

A photograph of three women lying on their backs, heads tilted back and smiling. They are wearing heart-shaped sunglasses: the woman on the left has black and white ones, the woman in the middle has pink ones with a red chain necklace, and the woman on the right has red ones. They are wearing various clothing items including a patterned sweater, a red top, and a leopard print shirt with a black leather jacket. The background is a plain, light color.

taking shape

# Modern Slavery Statement

Reporting Period: 1 July 2023 - 30 July 2024



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# Our message

At Taking Shape, our purpose is to provide quality curve fashion with a difference. We are innovative and passionate when it comes to delivering design-led styles and helping women find their fabulous.

In everything we do, our customers are at the heart of our decisions. We also know our customers care deeply about responsible and ethical sourcing – and so do we. For many years we have developed deep and long-standing relationships with our key suppliers, ensuring the workers who make our products are treated ethically, fairly and safely. This has always been a top priority at Taking Shape.

In the submission of our fifth Modern Slavery Statement, Taking Shape continues to support the Australian Government objectives under the Modern Slavery Act 2018 and is committed to complying with and embracing these important laws and providing openness and transparency around the steps we are taking.

In this Statement, we are pleased to report on the progress Taking Shape has made despite the continued challenges presented by the tough economic backdrop which our industry has faced for the past two years. We continue to invest human, technical and financial resources in the surveillance and adherence of our social compliance and governance framework. In particular:

- Continued investment in new categories and lines produced using certified Australia Good Earth Cotton
- Ongoing investment in Taking Shape's in-person presence in our expanding sourcing markets of India and Vietnam

- Expansion of our social compliance audit and screening process to our key non-apparel suppliers
- Expansion of licensing collections with third party partners requiring stringent supply chain audit and compliance requirements
- Investment in digitising our supply chain compliance systems to improve traceability reporting, automate the annual supplier audit process and allow for real time reporting on key risks in our supply chain

We have and will continue to put in place processes to understand, identify and address the risks of modern slavery in our operations and supply chains. We continue to recognise the important role that we play and we are committed to enhancing and evolving our approach to this complex issue.



Alla Buinowicz  
Managing Director  
Taking Shape

For the identity of the reporting entity and approval and signing requirements, please refer to the MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE contained on page 19.





# Who we are

**In a world growing more inclusive and realistic about the 'average sized' person, curve fashion is now competing in a broader market.**

Our purpose is to be the leading style alternative for curvy women seeking quality fashion with a difference, by delivering a boldly unique experience from the first glance to the final wear.

# Quick facts

- Established in 1985, Taking Shape is a leader in curve fashion in Australia.
- For over 39 years, we have been a cornerstone brand in Australian curve fashion, specialising in fashion forward designer collections in sizes 10 to 30. Our purpose is to be the leading style alternative for women seeking quality fashion, with a focus on innovation and consistency of fit.
- We operate globally online via takingshape.com as well as from a total of 141 stores located in Australia & New Zealand. This includes boutique stores, clearance outlets as well as concession stores within most Myer stores (which are run by major retailer Myer Pty Ltd).
- The majority of our operations are run out of our Head Office known as our Retail Support Centre, located in Victoria, Australia.

## 100%

of our product has been  
designed in Melbourne  
for over **39 years.**

## 141

stores across Australia  
and New Zealand  
with **82** Boutiques,  
**48** MYER Concession  
stores, **11** clearance stores  
and online.

