

PIP

GLOBAL SAFETY

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PIP

GLOBAL SAFETY



MODERN SLAVERY STATEMENT 2022

Bisley
WORKWEAR

PARAMOUNT
SAFETY PRODUCTS

PIP Australia Pty Ltd ACN: 632 076 487 and its subsidiaries

Operating as:

DJG Corporation PTY LTD Trading as Bisley Sales Pty Ltd
ABN 90 608 776 816

WRB Nominees Pty Ltd trading as Paramount Safety Products
ABN 68 008 801 072

INTRODUCTION

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

This is the third statement made by Bisley Workwear.

It is the first statement by Paramount Safety and PIP Australia Pty Ltd and, under the act, is for the reporting year ending 31 January 2023. This statement outlines the steps taken by Bisley Workwear & Paramount Safety 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 since our last statement to demonstrate both the improvements and our commitment to tackling modern slavery risk in our value-chain.

OUR COMMITMENTS

As a global company, we recognise that we are responsible for ethical conduct within our value-chain. All of our business partners must sign and demonstrate compliance with our Ethical Sourcing Policy and participate in our ethical sourcing programs. We have long-standing partnerships with our sourcing partners and factories and are working collaboratively with them to take positive actions for society and the environment.

As a pre-requisite and prior to onboarding, all our Tier 1 sourcing partners and factories of Bisley Workwear & Paramount Safety must be Supplier Ethical Data Exchange (SEDEX) Members and provide annual audits to demonstrate social and environmental compliance. The audit methodology covers four key topics: **Labour, Health and Safety, Environment and Business Ethics.**

Bisley Workwear & Paramount Safety 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

ACTIONS TAKEN IN 2022

Overseas Supply Partners

We decided that for 2022 annual audits, as well as future audits, our Tier 1 factories will be audited via SMETA (SEDEX) 4 Pillar audit. This audit methodology covers four key topics: Labor Standards, Health and Safety, Environment, and Business Ethics. This 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 in order to safeguard the integrity of the audits. We share this information with our customers and suppliers who are members of Sedex.

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 contributes to 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.

As members of Sedex, we share our supply chain information with our customers who are members of Sedex for supply chain transparency. The Sedex platform stores and manages all the Factory audits which are conducted by Intertek. This initiative has provided Bisley Workwear & Paramount Safety Products 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 teaching tool, but the portal also maintains all SMETA audits and reporting for review from our internal stakeholders and customers.

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. Bisley & Paramount Safety can provide access to our customers to view and assess our supply chain via the Sedex platform for transparency and compliance of Modern Slavery and Ethical sourcing assurance.

In addition to annual SMETA audits, our dedicated QA team in Shanghai China, has over 100 employees. This team maintains our standards by visiting the factories to conduct inline 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 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 during the inspections. Our Quality team inspect every production prior to factories despatching garments.

Summary Tier 1 O/S	Bisley Workwear	Paramount Safety
2022 Completed	18	14
Scheduled pre-CNY 23	3	10
Scheduled post CNY 23	5	38
Total	26	62

Local Supply partners - Australia and New Zealand

Whilst the majority of our manufacturing process is conducted overseas, we do have some manufacturing in Australia.

Our Thorzt product is made in Australia as an example. We add embellishments to products as per client specifications such as embroidery, screen printing, extra hi vis tape and garment modifications.

Our supply partners in Australia and New Zealand are assessed according to risk, staff numbers and dollar spend with PIP Australia.

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 number of staff and spend above AU\$30K with PIP Australia, we conduct full audits of the factory facilities. We have partnered with Sustainable Assurance Solutions (SAS) to create an audit protocol that incorporates the 9 ETI Base codes, also listed in our policies and Australian and New Zealand laws. The purpose of this audit protocol is to ensure that all Australian and New Zealand labour and environmental laws are being adhered to. With the emphasis being on human rights, employees remuneration, leave, and working conditions.

Additionally, we have implemented increased scrutiny for onboarding factories and potential suppliers. All new Bisley & Paramount Safety supply partners must agree to our Policies and Agreements and all new Bisley suppliers must agree to conduct SMETA Audits prior to us considering them as a supplier. As stated above, these polices and the SMETA audits form part of Bisley's onboarding process.

