnaires (SAQs) and audits are clearly broken down on the platform, alongside any corrective actions and remediation plans that may be needed. This allows Bisley & Paramount to see an overview of the effectiveness of our policies, actions, and requirements of suppliers on tackling modern slavery within their sites and organizations.

**Thirdly**, we have joined many initiatives and peer working groups related to sustainable business and tackling modern slavery (see Annex). Our participation allows us to keep abreast of changes and trends in industry, as well as learning about best-practice activities from other organizations. We feed back the best-practice ideas and lessons learned from our peers into our own processes to ensure we are taking the best approach possible for Bisley and Paramount Safety.

**Finally**, we are engaging with external consultants to review our modern slavery and broader sustainability approaches and receive feedback and guidance on how to improve going forward.

PIP ANZ brands joined SEDEX as part of our transition to better transparency of our supply and value chain. Our factories commenced SMETA audits are part of this effort (Sedex Members Ethical Trade Audit). Sedex is a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. Sedex provide practical tools, services, and a community network to help companies improve their responsible and sustainable business practices, and source responsibly. <https://www.sedex.com/>

PIP ANZ brands utilize the Sedex platform as a learning and training tool, as well as for complete supply chain transparency, reporting and record keeping. Sedex conducts multiple webinars and training sessions on platform upgrades, new Self-Assessment Questionnaires (SAQ), legislative changes and supplier collaboration sessions. These sessions are recorded so that they can be watched and rewatched at a convenient time frame and are considered an essential part of our Ethical business practices program.

# PROCESS OF CONSULTATION – PIP ANZ

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PIP ANZ and PIP Global work closely together to ensure that our modern slavery approach is consistent and co-ordinated. We have the same policies and processes that guide our approach across the different parts of the business and our brands.

For the management and implementation of our modern slavery approach, appropriate representatives from each part of the business are consulted and involved. To produce this statement, appropriate representatives from cross functional business units were consulted, have provided input, and have jointly signed off the statement.

A range of external parties are consulted and involved in shaping and delivering our modern slavery approach. These are all listed throughout the statement, and again in the annex pertaining to memberships, partnerships, and initiatives. Bisley and Paramount proactively request feedback and, engage in a range of consultation projects and processes to ensure our modern slavery and responsible sourcing approach delivers our values and compliance with the law.





# ONGOING INITIATIVES AND TRAINING

Our Ethical Sourcing and Sustainability teams are responsible for the PIP ANZ modern slavery approach and meet regularly to discuss new initiatives, including any with, Non-Government Organisations (NGO) and any issue or new development pertaining to Ethical Sourcing, Modern Slavery, or Sustainability. The team can be contacted at any time via:

[ethicalsourcingsustainability@bisley.com.au](mailto:ethicalsourcingsustainability@bisley.com.au)

[ethicalsourcing@paramountsafety.com.au](mailto:ethicalsourcing@paramountsafety.com.au)

[ESGCompliance@pipglobal.com](mailto:ESGCompliance@pipglobal.com)

- ✓ These email addresses are listed on our Policies and Agreements to ensure that our Supply Partners are aware of whom to contact should any Modern Slavery, Corruption or any other breaches of our policies be identified. This can also be used by anyone wanting to report unethical behaviour as an anonymous “whistle blower.” The email addresses are listed on our websites to enable our potential and current customers to ask any questions they may have in relation to our Ethical and Sustainable practices.
- ✓ The Team consists of the PIP ANZ Senior Sales Executive, the PIP ANZ Production Manager, our HR manager, and is championed by the PIP ANZ CEO David Gazal. The PIP ANZ’s CSR & Sustainability Manager, Moira Smythe spearheads the initiative.
- ✓ The Ethical Sourcing and Sustainability team regularly attend training and conferences regarding Anti- Modern Slavery, Ethical Sourcing and Sustainable practices, to further their knowledge and understanding. As more companies move to web-based training and conferencing, our team are able to attend far more conferences and information sessions presented in Web based platforms. The Team Leads attend several webinars a week in relation to Ethical Supply chain and Sustainable initiatives and advancements. Our partners, BSCD Aust, Sedex, TrusTrace, Textile Exchange share information, improvements on an ongoing basis.
- ✓ This enables the team at PIP ANZ Safety to be up to date with the latest advancements in supply chain efficiencies and any legislative changes. We in turn share any new development that would benefit our supply chain partners and staff as they become available.

