

DECJUBA

MODERN SLAVERY STATEMENT 2025





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A MESSAGE FROM OUR OWNER & CHAIR

At DECJUBA, our brand purpose is to drive progress that benefits people, product, and the planet.

This ambition is brought to life through our DECJUBA Future Sustainability Strategy, built on three core pillars – Product, Partners and Planet. These pillars focus our efforts on our key strategic goals to deliver impact, with an overarching goal to become B Corp certified.

Through our Partner pillar, we take a considered and long-term approach to addressing modern slavery risks in our operations and supply chain. We recognise that transparency, accountability, and strong partnerships are essential to driving meaningful change across our supply chain.

We know modern slavery disproportionately impacts women and girls. As a proudly female-led organisation, we take this responsibility personally and seriously.

While the challenges are complex, our mission is clear: we will continue to push for progress, strengthen partnerships, and play our part in building a fairer, safer, and more equitable fashion industry.

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

Our FY25 Modern Slavery Statement has been approved by the Sole Director, Owner and Chair and Advisory Board on 29 June 2026.



TANIA AUSTIN
DECJUBA OWNER & CHAIR

A MESSAGE FROM OUR CEO

I was honoured to step into the role of CEO at DECJUBA this year to lead our business into the future.

At DECJUBA we are all about delivering amazing in everything we do.

Through DECJUBA Future, we're embedding responsible business practices across everything we do, from how we design and source, to how we partner and lead.

In FY25, we strengthened the way we identify, manage, and mitigate modern slavery risk across our operations and supply chain. This included:

- Implementing modern slavery provisions in all supplier contracts over \$20,000.
- Launching our Purchasing Policy to embed responsible procurement and supplier screening.
- Expanding our Supply Chain Risk Register to map risk across all value chain tiers.

- Benchmarking key suppliers against our Sustainability Standard to identify improvement opportunities.
- Achieving 100% transparency across Tier 1 & Tier 2 factories.

These actions demonstrate how we're embedding human rights due diligence into the core of our business, not as a compliance exercise, but as part of who we are.

Looking ahead, we'll continue to deepen engagement with our partners, join Cascale, and progress toward B Corp certification, driving collective action across the fashion industry.



AUDREY NANIA,
DECJUBA CEO



ABOUT DECJUBA

At DECJUBA, we are a proud B Corp Certified Australian fashion brand with a clear vision: to make our customers *look and feel amazing*.

We are known for aspirational, effortless styles that make it easy to create an AMAZING outfit every day. We deliver our vision through our three incredible brands – DECJUBA, D-LUXE Basics and DECJUBA Kids.

Reimagined by Tania Austin in 2008, DECJUBA is female-owned and led, with more than 1,500 team members across our global Head Office and retail stores.

Since 2008 our retail footprint has grown to over 170 locations across Australia and Aotearoa New Zealand along with a growing global presence via our online store DECJUBA.com. Privately-owned and operated, we have ambitious goals for the future.

1500+ DECJUBA team members

170 Retail stores AUS & NZ

28 Myer concession stores

549k Instagram followers

24.1k TikTok followers

1.2m DECJUBA Insiders

2 Websites

Over the last 17 years, DECJUBA has evolved and so has our responsibility as a fashion brand. Our sustainability strategy, DECJUBA Future, reflects our commitment to accountability and continuous improvement across everything we do.

Our vision to make our customers look and feel amazing extends beyond our product through our philanthropic arm, DECJUBA Foundation. Through this initiative, we partner with charitable organisations locally and globally to help transform lives and create meaningful, long-term change.

DECJUBA is proud to submit our sixth Modern Slavery Statement, which includes DECJUBA Australia and Aotearoa New Zealand.

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

DECJUBA Pty Ltd includes DECJUBA Australia and Aotearoa New Zealand, and DECJUBA Foundation (ABN 23 976 511 262). Our DECJUBA Head Office is located in Melbourne at 25 Balmain St, Cremorne, VIC, 3121.

The DECJUBA Modern Slavery Statement 2025 outlines the actions taken to identify, address and remediate potential risks of modern slavery in our business operations and supply chain for the reporting period 1 July 2024 to 30 June 2025 (FY25) under the Australian Modern Slavery Act 2018 (Cth) (MSA).



OUR APPROACH

I. Our Structure

DECJUBA is guided by five core values: Honesty, Bravery, Integrity, Innovation and Optimism. These values shape how we work and how we support our people.

We love that our team chooses to be a part of our journey, that we create opportunities for them to learn, challenge the way things are done, and innovate to drive amazing outcomes.

As at 30 June 2025, DECJUBA directly employed 1,464 team members across Australia and Aotearoa New Zealand, spanning head office, retail and warehouse operations. Our workforce includes a mix of full-time, part-time and casual roles (refer to Figures 1 and 2).

Full-time and part-time team members are directly employed under relevant Awards or Individual Employment Contracts, aligned to their role and location.