Both Bisley and Paramount Safety'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), which Bisley and Paramount Safety NZ are both 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.

Both Bisley and Paramount Safety- NZ operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley and Paramount Safety to operate with efficiency and that our high-Quality systems and processes are audited and assessed every year for possible improvements. Paramount Australia will be completing the ISO9001:2015 in the near future.

Aust & NZ suppliers	Local Combined
Complete	3
Scheduled 2023	5
Policies only	19
Total	27

ORGANISATIONAL STRUCTURE

Bisley Sales Pty Ltd, also known as Bisley Workwear, is owned by Parent Holding company DJG Corporation. David Gazal is a Director 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 Australia Pty Ltd. Tim Bird Director.

OUR BRANDS

Bisley
WORKWEAR

PARAMOUNT
SAFETY PRODUCTS

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

ISSALINE
YOUR WORK MATTERS

BISLEY WORKWEAR



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

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 operates BSA Brands in the UK. They have permanent staff of 5 people and distribute stock through a 3PL warehouse partner in the UK who has several dedicated staff. BSA Brands (UK) company number 11722798 is completely owned by Bisley and operates under Bisley's requirements within UK law. While we acknowledge that there are some risks of modern slavery issues in warehouse operations in the UK, we are assured that BSA Brands have processes in place to prevent modern slavery in their organisation and the operations run-in joint venture with Bisley.

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 approach if required at any time.

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



Bisley employees 95 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.



We have three warehouses in Sydney, Perth, and Auckland dispatching over 17,000 units each day.



Bisley Workwear manufactures and distributes more than 4 million garments per year.



PIP has an office in Shanghai, China with of 85 full time employees who support the Bisley with Quality Assurance, Factory Visits, Production and Supplier Relationship management. This team includes the Bisley Shanghai team, who now work collaboratively alongside the PIP Global Supply team.

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, LINQ Height Safety, Pratt Environmental and Site Safety Systems, MEDIQ First Aid, THORZT Hydration Products, Bison Safety and Footwear and WORKIT Workwear.



The late Rob Bird founded Paramount Safety Products in 1992 that now employs 180 people throughout an extensive distribution network.



Offices and distribution warehouses are in Sydney, Melbourne, Brisbane, Adelaide, Perth, and New Zealand.

Both Bisley and Paramount Safety- NZ operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley and Paramount Safety to operate with efficiency and that our high-Quality systems and processes are audited and assessed every year for possible improvements. Paramount Australia will be completing the ISO9001:2015 in the near future.

OUR SUPPLY CHAIN

As previously stated, neither Bisley nor Paramount Safety own or operate any of our Manufacturing facilities. 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. Our Thorzt product is made in Australia by companies that are Sedex members and are SMETA audited.

Regardless of location, it is our policy that our overseas Tier 1 factories are SMETA (Sedex Members Ethical Trade Audits) audited as part of the onboarding process. Due to the global pandemic, a small number of factories are awaiting SMETA audits delayed due to COVID-19 restrictions, which our Supply team is actively pursuing. All business partners must agree to Bisley Policies and Supply Agreements prior to commencing work with Bisley.

Our production of goods is managed in conjunction with our Registered Office in Shanghai and Manila, which are dedicated to quality control and sourcing requirements.

Our Shanghai QC team 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 Bisley & Paramount Safety staff employed in Asia, travel and inspect garments and products during the production phase. Paramounts Safety's Sourcing Manager resides in the Philippines and travels extensively to factories in Southeast Asia throughout the year. We also have 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

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- | | | | |
|----------------|----------------|-------------|---------------|
| 1. China | 4. Philippines | 7. Pakistan | 10. Thailand |
| 2. Australia | 5. Vietnam | 8. Malaysia | 11. Taiwan |
| 3. New Zealand | 6. USA | 9. India | 12. Sri Lanka |

CONSULTATION WITH ENTITIES

Both Bisley and Paramount Safety- NZ operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality

Management System (QMS) standards. This enables Bisley and Paramount Safety to operate with efficiency and that our high-Quality systems and processes are audited and assessed every year for possible improvements.