**Our Ethical Sourcing and Sustainability Team are also on working groups with BSCD Aust, Sedex, Textile Exchange and industry bodies working collectively for product ‘end of life’ solutions. We work collaboratively with BlockTexx as our preferred ‘end of life’ partner.**

- ✓ In addition to the Annual SMETA Audits, our OGSC teams constantly monitor factories to ensure the standard is the same throughout the year, as it was during the annual audit. We believe this change in how we manage our manufacturing partners, will reduce the likelihood of Modern Slavery and Unethical behaviours occurring in the PIP ANZ supply chain.

# PARTICIPATION AND MEMBERSHIPS TACKLING MODERN SLAVERY AND HUMAN RIGHTS ABUSES

PIP ANZ (Australia) Pty Ltd have invested in programs and initiatives to improve our supply chain impacts on the environment and workers.

Solidifying our commitment and creating pathways for execution and creating our Supplier Compliance program were our focus this year.

Through key stakeholder partnerships, we elevated our ethical sourcing work, additional scrutiny of supplier onboarding and audit review, transitioned to lower impact alternatives across areas of our operations and product and became signatories to key industry programs.

Information on these programs can be found in the annex.





# FUTURE COMMITMENTS

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We are committed to being a responsible company, taking care of our employees and striving to have a responsible supply chain.

In order to do this, in 2025 we commit to:

- Continue to strengthen our supply chain compliance program, including reviewing its effectiveness and making any changes that are needed.
- Continue to expand our modern slavery training to all PIP employees and offer refresher training to those who have already received it.
- Continue to implement TruTrace to additional business units and suppliers.
- Continue to engage with suppliers on capacity building and continuous improvement on social issues, including modern slavery.
- Continue to collaborate with our partners and affiliates to prevent modern slavery and have a positive social and environmental impact.

## CONFIRMATION

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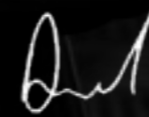
This statement was approved by our board of directors in their capacity as principal governing body of PIP ANZ (Australia) PTY LTD ABN 90 608 776 816 on 15 May 2025.