Australian DECJUBA team members

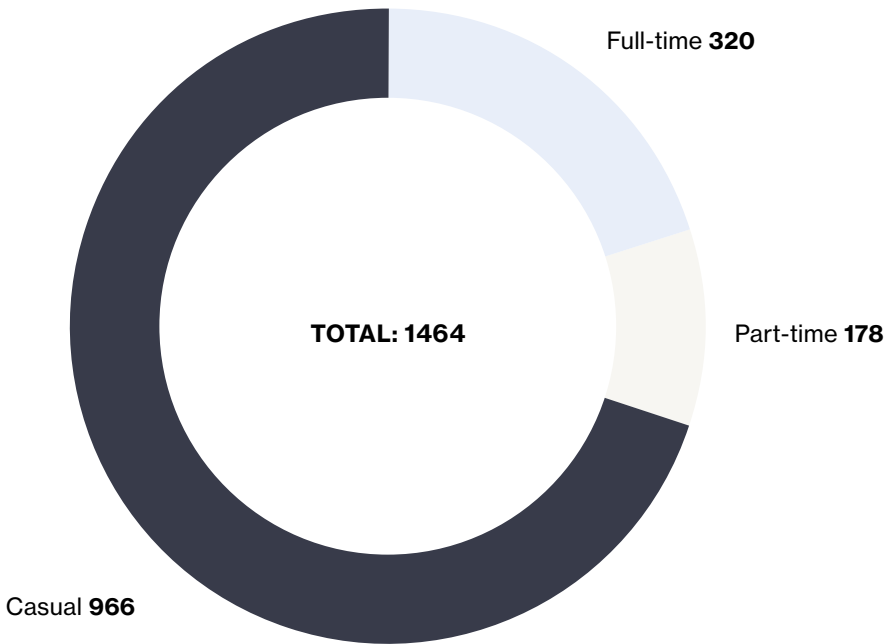


Figure 1. The number and employment status of DECJUBA team members in Australia.

New Zealand DECJUBA team members

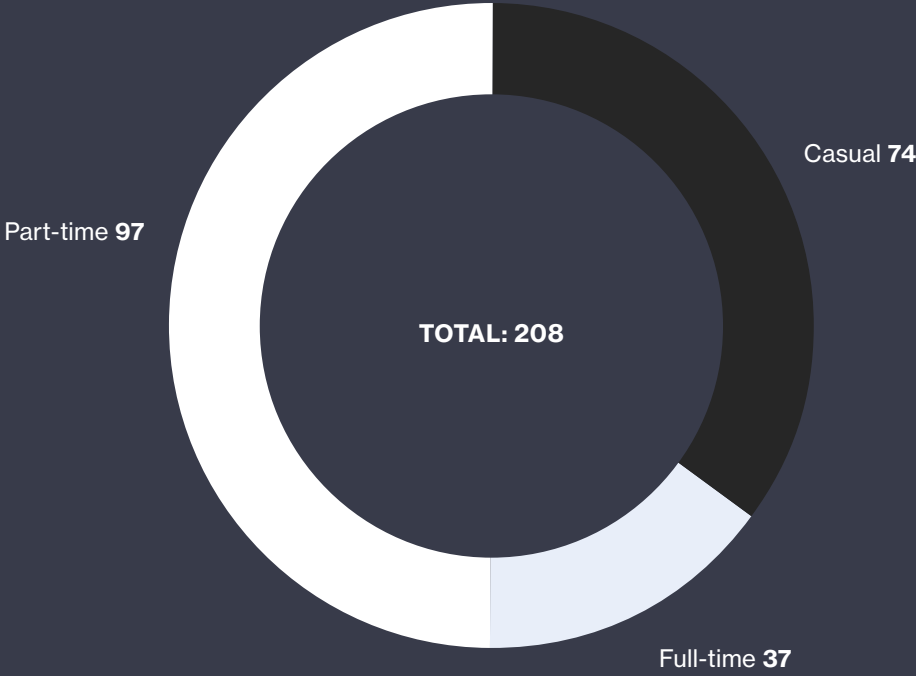
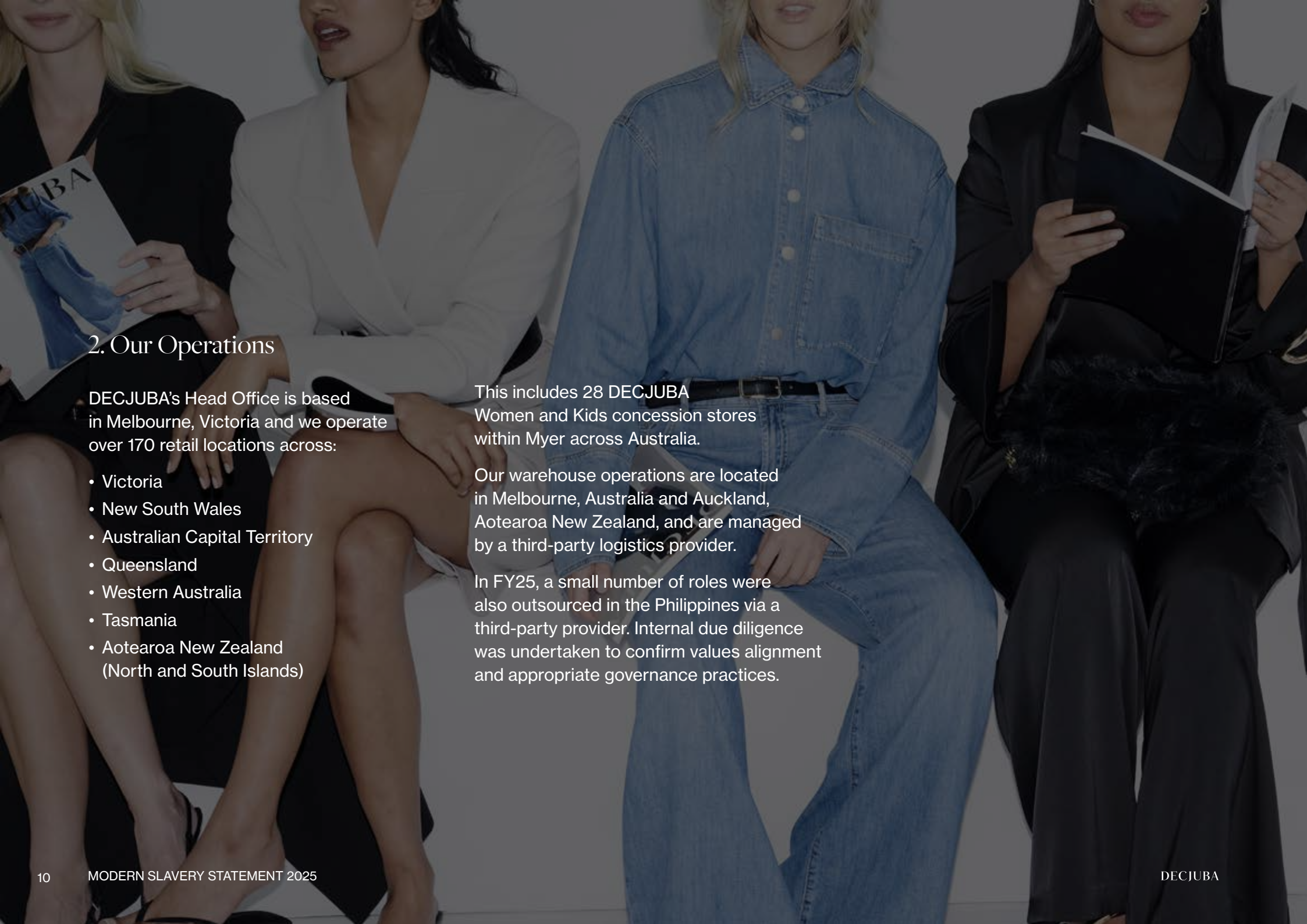