Paramount Australia will be completing the ISO9001:2015 in the near future. Both Bisley and Paramount Safety- NZ operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley and Paramount Safety to operate with efficiency and that our high-Quality systems and processes are audited and assessed every year for possible improvements. Paramount Australia will be completing the ISO9001:2015 in the near future.



OWN OPERATIONS AND EMPLOYEES

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

The head offices for Bisley and Paramount Safety are located in Australia, in Mascot in New South Wales and Gnangara in Western Australia respectively. In Australia, we collectively employ 275 people.

In Australia, our warehouses are located in Eastern Creek and Smeaton Grange in New South Wales, Welshpool and Gnangara in Western Australia, and Yalata in Queensland. We also have warehouses in Auckland and Christchurch in New Zealand and in the United Kingdom.

Bisley & Paramount Safety 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. Bisley & Paramount Safety employees are all registered on MyGov, which ensures that all employees are who they say they are and have their own bank accounts. 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.



BISLEY & PARAMOUNT SAFETY POLICIES AND SUPPLY CHAIN ASSESSMENT

Bisley & Paramount Safety acknowledge that our industry 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 contracts with our suppliers. Our suppliers must comply with our policies, and manufacturing requirements as outlined below.

Our Ethical Sourcing and Human Rights policy must be signed and adhered to by our supply partners, in addition to the Supplier Agreement, Code of Conduct, Environmental policy including a list of banned chemicals.

Bisley & Paramount Safety take a risk-based approach to supply chain management and due diligence. 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.

We ensure that the indicators of modern slavery, forced labour and labour rights abuses are included in our risk assessment, and are checked through the SMETA audit approach.

In addition, policies and agreements are signed on annually by all Tier 1 suppliers.



HIGHEST MODERN SLAVERY RISKS IDENTIFIED IN THE BISLEY SUPPLY CHAIN AND ACTIONS TAKEN TO COMBAT THEM

Unauthorised Subcontracting - Highest Risk to Bisley's Supply Chain

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 Bisley & Paramount Safety authorized, accredited, and known factory that the purchase order was placed with.

Our production of goods is managed in conjunction with our Registered Office in Shanghai and Manila, which are dedicated to quality control and sourcing requirements. Our Shanghai QC team 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

Bisley & Paramount Safety staff employed in Asia, travel and inspect garments and products during the production phase. Paramounts Safety's Sourcing Manager resides in the Philippines and travels extensively to factories in Southeast Asia throughout the year. We also have 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. Only after goods pass our final QC, they are then approved for shipment. This extra security assists Bisley & Paramount Safety to minimise Unauthorised Subcontracting from occurring during production. The Bisley & Paramount Safety QA and sourcing teams 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.

Overtime

The 2021 and 2022 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 2022 auditing period we have reinforced that the hours are reduced as per our discussions and Corrective Action Plan reports (CAPR) from 2021. Our Shanghai team are currently reviewing and assisting our factories with programmes and initiatives to reduce overtime.

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

COVID-19 SAFETY MEASURES AND EMPLOYEE ENTITLEMENTS IN 2022

As most of our manufacturing occurs in China, we have been able to confirm that our supply partners pay their staff according to Chinese Government regulations. Specifically, all staff are paid their base salary by their employers if they contract COVID-19 or during self-isolation periods. Our supply partners pay sick leave as a normal practice, as per our Supplier Agreements and policies.

If staff who are residing in factories that have living quarters become ill with COVID-19, they are taken to a hospital until they regain health and are paid sick leave during this time. Anyone with symptoms is required to self-isolate in safe locations as per government regulations.

Staff are provided with safety equipment such as masks, gloves, and hand sanitizers. In addition, our supply partners are practicing social distancing in the common areas, as well as the factory floors. Staff temperatures are taken on a regular basis and prior to access into buildings, workstations and living quarters. Additional cleaning is conducted in all areas of the factories and living quarters.

As our factories are audited annually, our independent auditors are paying particular attention to documents relating to sick leave, entitlements and pay this year. They are also auditing, and monitoring safety equipment and training provided to staff relating to COVID-19.