**Curt Holtz**

Director PIP ANZ and  
President and CEO PIP  
Global Safety

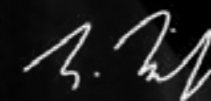
May 15 2025



**David Gazal**

Director and ANZ CEO

May 15 2025



**Tim Bird**

Secretary & Director

May 15 2025

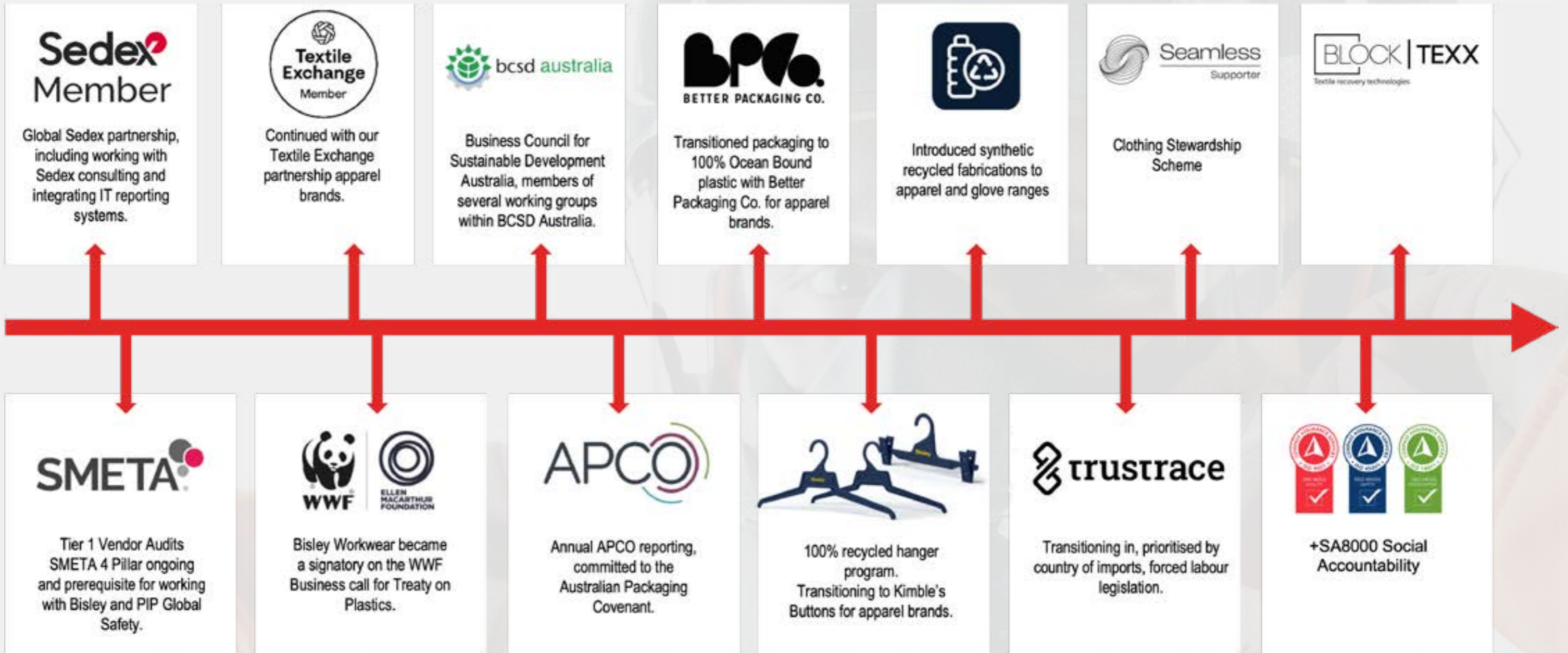


**Paul Tao**

Director & Asia Operations  
Managing Director

May 15 2025

# ANNEX





# ANNEX

PIP ANZ has invested in programs and initiatives to improve our supply chain impacts on the environment and workers.

Solidifying our commitment and creating pathways for execution and creating our Supplier Compliance program were our focus this year. Through key stakeholder partnerships, we elevated our ethical sourcing work, additional scrutiny of supplier onboarding and audit review, transitioned to lower impact alternatives across areas of our operations and product and became signatories to key industry programs.

We support the UN Sustainable Development Goals and have aligned our business activities and partnerships to the relevant global goals.





# ANNEX



In July 2017, Paramount Safety Products were awarded by Department of Immigration, Border Protection and Australian Border Force full accreditation status as an Australian Trusted Trader (ATT).

Australian Trusted Trader is a voluntary trade facilitation initiative administered by the Department of Immigration, Border Protection and the Australian Border Force that is designed to recognise and reward businesses with secure supply chain security and compliant trade practices.

#### Some of the Benefits to Trusted Traders Include:

- A Dedicated Account Manager
- Streamlined Priority Customs Clearance at the border
- Priority Trade services
- Use of the Australian Trusted Trader logo
- Mutual Recognition Arrangements.

Our service promise FLOOR TO STORE FAST through this partnership, delivers outcomes beneficial to both our customers and suppliers.

\*\*\* Currently updating partnership with Australian Trusted Trader to PIP ANZ



Bisley and Paramount Safety (now PIP ANZ) joined SEDEX in March 2020 as part of our transition to better transparency of our supply and value chain. Post Chinese New Year our factories commenced SMETA audits (Sedex Members Ethical Trade Audit). Sedex is a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. They provide practical tools, services, and a community network to help companies improve their responsible and sustainable business practices, and source responsibly. <https://www.sedex.com/>

PIP ANZ use the Sedex platform as a learning and training tool, as well as for complete supply chain transparency, reporting and record keeping.

#### ACCEPTABLE AUDITING COMPANIES- APSCA MEMBERS ONLY

We have a large supply base located in multiple countries, and as a result we accept audits from a select number of internationally recognized audit companies. Our supplier agreements mandate annual SMETA 4 Pillar audits. Only highly skilled auditors who have received rigorous training, assessment and certification are able to conduct SMETA P4 methodology audits.

We request that the auditors conducting our audits are members of APSCA (Association of Professional Social Compliance Auditors). Our preference is that our suppliers use different auditing firms each year in order to safeguard the integrity of the audits, using multiple auditors helps to ensure that the reviews are unbiased and not compromised by an established relationship with the supplier. This is outlined in our Supplier Compliance Handbook, provided to all of our suppliers in May 2023. All new suppliers are provided with the handbook to ensure that they will comply with our program prior to being considered or commencing the on-boarding process.

The link below lists the approved auditing firms that we will accept an audit from. This ensures that SMETA audits are conducted to the high standard that we expect.