Figure 2. The number and employment status of DECJUBA team members in Aotearoa New Zealand.

In FY25, DECJUBA commenced operations from a small satellite office in Manila, Philippines. Team members are employed remotely via a third-party provider.

GOVERNANCE & ACCOUNTABILITY
Oversight of human rights and modern slavery, including reporting obligations under the Modern Slavery Act, sits with the Owner and Chair, Advisory Board, and CEO.

Operational delivery is managed through DECJUBA Future, under the Partners strategic pillar. The General Manager – Merchandising is accountable for performance and delivery of commitments, supported by stakeholders across Production, Compliance, Finance, PX and Sustainability.



2. Our Operations

DECJUBA's Head Office is based in Melbourne, Victoria and we operate over 170 retail locations across:

- Victoria
- New South Wales
- Australian Capital Territory
- Queensland
- Western Australia
- Tasmania
- Aotearoa New Zealand (North and South Islands)

This includes 28 DECJUBA Women and Kids concession stores within Myer across Australia.

Our warehouse operations are located in Melbourne, Australia and Auckland, Aotearoa New Zealand, and are managed by a third-party logistics provider.

In FY25, a small number of roles were also outsourced in the Philippines via a third-party provider. Internal due diligence was undertaken to confirm values alignment and appropriate governance practices.

3. Our Supply Chain

At DECJUBA, we recognise that our long-term suppliers and partners are integral to our success. We are committed to working collaboratively with them to strengthen transparency, embed responsible business practices, and drive positive outcomes for the people in our supply chain and for our planet.

We categorise our supply chain into two key areas:

- **Product Merchandise Supply Chain:** Our fashion products sourced through approved suppliers and their manufacturing partners.

- **Non-Product Procurement Supply Chain:** The non-saleable goods and services that support our operations, including retail store development, logistics, technology and professional services.

By addressing risks across both areas, we take a holistic approach to modern slavery due diligence. This enables us to build stronger systems of accountability, improve resilience across our operations, and support meaningful, long-term change within our supply chain.

PRODUCT MERCHANDISE

At DECJUBA we do not directly manufacture our products but work with suppliers who manufacture our products in Tier 1 factories onboarded with DECJUBA including apparel, accessories, footwear, beauty and packaging.

Our Product Merchandise global supply chain and manufacturing consists of the following tiers as shown in Figure 3.



Figure 3. DECJUBA's product merchandise supply chain.



Figure 4. Map of the countries DECJUBA's manufacturing suppliers are located for FY25.

The majority of our product is currently manufactured in China. We also have manufacturing suppliers located in the following countries: Bangladesh, Vietnam, Australia, India, Pakistan, United Arab Emirates and Myanmar. A map of our supplier locations is provided in Figure 4.

We use Open Supply Chain (OSC) as our supply chain management system, which supports supplier compliance requirements and supply chain mapping.

For the FY25 reporting period, we continued to share our supply chain data via Open Supply Hub to support industry collaboration, accessibility and engagement. We work collaboratively with our suppliers to obtain consent before publishing factory details, recognising the importance of maintaining trusted and respectful supplier relationships.

During FY25, we increased our Tier 1 supply chain transparency from 68% to 100%. To view our factory listing, [see here](#).

NON-PRODUCT PROCUREMENT

Beyond the sourcing of our merchandise products, our non-product procurement supply chain comprises the non-saleable goods and services that support our operations, including retail store development, logistics, technology and professional services. As part of our modern slavery risk assessment, we consider these suppliers to ensure a comprehensive understanding of potential risks across our operations.

UNDERSTANDING THE RISKS

We recognise that modern slavery continues to persist within global supply chains.

Industries such as fashion are particularly exposed to these risks due to multi-tiered and complex supply chains, subcontracting practices, migrant labour, and high-risk raw material sourcing. Women and girls, who represent the majority of the global garment workforce, are disproportionately affected.

Under Australia’s Modern Slavery Act 2018 (Cth), modern slavery includes serious forms of exploitation such as trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruitment, forced marriage and the worst forms of child labour.