This includes factory floors, common areas -such as dining rooms and sleeping quarters.

As confirmed during 2022 audits, the owners and factory employees have been vaccinated and boosted as per the government regulations. Anyone who contracts COVID-19 will still be taken care of as outlined above.

Citizens in China must also present travel documents and health cards when requested. Anyone travelling outside of their region into another, for example migrant workers, must self-isolate until they are safely Covid Free- approximately 14 days.

Should a factory or company fail to reopen or declare bankruptcy as a result of lost income due to COVID-19, the Chinese Government has set up a monthly payment to ensure that life essentials are covered.

Similar policies and procedures are in place in other regions as the factories are keen to return to full capacity due to business downturn created by COVID-19 Shutdowns and restrictions.

OUR POLICIES, DUE DILIGENCE APPROACH AND ACTIONS TAKEN TO ADDRESS, REMEDIATE AND PREVENT MODERN SLAVERY

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:



AGREEMENTS AND POLICIES IN OUR VALUE CHAIN

Bisley & Paramount Safety are aware that there are ongoing accusations of forced labour in the clothing manufacturing globally. We have transparency over the production of our goods. We continue to work with our peers and colleagues to collaborate on this topic. All new Bisley & Paramount supply partners must agree to our Policies and agreements and supply Audit Reports prior to Bisley & Paramount Safety considering them as a supplier. As stated above, these policies and the SMETA audits form part of our onboarding process.

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.

Tier 1 suppliers to Bisley & Paramount Safety must have an annual SMETA Audit, conducted by independent certified auditing companies which will ensure that the requirements of the policy are being put into practice, and that there are no forms of slavery, forced labour, or human trafficking at our Supply Partners Facilities. Our Registered Office in Shanghai, which is dedicated to quality control and sourcing requirements, have a close working relationship and are in contact daily. These close relationships also provide Bisley & Paramount Safety with a high level of transparency and knowledge about our supply partners factories and business practices.

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.

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 Bisley & Paramount Safety 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, Bisley & Paramount Safety will terminate the contract with the supplier. This would be the last resort, as Bisley & Paramount Safety support our suppliers to overcome the CAP 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.

Our intention is to be completely open and transparent in relation to our supply chain and we intend to share this with our consumers via the Sedex portal, which lists all audit reports and Corrective Action Plans. The extra scrutiny and focus implemented, Bisley &

Paramount Safety aim to prevent future breaches and failures, and ultimately mitigate future risk and improve the lives of workers who manufacture our garments and accessories (hangers, packaging, buttons)

As most of our production is in China, our Shanghai QC team are fully responsible for checking all quality points from fabric and garment construction to labelling and packaging in that region. In line inspections are conducted by Bisley and Paramount Safety, employed in Shanghai, who travel and inspect garments from every order prior to shipment approval. For regions outside China where we have production, we have a production manager in Manila, the Philippines, a QC team in Bangkok, Thailand and a QC Engineer in Penang, Malaysia. In addition to annual SMETA audits our dedicated QA team visit the factories to conduct inline quality inspections for every production. During these inspections they inspect the factories and trained to assess the factory and speak to employees to ensure that the standard assessed during the annual audits is being upheld.

Bisley & Paramount Safety's trading terms state that the supplier will act if an issue is identified during the audits, such as Corrective Action Plan. Our Ethical sourcing and Sustainability team and Shanghai office mitigate risk by having constant contact and visitation with our supply partners. As stated above, our QA team attend the factories every production to inspect prior to despatch. This further level of security cannot be overstated and provides Bisley & Paramount Safety with assurance that we are aware of and mitigate any concern or risk in relation to modern slavery and human rights. Should any breach or risk behaviour be identified, we work with the factory immediately to overcome and improve the issue. We have been working with our factories for decades and have a high level of support and confidence in the way they conduct their operations and employment policies.

Workwear garments and PPE products have a level of complexity and higher QA standards due to meeting safety standards for worker protection. In essence as 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 garment 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 40 years.