<https://www.theapsca.org/apsca-member-firms/>



# ANNEX



Founded in 2016, TruTrace offers a market-leading platform for supply chain traceability and compliance enabling brands and suppliers around the world to standardize how supply chain and material traceability data is captured, digitised, and shared. Through providing access to validated supply chain data, TruTrace empowers brands to know, prove and improve the impact of their supply chain, and the data can be used for risk management, compliance, product claims, footprint calculations, the ability to share data confidently and easily about product origin and impact, and much more.

TruTrace is leading global-scale traceability programs for many of the world's largest brands, and is headquartered in Stockholm, Sweden, with offices in India, France, and the US.

Please visit [www.trustrace.com](http://www.trustrace.com).



bcsd australia

In March 2021 Bisley joined BSCD Australia to collaborate with like-minded industry leaders towards a more sustainable future.

The Business Council for Sustainable Development Australia (BCSD Australia) is the national peak body representing forward-thinking companies and organisations that are working towards the transition to a sustainable Australia. The BCSD's mission is to accelerate this transition by making sustainable business more successful.

BCSD Australia are the Australian partner of the World Business Council for Sustainable Development (WBCSD).

Members believe that by integrating social and environmental impacts with financial results, business lowers its risk profile, makes better decisions, and creates the solutions needed to meet the Sustainable Development Goals.

PIP ANZ is an active member on a number of BCSD Australia working groups that meet weekly.





# ANNEX

## Additional Partnerships and Sustainability Supply Chain Initiatives



PIP ANZ has converted our Energy sources to environmentally sustainable options to reduce our emissions and impact on the environment.



Our Eastern Creek Distribution Centre uses GreenPower and is carbon neutral. Our Eastern Creek warehouse is managed by Goodman Group who are also in the process of converting buildings and infrastructure to solar power, including our warehouse.



Our Head office in Mascot uses Greenpower via AusGrid. Our lightbulbs have been converted to LED energy efficient bulbs.



Our Perth Distribution Centre is provided by Synergy- NaturalPower which is Solar, Wind and traditional electricity power supply. Our contract is for the highest amount of GreenPower that they offer. Western Australia is in the process of upgrading their power grids and anticipate that by 2050 they will be fully renewable.



# ANNEX

## POLLAST!C™



From 1-Feb-2024 to 31-Jan-2025, in partnership with the POLLAST!C Project, Bisley's garment poly bag program has rescued and recycled almost 50 tonnes of certified Ocean Bound Plastic pollution. This brings Bisley's total impact to 121 tonnes of plastic pollution rescued since inception in July 2022.

Another brand enhancement is our partnership with Better Packaging. In early 2022 we launched Bisley Recycle. All the packaging for this campaign was Better Packaging's POLLAST!C range made from 100% recycled, Ocean Bound, post-consumer plastic. Post Chinese New Year 2022, this initiative was expanded so that all Bisley's garment packaging was POLLAST!C.

Plastic pollution and poverty are inextricably linked. Better Packaging's POLLAST!C Project supports communities in some of the world's poorest and most polluted coastal regions to clean up plastic pollution from their surrounds. This has the two-fold impact of helping to raise living standards and create a cleaner, healthier environment for people in these areas. Better Packaging is a certified B Corporation, a Sedex Member and carries the Global Recycled Standard and Ocean Bound Plastic certification. The project progresses many of UN Global Sustainable Development Goals.



Bisley joined Textile Exchange in March 2021 as part of our commitment to the Sustainable and Ethical supply chain.

Textile Exchange is a global nonprofit that creates leaders in the preferred fibre and materials industry. Textile Exchange develop, manage, and promote a suite of leading industry standards, as well as collect and publish critical industry data and insights that enable brands and retailers to measure, manage, and track their use of preferred fibre and materials.

With a robust membership representing leading brands, retailers, and suppliers, Textile Exchange is positively impacting the climate through accelerating the use of preferred fibres across the global textile industry.

With our new Climate+ strategy, Textile Exchange is the driving force for urgent climate action on textile fibre and materials with a goal of 45% reduced CO2 emissions from textile fibre and material production by 2030. By benchmarking the industry and providing actionable tools for improvement, Textile Exchange is driving a race to the top

[TextileExchange.org](https://TextileExchange.org).

### CLIMATE+ GUIDES THE FASHION, TEXTILE, AND APPAREL INDUSTRY TOWARDS A SHARED GOAL.

At the heart of our organizational strategy, Climate+, is the goal of guiding the industry towards reducing greenhouse gas (GHG) emissions from fibre and raw material production by 45% by 2030. This goal was developed to be in line with the Paris Agreement and keeping global warming to a 1.5°C pathway. But it doesn't stop there. The way we lead the industry is unique in how it goes beyond accounting for greenhouse gas emissions to looking at sustainability holistically instead.