Expectations from customers, regulators and stakeholders continue to rise. Ethical sourcing is no longer optional. It requires transparency and accountability beyond direct supplier relationships.

At DECJUBA, we adopt a people-centred approach, focusing on risks to individuals rather than risks to the business. We recognise that our activities may cause, contribute to, or be directly linked to modern slavery through both our product merchandise and non-product procurement supply chains. We are committed to identifying where risks may arise, strengthening our due diligence, and taking meaningful action to reduce harm.

KEY TERM	EXPLANATION
CAUSE	A business causes an adverse human rights impact when its own actions or decisions directly result in modern slavery. Example: A business recruits migrant workers and restricts their freedom by confiscating identification documents or visas.
CONTRIBUTE TO	A business contributes to an adverse human rights impact when its actions or decisions enable, incentivise or increase the likelihood of modern slavery occurring. Example: A fashion brand places excessive cost or production pressure on a supplier, leading the supplier to subcontract work to facilities that exploit vulnerable workers.
DIRECTLY LINKED TO	A business is directly linked to modern slavery when the risk arises through the activities of a business partner, such as a supplier, even if the business did not cause or contribute to the harm. Example: A fashion brand sources fabrics from a supplier that purchases raw materials from a farm where forced labour is present.

Table 1. Continuum of Involvement framework (UN Guiding Principles on Business and Human Rights) used to evaluate a company’s role in modern slavery risks.



1. Operation Risk

Based on our business operations, and specifically the direct employment of DECJUBA team members, we assess the likelihood of causing modern slavery within our workforce to be low risk.

All retail team members are employed under clear contractual terms. In Australia, employment contracts are guided by the General Retail Industry Award, while in Aotearoa New Zealand they are governed by individual employment agreements in line with national legislation.

We also recognise that employing visa holders carries additional compliance obligations. To meet these requirements, we verify working rights for new recruits through V:Sure in Australia, and in Aotearoa New Zealand through the Government Visa Verification Service.

This framework helps us ensure that all DECJUBA employees are engaged under lawful, transparent, and fair employment conditions.

In FY25, DECJUBA also commenced operations from a small satellite office in Manila, Philippines, with team members employed remotely via a third-party provider. We recognise that outsourced employment arrangements can carry increased modern slavery risks, particularly where workers are employed through third-party providers.

As part of establishing this arrangement, DECJUBA considered risk factors including recruitment practices, employment terms, worker protections, management oversight and access to reporting channels. Internal due diligence found that the provider had governance practices in place to support lawful employment, clear role expectations and ongoing management oversight.

To manage this risk, DECJUBA maintains oversight through regular engagement with the provider, internal management of role requirements and access to DECJUBA’s policies and reporting channels. As this operating model develops, we will continue to review the arrangement to ensure worker protections, communication channels and governance expectations remain appropriate.

2. Supply Chain Risk

Based on our supply chain, we have assessed the likelihood of modern slavery risk that we contribute to, or are directly linked to, to be of higher risk particularly in relation to our product merchandise supply chain. Our predominant domestic non-product procurement supply chain is considered to be moderate to low risk.

Modern slavery manifests itself across a range of interconnected aspects of industry, products, geographic or entity risk, as detailed in Table 2. At DECJUBA we are committed to improving supply chain transparency to help eradicate modern slavery practices across our supply chains.

NON-PRODUCT PROCUREMENT SUPPLY CHAIN RISK	
RISK CATEGORY	DESCRIPTION
INDUSTRY RISK	Higher risk industries for modern slavery that are relevant to our non-product procurement supply chain include: construction, cleaning, hospitality and food services. Other industry services that we rely on across our head office and retail footprint include transport and logistics, property management, IT services, office equipment, visual merchandising and promotional materials. Due to the use of migrant, unskilled or temporary labour or short-term contracts in those higher risk industries, potential exploitation of workers is potentially more prevalent despite strong labour laws in Australia making this a medium risk.

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

Table 2. Types of modern slavery risk.

3. Modern SlaveryRisk Assessment

Building on our risk assessment work with Fair Supply, DECJUBA developed a supply chain risk register to map modern slavery risks across our value chain and identify our potential involvement, management actions and risk ratings (see Table 3).

TIERS	RISK DESCRIPTION	RISK MANAGEMENT ACTIONS	NATURE OF INVOLVEMENT (UNGPS)	RISK RATING
RAW MATERIALS (TIER 4)	Risk of forced or seasonal migrant labour in high-risk agricultural sectors linked to raw material production	- Sanctioned Country Sourcing Policy prohibiting cotton sourced from Xinjiang Uyghur Autonomous Region (XUAR) of China), Uzbekistan and Turkmenistan in DECJUBA products - Use of Australian Cotton and Good Earth Cotton to strengthen traceability within the cotton supply chain	Directly linked to	High
	Risk of forced labour, debt bondage, or child labour in the sourcing of high-risk raw materials such as cotton			
PRODUCT MANUFACTURING (TIER 1-3)	Use of subcontracting that may involve vulnerable or exploited workers	- Supplier screening and robust onboarding - Supply chain mapping of Tier 1 - 3 utilising the Open Supply Chain system - Open Supply Hub to disclose our Tier 1 factories to promote supply chain transparency - Supplier Code of Conduct, including DECJUBA's unauthorised subcontracting policy	Directly linked to / Contribute to	High
	Risk of exploitative recruitment practices, including debt-bonded labour affecting migrant workers			
	Risk of labour exploitation or child labour within supply chains across Tier 2 and Tier 3 suppliers			