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

UNDERSTANDING THE RISK IN OUR VALUE CHAIN XINJIANG REGION - COTTON FOCUS

Bisley sources goods made from cotton from China and sells these garments to the USA. 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 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.

Our suppliers must research and certify that all current and future Order(s) placed by Bisley and Paramount Safety to ensure they do not contain any cotton, services or raw material that may be derived from the Xinjiang region. We provide them with a Certification of Compliance that we ask an authorized representative, i.e., a Principal Officer, to review and execute. Additionally, we request that our suppliers provide a full Traceability Report with every shipment, which gives us insight into the Country/Region where our product and its raw components were produced.

We will have evidence of invoices from source (farm) to finished garment to present to CBP, in the event that US CBP request validation and proof of source manufacturing.

We provide a Traceability Report with every order, which clearly articulates where the supplier Purchase Orders and its components were derived from. We also require audit reports as part of our due diligence and monitoring efforts. Our local team works with factories to obtain signed policy documents and confirm audits on an annual basis.

Our suppliers have signed documents confirming that they are in compliance with our requirements, and do not source any raw material or accessory for this region. In our documents, we have stated that if CBP find traces from this region and any fees or losses incur, the financial responsibility is with the supplier.



ONGOING INITIATIVES AND TRAINING

Dedicated ESG Manager and Teams in Australia and Shanghai

Our Ethical Sourcing and Sustainability teams are responsible for the Bisley & Paramount Safety modern slavery approach and meet fortnightly to discuss new initiatives, Non-Government Organisations (NGO) to consider partnering with 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

ethicalsourcing@paramountsafety.com.au

ESG@pipaustralia.com

The above email addresses are included on all 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”. This will be listed on our website 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 Bisley & Paramount Safety Senior Sales Executive, the Bisley & Paramount Production Manager, and is championed by the PIP Australia CEO David Gazal. The business has also appointed a Global ESG Manager, Moira Smythe to spearhead 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. Due to Travel restrictions created by COVID-19, our team has been able to attend far more conferences and information sessions presented in Webinar 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, Textile Exchange share information, improvements daily.



This enables the team at Bisley & Paramount Safety to be up to date with the latest advancements and 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 BCSD Aust, AFC (Australian Fashion Council) and several industry bodies working collectively for product end of life solutions.

In addition to the Annual SMETA Audits, our Out East Asian 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 Bisley & Paramount Safety supply chain.

EFFECTIVENESS OF MODERN SLAVERY APPROACH

Bisley & Paramount has 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 in 2022, and move to a new, enhanced process using SMETA 4 pillar audits in 2022 and 2023. We also review our processes against our ISO 9001:2015 Quality Management System (QMS) standard to ensure the processes around our modern slavery approach are appropriate and update them 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 (many of which are mentioned in the Participation and Memberships subsection). Our participation allows us to keep abreast of changes and trends in the 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.

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 forwards.

Bisley & Paramount joined SEDEX as part of our transition to better transparency of our supply and value chain. Post Chinese New Year our factories commenced SMETA (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. We 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/>

Bisley & Paramount Safety utilize the Sedex platform as a learning and training tool, as well as for complete supply chain transparency, reporting and record keeping.