\*As at end June 2024



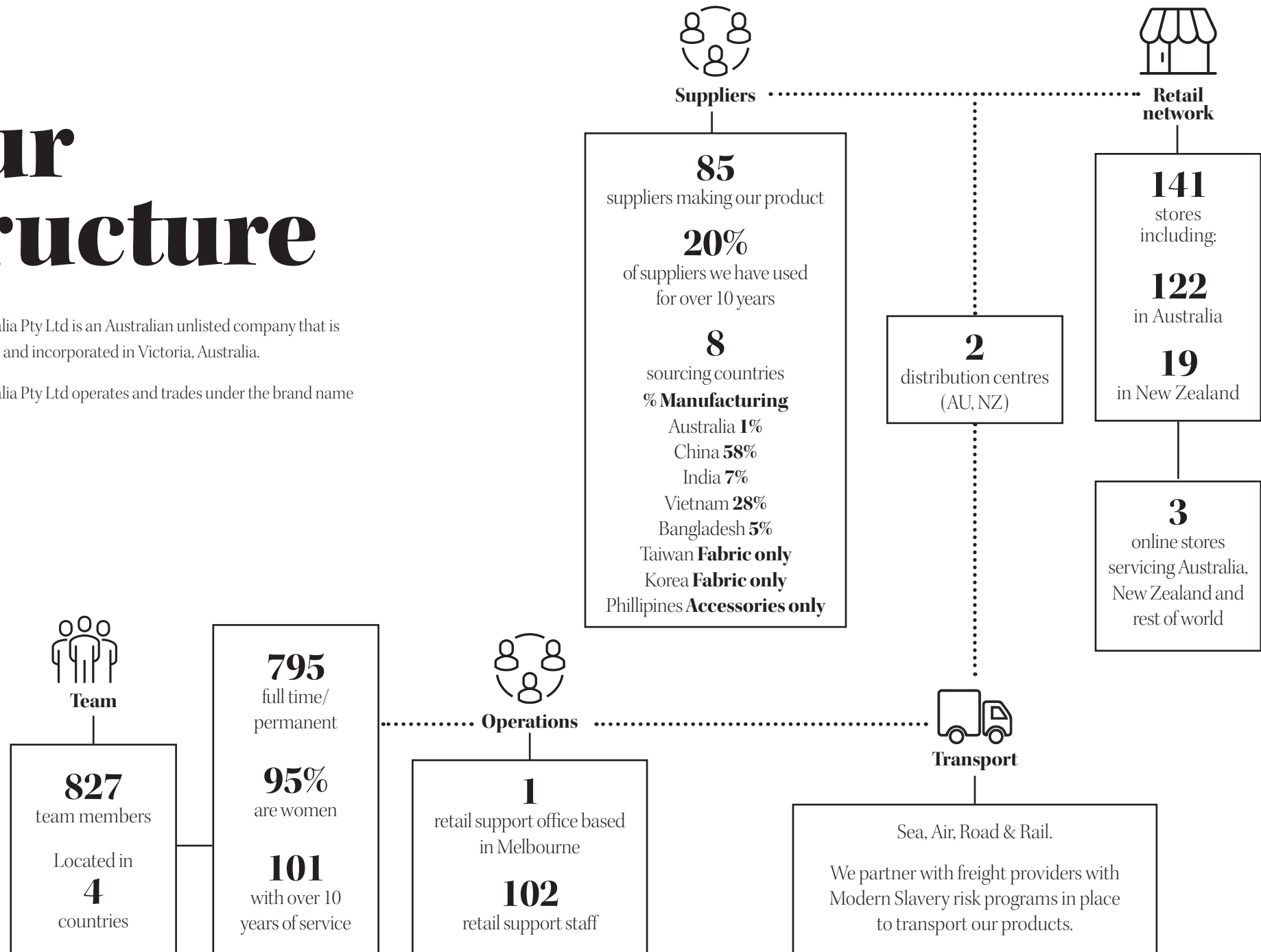


**Our structure, operations  
& supply chains**

# Our structure

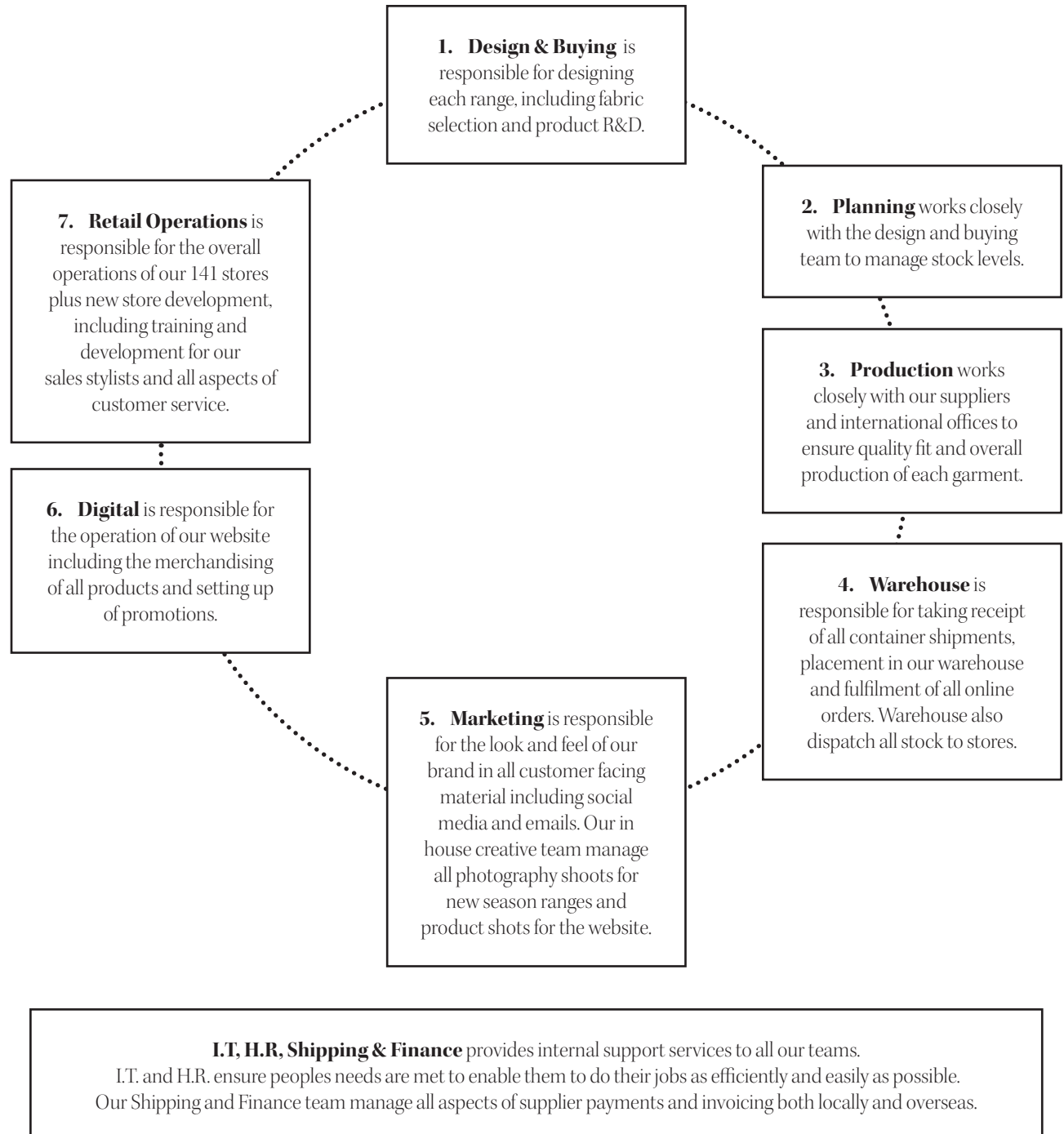
TS14 Plus Australia Pty Ltd is an Australian unlisted company that is limited by shares and incorporated in Victoria, Australia.

TS14 Plus Australia Pty Ltd operates and trades under the brand name Taking Shape.



# Our operations

Our Retail Support Centre undertakes the following activities:





# Supply chains

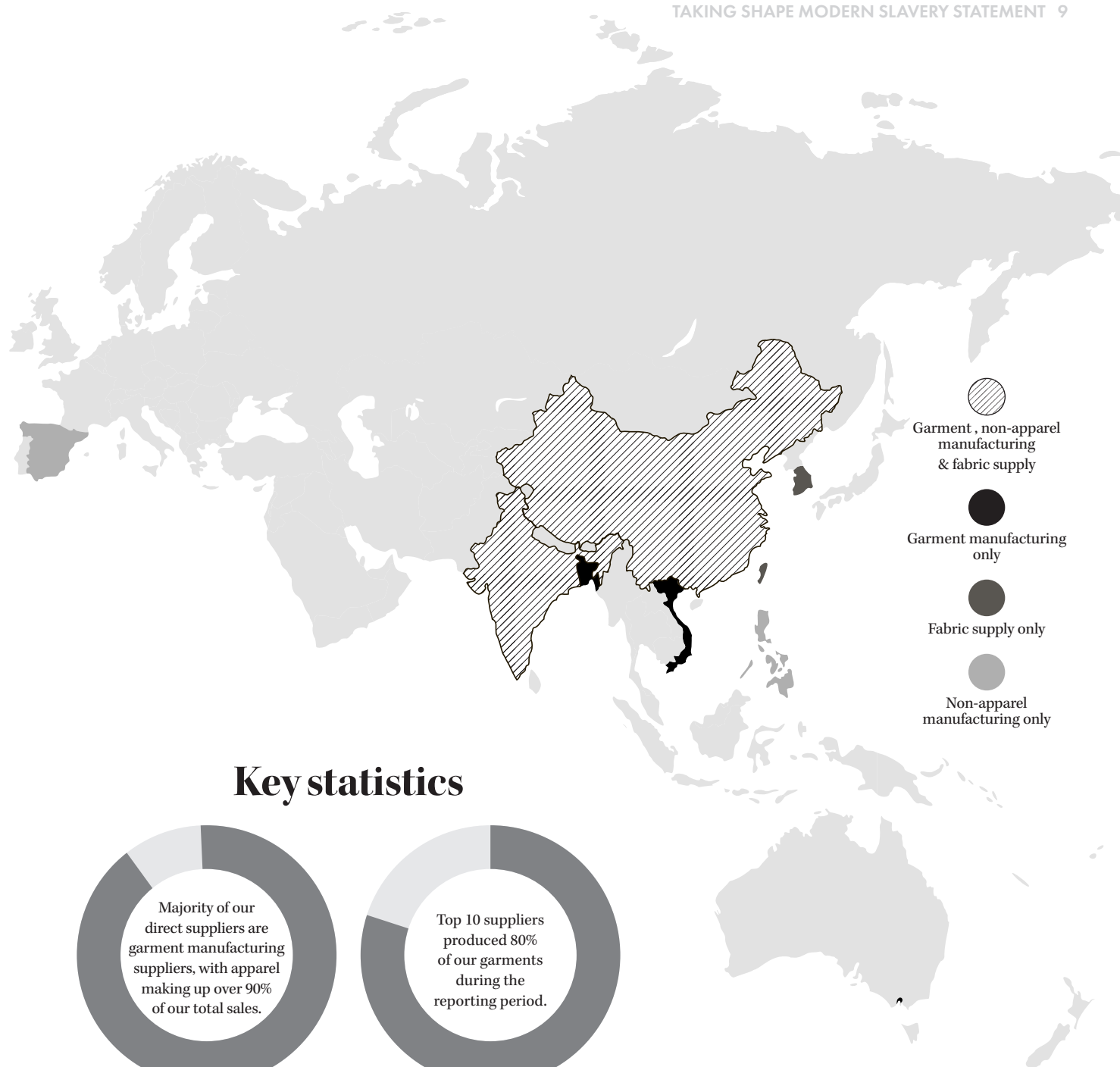
Taking Shape currently works with 85 suppliers across manufacturing, fabrics and specialty product. 75% of our product comes from a core group of eight suppliers. The other 30% is made up of specialty suppliers through apparel and non apparel.

Our long history in garment manufacturing has allowed us to develop long term and deep relationships with our key suppliers that we are very proud of. We have partnered together with them for well over 10 years helping grow and establish themselves as strong leaders in their fields.

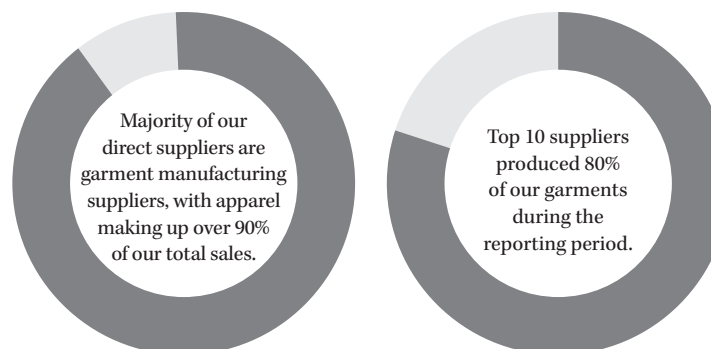
Taking Shape is a vertical retailer which allows us to design, produce and sell our products with a greater degree of control, it allows us to work closely with our suppliers to identify and address risks or potential instances of modern slavery.