TIERS	RISK DESCRIPTION	RISK MANAGEMENT ACTIONS	NATURE OF INVOLVEMENT (UNGPS)	RISK RATING
TRANSPORT, SHIPPING & DISTRIBUTION	Migrant, agency or self-employed workers may face increased vulnerability to labour exploitation within the transport and logistics sector	- Supplier Code of Conduct - Purchasing Policy with modern slavery provisions	Directly linked to	Moderate
	Risk of forced labour or human trafficking linked to freight routes, shipping operations and high-risk geographies			
HEAD OFFICE, SATELLITE OFFICE & RETAIL OPERATIONS	Vulnerable worker groups, including migrants, agency workers and outsourced staff, may face increased risk of labour exploitation	- Supplier Code of Conduct - Supplier screening and responsible procurement practices - Strong domestic worker protections - Visa verification using the Australian and New Zealand Government Visa Entitlement Verification Service	Directly linked to / Contribute to	Moderate

We maintained our Fair Supply risk profile for both our product merchandise and non-product supply chains from the previous reporting period. This assessment considered risks beyond Tier 1 suppliers, taking into account industry type, country risk and relative spend.

The results are used to prioritise suppliers based on their risk profile and to support ongoing benchmarking of higher-risk suppliers’ social responsibility practices. In FY25, our focus was on benchmarking supplier social and environmental performance against our sustainability standards. In FY26, we will continue this benchmarking and strengthen supplier engagement in higher-risk areas.

OUR ACTIONS

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

1. Policy Framework

DECJUBA maintains a policy framework that sets clear expectations for responsible business conduct across our operations and supply chain. These policies guide how modern slavery risks are identified, managed and addressed.

1

HUMAN RIGHTS POLICY

Our commitment to respect and promote human rights across our operations and supply chain by upholding the following key principles: respect for human rights, fair labour practices, freedom of association and collective bargaining, non-discrimination and equal opportunity, health and safety, responsible sourcing and environmental responsibility.

CHILD LABOUR POLICY

Provides guidance related to our zero tolerance of child labour in accordance with international standards.

SANCTIONED COUNTRY SOURCING POLICY

Sets clear expectations regarding sourcing of raw materials from banned locations.

UNAUTHORISED SUB-CONTRACTING POLICY

Sets clear expectations regarding our zero-tolerance approach to the use of unauthorised suppliers that may present a higher risk.

MODERN SLAVERY AND FORCED LABOUR POLICY

Provides guidance outlining expectations of our suppliers related to worker rights and conditions.

2

SUPPLIER CODE OF CONDUCT

Outlines DECJUBA's expectations related to ethical and responsible practices to ensure suppliers align with our values, promote fairness and transparency, treat workers with dignity and respect and reduce the environmental impact of their operations.

3

SUPPLIER AGREEMENT AND STANDARDS MANUAL

Outlines DECJUBA's expectations related to ethical and responsible practices to ensure suppliers align with our values, promote fairness and transparency, treat workers with dignity and respect and reduce the environmental impact of their operations.

All suppliers must sign DECJUBA's Supplier Agreement before commencing business. This agreement establishes the foundation of our commercial relationship and incorporates our Supplier Code of Conduct, which outlines requirements relating to human rights, labour standards, environmental management and ethical business practices. Production cannot begin until these standards are agreed. Together, these policies set clear expectations for suppliers and support consistent governance across our supply chain.

STRENGTHENING PROCUREMENT GOVERNANCE

During the reporting period, DECJUBA strengthened governance relating to non-product procurement through the introduction of a Purchasing Policy. Contracts exceeding \$20,000 must include modern slavery provisions covering disclosure obligations, warranties and representations, and due diligence requirements.

Enhanced screening criteria were also introduced to support the assessment of suppliers prior to engagement and ensure alignment with DECJUBA's ethical standards.



ONGOING DUE DILIGENCE

1. Supplier Sustainability Standard

DECJUBA applies a structured onboarding and due diligence process to all new suppliers to ensure alignment with our compliance requirements and ethical sourcing standards.

APPROVAL TO SCREEN	All new suppliers must receive approval from the Head of Production and Quality Assurance prior to engagement.
SUPPLIER SELF-ASSESSMENT	Approved suppliers are required to complete a series of compliance and capability assessments for their producing factories, including documentation relating to our Supplier Code of Conduct and screening requirements.
SCREENING AND VERIFICATION	The Compliance team reviews all submissions against DECJUBA's policy standards. This includes confirmation of agreement to our Supplier Manual.
VIRTUAL FACTORY TOUR	The Compliance team conducts virtual factory tours to assess working conditions, operational practices and the factory environment, supporting compliance with our Supplier Code of Conduct.
ONGOING OVERSIGHT	Supplier information, certifications and audit records are maintained within our compliance system and reviewed and updated annually.

2. Supply Chain Transparency

Building on our supplier onboarding processes, DECJUBA prioritises supply chain transparency to ensure visibility over where and how our products are made.

Under the ‘Partners’ pillar of the DECJUBA Future Sustainability Strategy, we have committed to mapping our supply chain through to Tier 3 by end of FY27. During this reporting period, we achieved 100% visibility of our Tier 1 and Tier 2 factories and commenced mapping of Tier 3 factories.

DECJUBA publicly discloses its Tier 1 factory list through Open Supply Hub, including factory names and locations where supplier consent has been provided. We work collaboratively with our suppliers to seek permission to publish this information, recognising the importance of respectful and mutually beneficial partnerships. While some suppliers may choose not to publicly disclose their factory details, DECJUBA maintains full internal visibility of all Tier 1 factories as part of our due diligence and responsible sourcing practices.