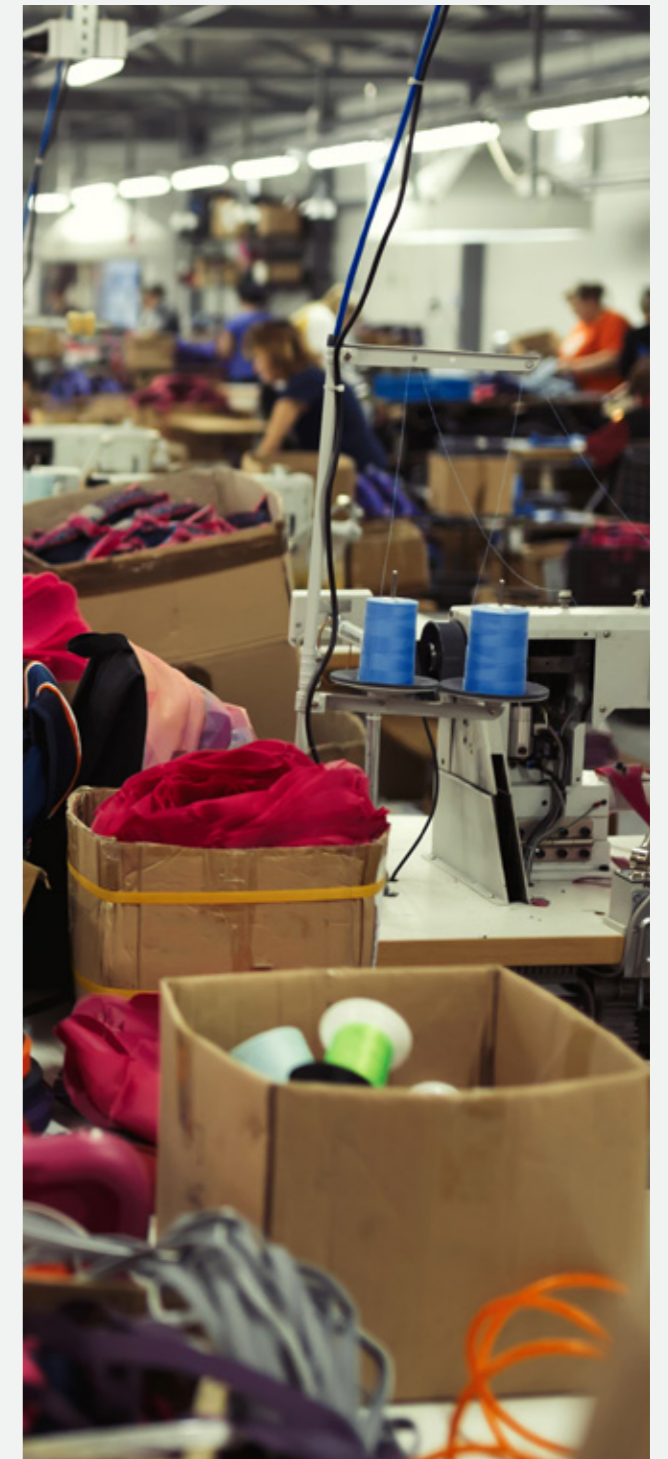
GRIEVANCE MECHANISMS AND WHISTLEBLOWER SYSTEM

We are currently scoping out an international third-party provider to manage and orchestrate a grievance mechanism and whistleblower system for all of our indirect and direct employees.

We aim to roll-out a system that can operate globally through different platforms and devices, provide multiple languages, and provide 24-hour access and support. The mechanism should also ensure the confidentiality and protection of reporters.

Any information would then be reported to the customer, PIP, in order for us to address any issue and respond accordingly should there be a significant breach of our Human Rights and Ethical Sourcing policies. Minor breaches will be handled by the Supply and ESG team to ensure the best outcome for the employee by working collaboratively with our supply partner to improve the employee experience.

During annual audits, the SMETA auditor will ensure that the appropriate posters are displayed throughout the facility including toilets and accommodation. During employee interviews the auditor will ensure that employees are aware of the system and have the information on their phone if appropriate.



PARTICIPATION AND MEMBERSHIPS TACKLING MODERN SLAVERY AND HUMAN RIGHTS ABUSES

Bisley and Paramount Safety have invested in programmes and initiatives to improve our supply chain impacts on the environment and Workers. Solidifying our commitment and creating pathways for execution was a key priority this year. Through key stakeholder partnerships, we elevated our ethical sourcing work, 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.



Sedex Member

Bisley and Paramount Safety joined SEDEX in March 2021 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/>

Bisley and Paramount Safety utilise 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 methodology audits.

We request that the auditors conducting our audits are members of APSCA. 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.

The below link 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/>



bcsd australia

In March 2021 Bisley joined BCSd 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.

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

FORMALISED TRAINING PROGRAMMES: GO 1 AND FOUND U

Bisley senior management identified that ongoing and consistent training programmes as an area of improvement in 2021.