# ANNEX



The National Breast Cancer Foundation (NBCF) is Australia's leading national body funding game-changing breast cancer research with money raised entirely by the Australian public.

They receive no government funding. 'What we do, would not be possible without the support and generosity of people and organisations like YOU!'

Bisley has been a committed partner and supporter of the National Breast Cancer foundation since 2014.

**Bisley has raised over \$744,746.00 since 2014 and will continue supporting this important foundation into the future.**



Since NBCF's inception in 1994, the five-year survival rates for breast cancer has increased from 76% to 91%.



Bisley donates \$3 for every shirt sold from the embroidered NBCF range.





# ANNEX



## Tour De Cure Silver Partner

'Our work since 2007 has shown us that finding a cure for cancer is possible. We're making progress all the time. We use our bike rides and our events to fund the pioneering cancer projects that we believe will lead to a cure.'

Thanks to the ongoing generosity of our supporters – individuals, families, corporate partners, and the Australian community – we fund the boldest research, the most talented scientists, and the world-class cancer projects that we believe will have the biggest impact.'

**Bisley has a long-standing partnership with Tour De Cure.**

**We have been sponsoring and providing support uniforms since 2011. Bisley is dedicated to this charity and will continue to support them in the future.**





# ANNEX



## PROUDLY SUPPORTING THE MCGRATH FOUNDATION WITH THE

## LINQ PINK RATCHET TIE DOWN

LINQ have released exclusive pink products to raise both awareness and donations for the McGrath foundation.

The McGrath foundation has over 150 McGrath Breast Care Nurses who help individuals and their families experiencing breast cancer by providing physical, psychological and emotional support, for free. As a family-owned business, LINQ is passionate about helping the McGrath foundation provide this support.



RTDJ509-P

### HEAVY DUTY, HIGH TENACITY UV RESISTANT PINK RATCHET TIE DOWN WITH J-HOOKS AND KEEPER

- High tenacity UV resistant, polyester lashing webbing.
- LINQ branded high strength galvanised ratchet buckles.
- Zinc plated interlocking J-hooks and keeper.
- 3 lashing capacities to suit most loads.
- Complies to AS/NZS 4380 | ISO 9001 | ISO 14001
- RATING: 2.5T
- DIMENSIONS: 50mm x 9M
- NET WEIGHT: 2.6kg ± 10g



RTDS255-4

### HEAVY DUTY, HIGH TENACITY UV RESISTANT PINK RATCHET TIE DOWN WITH S HOOK - 4 PACK

- High tenacity UV resistant, polyester lashing webbing.
- LINQ branded high strength galvanised ratchet buckles.
- Complies to AS/NZS 4380 | ISO 9001 | ISO 14001
- RATING: 400kg
- DIMENSIONS: 25mm x 5M
- NET WEIGHT: 2.125kg ± 10g

50c FROM THE SALE OF EVERY  
RTD GOES BACK TO THE MCGRATH  
FOUNDATION TO HELP SUPPORT  
BREAST CARE NURSES





### **PIP ANZ (AUSTRALIA) HEAD OFFICE**

Level 5, 163-175 O'Riordan Street  
Mascot, NSW, 2020 Australia

### **PIP ANZ AUSTRALIAN LOCATIONS**

2/980 Abernathy Road  
High Wycombe, WA, 6057

57-63 Henderson Road  
Rowville, VIC, 3178

3/17 Dunn Road  
Smeaton Grange, NSW, 2567

2/37 Transport Street  
Yatala, QLD, 4207

6 Interchange Drive  
Eastern Creek, NSW, 2766

### **PIP ANZ NEW ZEALAND LOCATIONS**

66 Kennaway Road,  
Woolston, Christchurch, 8023

7 Sir Woolf Fisher Drive, Highbrook,  
Auckland, 2013

Change to Contact PIP ANZ's Ethical Sourcing Teams:

[ethicalsourcingsustainability@bisley.com.au](mailto:ethicalsourcingsustainability@bisley.com.au)

[ESG@pipaustralia.com](mailto:ESG@pipaustralia.com)

[ethicalsourcing@paramountsafety.com.au](mailto:ethicalsourcing@paramountsafety.com.au)