We also undertake traceability checks and virtual factory tours to verify supplier information, ensuring production locations remain accurate and that no unauthorised subcontracting occurs.

Together, these actions strengthen our understanding of who makes our products and support DECJUBA's commitment to responsible sourcing and ethical manufacturing practices.

3. Supplier Sustainability Standard

DECJUBA benchmarks key suppliers against our new Supplier Sustainability Standard framework, which assesses social and environmental performance across our supply chain. This process enables us to evaluate supplier practices, identify areas of potential risk, and work with suppliers to support continuous improvement.

The assessment includes questions across key social responsibility themes:

- Labour Rights and Fair Wages
- Worker Representation
- Working Hours
- Supply Chain Transparency
- Third-Party Certifications

Based on responses from 25 key suppliers, 14 suppliers were assessed as Amber (moderate risk) and 11 suppliers as Green (low risk). No suppliers were assessed as Red (high risk) or Gold (best practice) during the reporting period.

4. Supply Chain Monitoring

DECJUBA undertakes ongoing monitoring of our suppliers and factories to verify compliance with our Supplier Code of Conduct and support responsible labour and environmental practices across our supply chain. Monitoring activities include independent social audits, data verification processes and direct engagement with suppliers to identify and address potential risks.

ETHICAL AUDITS

All Tier 1 factories must have a valid ethical audit in place before production can commence. To reduce audit fatigue, DECJUBA accepts recognised industry audit standards such as SMETA, BSCI and WRAP. Where possible, we prefer semi-announced audit types, which provide factories with a 21 day window while maintaining the integrity of the audit process.

DECJUBA partners with Open Supply Chain (OSC) to maintain supplier traceability and manage audit records. Through this platform, audit reports and non-compliances are recorded and tracked. Non-compliances are categorised as minor, major or critical, and suppliers are required to remediate these findings within the audit timeframes. Suppliers also receive automated notifications when audits are due to support ongoing compliance.

ANNUAL DATA INTEGRITY REVIEW (ADIR)

DECJUBA also conducts an Annual Data Integrity Review, requiring suppliers to confirm and update key information relating to production locations, subcontractors and certifications. This process supports accurate supplier data and strengthens visibility across our supply chain.

REMEDATION AND SUPPLIER IMPROVEMENT

Where audits or factory tours identify areas for improvement, DECJUBA works with suppliers to develop Supplier Improvement Roadmaps outlining recommended actions and timeframes to address identified issues. These roadmaps support suppliers to strengthen workplace practices and drive continuous improvement across our supply chain.

Through these monitoring and remediation activities, DECJUBA maintains oversight of supplier performance and works collaboratively with suppliers to improve labour standards and responsible manufacturing practices.

5. Training And Awareness

Our Modern Slavery awareness training module is delivered through our online learning platform and forms part of the onboarding program for new team members. The training highlights the role employees play in supporting ethical sourcing and responsible business practices.

To maintain awareness and ensure our training remains relevant to evolving global risks, a refreshed module will be developed and rolled out to relevant teams in FY26. This training will be delivered annually outside of the onboarding process to reinforce responsible decision-making and strengthen ethical supplier relationships.

6. Grievance Mechanism

DECJUBA maintains an independent whistleblower service through Your Call, which is accessible to both internal and external stakeholders, including employees, suppliers and contractors.

This service provides a secure and confidential channel for reporting concerns relating to workplace conduct, ethical practices or potential breaches of DECJUBA's policies. During FY25, no grievances relating to modern slavery or labour practices were reported through this service.