We have launched a training platform to cover Business Ethics, including but not limited to, Price Fixing, Corruption, Modern Slavery, Collusion and Fraud. As well as Workplace Behaviour such as Anti Bullying, Sexual Harassment, Diversity, Age inclusion etc. We have paid particular attention to Modern Slavery and formalised our education process and updates on our supply chain improvements and initiatives.

We have partnered with Go1 Learning Management with a catalogue of over 80,000 courses.

We work with our Account manager to select the most appropriate training modules for the mandatory training in both Business Ethics and Behaviour training as listed above. In addition, Individual teams and employees obtain training tailored to job specific roles as required or requested. Go1 is web based and available on demand, which gives our staff flexibility to schedule training according to their individual schedules and preferences.

The Go 1 platform is integrated with the Bisley's HR portal Found U to ensure that the access is convenient and available to everyone. Bisley staff are invited to access the portal and to participate in any training module of interest to them. Bisley is committed to further education and training programmes to advance our staff's knowledge and expertise whilst empowering them to choose their own modules. We believe that by offering elective training programmes we are providing staff with the skills to elevate their career opportunities both at Bisley and into the future.



SUSTAINABLE ASSURANCE SOLUTIONS (SAS)

Sustainable Assurance Solutions (SAS) is a boutique Corporate Social Responsibility Australian Company working with corporations across the Asia Pacific region to meet their ethical and sustainable sourcing obligations, locally and globally.

SAS provides valuable services to a number of high-profile clients, including audits for SEDEX, the ethical supply chain trade membership organisation, and Fair Farms, an industry-led initiative aimed at fostering fair and responsible employment practices in Australian horticulture.

Bisley and Paramount Safety have started working with SAS for our local audits in Australia. As part of this, SAS created a tailored audit for PIP Australia's sites.



FUTURE COMMITMENTS

In order to work towards addressing modern slavery in our business, particularly in our value chain, Bisley and Paramount Safety make the following commitment, progress on which is to be communicated in the next reporting period:

- 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.
- 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.
- Expand modern slavery training offer for all PIP employees, including extensive training for all employees in the supply, production & procurement departments.
- Engage with suppliers on capacity building and continuous improvement on social issues, including modern slavery.
- Implement a grievance mechanism for all Bisley and Paramount Safety employees.
- Invest in worker empowerment programmes with local NGOs.

This statement has been made on behalf of PIP Australia Pty Ltd ACN: 632 076 487 and its subsidiaries.

It was approved and signed on behalf of Bisley and Paramount Safety by:

David Gazal
CEO PIP Australia & New Zealand
Date April 2023

Tim Bird
Secretary & Director
Date April 2023

Paul Tao
Director
Date April 2023

Joe Milot JR
Director
Date April 2023



ADDITIONAL PARTNERSHIPS AND SUSTAINABILITY SUPPLY CHAIN INITIATIVES



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



Bisley's 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.



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



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.



Bisley Auckland Distribution Centre Electricity supply is Carbon Neutral via Carbon Zero via ecotricity -New Zealand's greenest electricity supply.

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.





We are currently working with Arch and Hook, the most sustainable hanger manufacturer in the world, to replace all our virgin plastic hangers to 100% Marine waste GRS (Global Recycled Standard) hangers. With this environmental improvement we also gain knowledge and transparency of our hanger manufacturer. Currently our suppliers source their own hangers, and we have no visibility of the suppliers manufacturing procedures. Arch and Hook is B Corp registered, we have received their Auditing reports that ensure the supply chain is free of any form of Modern Slavery or Human Rights Abuses. As a world leader in Ethical and Sustainable practices, supplying to some of the World's most recognisable brands, Bisley has confidence that we are making an impact on workers quality of living as well as the environment. The conservative estimate for 2 years Bisley's hanger requirements is converting 38 Tonnes of ocean waste out of the Ocean to hangers. The result of this is 38 tonne of Virgin plastic being saved from production.

In addition to the manufacturing being Sustainable and from Recycled materials, there is a significant financial and social impact as well. The communities employed to collect the Ocean waste, are among the poorest in the world. This initiative provides employment opportunities for communities that normally have few opportunities. In addition, they are paid a living wage, which impacts the people themselves and the wider community by providing economic opportunities for the community in general. The economic benefits are overlayed with cleaner beaches and living conditions as a result of the waste collection.