RISK IDENTIFIED

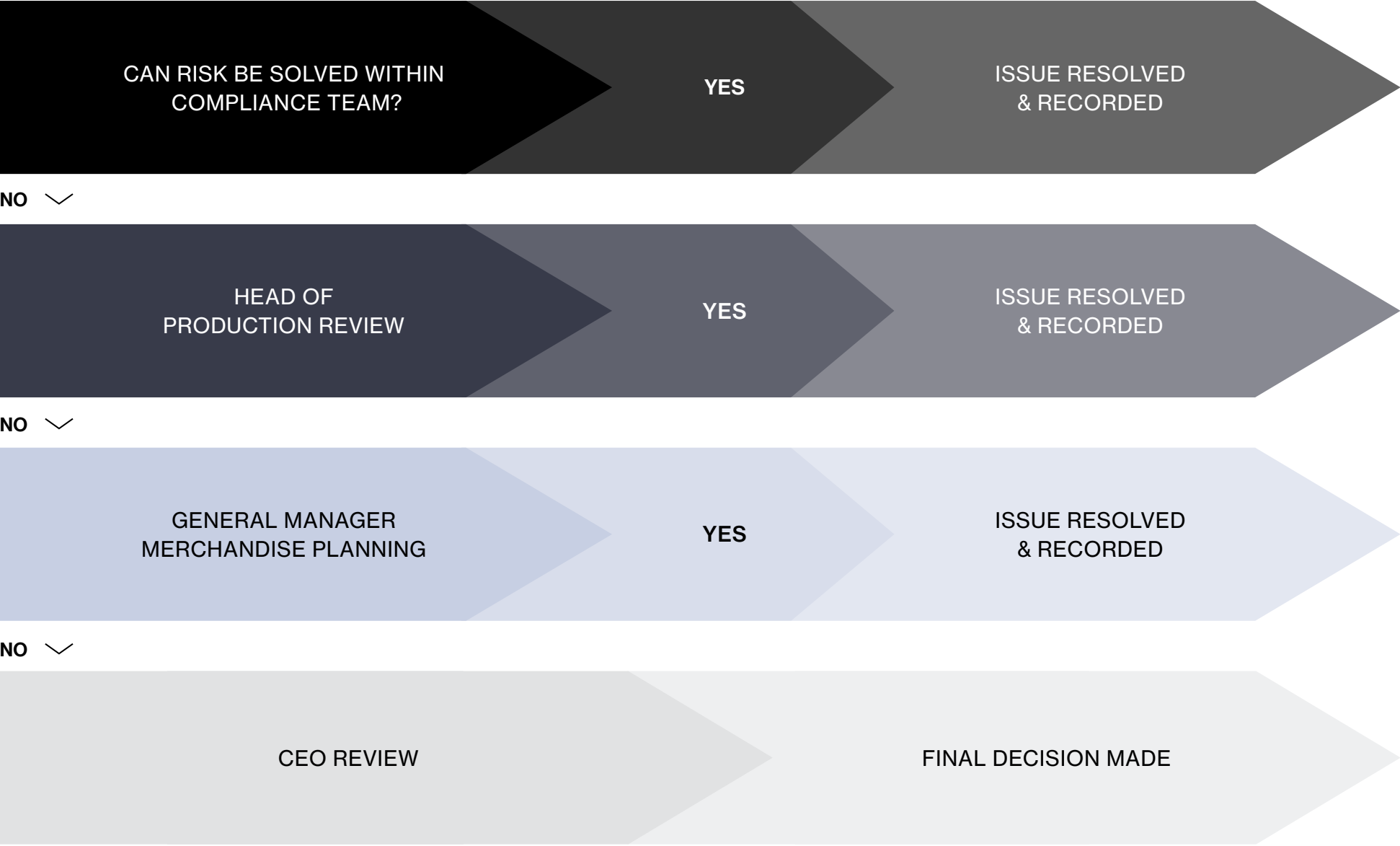
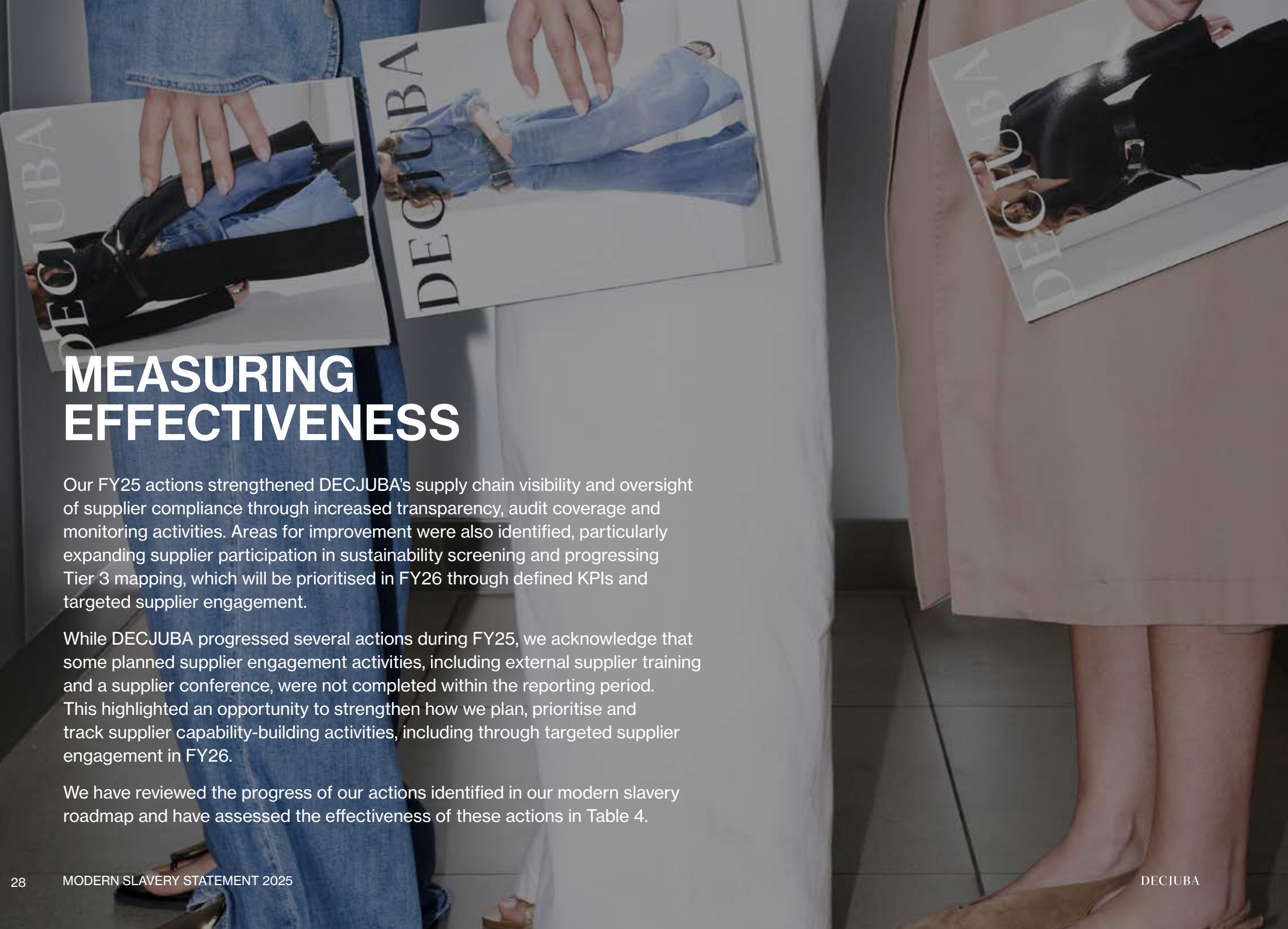


Figure 6. DECJUBA's escalation process.