Another brand enhancement is our partnership with Better Packaging company. In early 2022 we launched Bisley Recycle, all the packaging for this campaign was made by the Better Packaging company Pollastic range.

Post Chinese New Year 2022 all garment packaging used for Bisley products will be made from 100% Marine and post-consumer plastics- Pollastic by Better Packaging Company. Plastic Pollution and Poverty are inextricably linked. Better Packaging supports and employs communities in the world's poorest and most polluted coastal regions to clean up their beaches and rivers. As a result, the communities are lifted out of poverty and provided with a living wage to collect the plastic. This has a 2-fold impact of higher standard of living and cleaner environments for the communities. Better Packaging is block chain verified, B corporation Certified, Certified Carbon free and the programme meets UN Global Sustainable Development goals. The estimated impact of Bisley 6 monthly order is:

- 45.29 tonne of plastic pollution extracted
- The equivalent of 2,264,500 plastic bottles by weight
- Contribution towards 13 of the UN's Sustainable Development Goals. For every 1 million bags impact 100 families in disadvantaged communities.



The plastic in our oceans comes mostly from waterways and shorelines in countries with undeveloped waste management systems. We collect this 'non-recyclable' plastic pollution BEFORE it enters the ocean

PLASTIC OUT OF OUR OCEANS

PEOPLE OUT OF POVERTY

EVEN BETTER Packaging

Every 1 million bags we make impacts 100 families in disadvantaged communities. Our collectors are well paid, their communities flourish and their environment is cleaner

Then we make packaging out of the plastic no-one else wants

Our packaging is recyclable with soft plastics

THE BETTER PACKAGING CO.
FOR A ZERO WASTE WORLD

Certified Carbonfree Corporation

Carbonfree

ANTHONY PLASTICS PACT MEMBER

AB

13 UN SUSTAINABLE DEVELOPMENT GOALS

14 OCEANS AND UNDERSEA ECOSYSTEMS

15 LIFE ON LAND

17 PARTNERSHIPS FOR GOALS

SUSTAINABLE PACKAGING



Paramount Safety Products is a proud member and signatory of the Australian Packaging Covenant Organisation (APCO) and is committed to reducing our environmental impact as set out from the Sustainable Packaging Guidelines (SPG) from APCO.

Paramount Safety Products are dedicated to work towards the goal of 100% recyclability of our packaging by 2025 across all of our brands and will approach and support the Sustainable Packaging Guidelines based on the following principles;

- ✔ Reviewal of Packaging against the Sustainable Packaging Guidelines (SPG'S)
- ✔ Reducing the amount of material used for packaging
- ✔ Materials with improved sustainability are selected
- ✔ Promote recycling to customers using appropriate logos and messaging such as the Australian Recycling Label on primary packaging
- ✔ Providing clear information for customers regarding materials used in packaging
- ✔ Maximising the use of recycled materials
- ✔ Paramount Safety Products will update this policy and guidelines in line with any new change, innovations and/or learnings.

SUSTAINABLE TEXTILES AND DATA



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 fiber 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://www.TextileExchange.org).



Higg is an integrated software platform that helps consumer goods businesses take responsibility for your entire impact – from materials to products, from factories to stores, across energy, waste, water, and working conditions. Higg unlocks a complete view of a business' social and environmental impact.

- ✔ By using the Higg BRM, conscientious businesses can track, measure, and share their sustainability progress with value chain partners, consumers, investors, and other key stakeholders.

Developed by the industry, this trusted assessment helps brands and retailers establish and maintain strong corporate social responsibility strategies and practices that promote the well-being of workers and the planet.

Bisley joined the Higg Index in September 2021 to monitor, track and improve our supply chain Environmental and Social impacts. Higg has assisted Bisley with identifying areas for improvement year on year, in a clear and trackable format.

COMMUNITY SUPPORT

National Breast Cancer Foundation Platinum partner

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 \$400,000 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%.



The aim of the NBCF is simple: Zero Deaths by breast cancer by 2030.



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

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.