MEASURING EFFECTIVENESS

Our FY25 actions strengthened DECJUBA's supply chain visibility and oversight of supplier compliance through increased transparency, audit coverage and monitoring activities. Areas for improvement were also identified, particularly expanding supplier participation in sustainability screening and progressing Tier 3 mapping, which will be prioritised in FY26 through defined KPIs and targeted supplier engagement.

While DECJUBA progressed several actions during FY25, we acknowledge that some planned supplier engagement activities, including external supplier training and a supplier conference, were not completed within the reporting period. This highlighted an opportunity to strengthen how we plan, prioritise and track supplier capability-building activities, including through targeted supplier engagement in FY26.

We have reviewed the progress of our actions identified in our modern slavery roadmap and have assessed the effectiveness of these actions in Table 4.

ACTION ITEM	FY25 ACTION PLAN	ASSESSING EFFECTIVENESS
Modern slavery training	• New starters. • Refresher training for key personnel. • External supplier training.	• Our modern slavery training module continues to be rolled out to new starters commencing at DECJUBA. • Further external supplier training was not conducted in FY25. This will be revisited in FY26.
Review internal policies related to modern slavery	• Update Supplier Manual.	• Supplier Manual continues to be updated annually including supplier sign-off.
Partnerships	• Continue to explore partnership opportunities and industry collaborations.	• In FY25 we continued to research partnership opportunities and partner with Cascale in FY26.
Supply Chain Transparency	• Tier 3 supply chain mapping finalised and disclosed. • Explore further opportunities to improve traceability of fibres to raw materials.	• Supply chain mapping to tier 1 and 2 completed using the OSC system. • Work continues to map tier 3 and beyond.
Factory Audits & Virtual Tours	• Use 3rd party independent audits to assess each factory's social compliance.	• All suppliers have provided a current 3rd party independent supplier audit. • 42 virtual factory audit tours were conducted.
Worker Voice	• Introduce a confidential grievance mechanism for workers.	• Maintained independent whistleblower service through Your Call, providing a confidential reporting channel for employees, suppliers and contractors.
Supplier Conference	• Hold an annual supplier conference to engage with key suppliers.	• Supplier conference was not held this reporting period, however supplier in-person visits were conducted by key personnel.
Research	• Ongoing research to understand new developments and best practice.	• Ongoing research and industry engagement informed FY26 priorities, including planned Cascale participation and expanded supplier capability initiatives.

Table 5 outlines our progress against FY25 KPIs and demonstrates how we are continuing to strengthen our approach to addressing modern slavery risks.

FY25 KEY PERFORMANCE INDICATOR	KPI MEASURE
100% completion rate of self-assessments from all remaining product merchandise suppliers in relation to modern slavery.	Our completion rate currently stands at 56%, with FY26 focused on increasing supplier participation and prioritising screening against our sustainability standard.
35 factory virtual tours completed to verify working conditions and other compliance requirements.	100% factory virtual tours were completed. 42 were achieved.
50% supply chain transparency of tier 1 factories and factories achieved via Open Supply Hub.	Supply chain transparency via Open Supply Hub increased to 90%.
100% of suppliers have signed their agreement to adhere to our Supplier Code of Conduct.	100% of suppliers signed an agreement to comply with Supplier Code of Conduct.

Table 5. FY25 Key Performance Indicators to measure effectiveness of our actions.

The following internal Key Performance Indicators (KPIs) have been established for FY26 to further strengthen how DECJUBA measures and improves the effectiveness of actions taken to address modern slavery risks.

KPI 1	Ensure 100% of Tier 1 factories maintain a valid ethical audit prior to commencing production.
KPI 2	Establish a process to track audit non-compliance closure rates across Tier 1 factories to strengthen oversight of supplier remediation and identify baseline performance metrics.
KPI 3	Strengthen the existing Supplier Sustainability Framework by incorporating audit findings and corrective action progress into the Gold, Green, Amber and Red grading process, with a target of 25% of Tier 1 factories achieving Green status or
KPI 4	Develop an internal audit dashboard to track key labour indicators including workforce gender distribution, representation in skilled and supervisory roles, wage compliance, payment structures and overtime monitoring.
KPI 5	Roll out supplier training to address audit findings and track remediation progress.
KPI 6	Conduct at least 20 factory tours (virtual or in-person) to verify working conditions, confirm factory capabilities and validate supply chain data.
KPI 7	13 key suppliers complete and submit the 2025 Facility Environmental Module (FEM) for their main production factories.
KPI 8	Implement a Responsible Procurement Policy to ensure responsible purchasing practices are applied consistently across all departments, suppliers and business operations.
KPI 9	Roll out a DECJUBA Modern Slavery training module for relevant teams across the business to strengthen awareness of ethical sourcing risks.
KPI 10	Join Cascale and actively participate in industry collaborations.

CONSULTATION

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

This Modern Slavery Statement was developed through consultation with key internal stakeholders and senior management across DECJUBA's operations, including teams responsible for sourcing, production, compliance and sustainability.

DECJUBA consistently engages with our suppliers to understand labour practices within our supply chain and to support the identification and management of potential modern slavery risks.

In addition, we participate in industry forums and modern slavery networks to share knowledge, collaborate with peers and stay informed on emerging risks and best practice approaches to responsible sourcing.

DECJUBA recognises that addressing modern slavery is an ongoing process. We remain committed to strengthening our due diligence processes and continuing to take meaningful steps to identify and mitigate modern slavery risks within our operations and supply chain.