We have been working with the bulk of our suppliers for a very long time and have loyal and strong relationships with all our key suppliers. However, there are certain suppliers from whom we procure specialty products (e.g. lingerie, swimwear, knitwear) and our work with them can be sporadic or seasonal. We continue to expand our product categories in non-apparel and source new suppliers.

At Taking Shape, fabric is the foundation of our designs. The team are constantly innovating and working towards more sustainable processes which use organic and recycled materials. Sustainably and ethically sourced organic cotton, bamboo fabric, linen fabric and Australian sourced cotton now make up a large proportion of our ranges as we increasingly focus on the provenance of our fabrics when designing new collections.



## Key statistics





# Risks of modern slavery

**Modern slavery is a human rights issue which we take very seriously.**

Well before the introduction of the Modern Slavery Act, Taking Shape has taken a very proactive role in monitoring for potential indicators of modern slavery in our supply chain via our Social Compliance Auditing and Screening Process.



# Steps to identify risks

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. It includes practices such as human trafficking, slavery, servitude, forced labour, debt bondage and the worst forms of child labour.

We have not identified any specific incidents of modern slavery, however, we acknowledge that modern slavery risks are a global and complex problem that occurs in every country, in every sector and in every industry.

In order to identify the risks of modern slavery in our operations and supply chains we have taken a prioritised risk based approach to our risk assessment. We have focused our attention on mitigating Modern Slavery where we believe the risk is greatest.

As in prior reporting periods, we continue to take the following approach to identify modern slavery risks in our product manufacturing supply chain:



## Step 2

### **Social Compliance Audit and Screening Process:**

- Suppliers completing a self-assessment survey which includes a number of questions specifically targeting potential modern slavery indicators (Supplier Survey). All suppliers are required to provide an updated audit report on an annual basis;
- all new suppliers audited on-site to verify the information provided in the Supplier Survey and screened and audited for specific issues, including modern slavery indicators;
- on-site auditing to identify major and critical areas of concern, with suppliers provided with a time limited response to implement corrective action;
- suppliers being re-audited to check that any specific issues have been rectified in accordance with our required remedial action



## Step 1

### **Adopt Responsible Sourcing Principles which address potential risks to our business, suppliers and our teams:**

- Our Supplier Code of Conduct details our expectations of how our suppliers do business with us, on our behalf and with their teams. All suppliers must agree to comply with the expectations of the code.



## Step 3

### **Monitoring of compliance:**

- all suppliers expected to provide an updated audit report on an annual basis
- Top 10 suppliers visited in person by Production and Design team members twice per year



## Step 4

### **Develop Corrective Action Plans (CAP) where necessary:**

- Work closely with our suppliers to develop remediation plans for addressing issues raised as a result of audit findings
- Follow up with re-audit to validate correction action has been taken



## Step 5

### **Understand, analyse and educate our team and our suppliers as our experiences, knowledge and partnerships evolve and strengthen:**

- Close and frequent communication and collaboration with suppliers and internal teams to ensure the working conditions at which our products are made are in line with our expectations and compliant with our code of conduct and audit requirements

# Identified risks

## Year Five Update:

In our previous statements we identified the risks outlined in the following table. In our year five statement we are pleased to report that we have addressed the following risks:

- **Supply Chain Risks:** as discussed in our previous updates, a key area of focus for the past two years has been the mitigation of our cotton sourcing risk. Following on from the successful launch of our Australia Grown Good Earth Cotton last year, the traceability and sustainability credentials of our fabrics play an increasingly important part of our sourcing decisions.
- **Product and services:** this year we have seen more of our suppliers achieve formal FAMA accreditation, ensuring they meet very strict and robust compliance requirements as set out by our licensing partners.
- **Geographic Risks:** Our teams in India and Vietnam continue to work on the ground as the eyes and ears of our business working closely with all suppliers in these growing sourcing markets. This year our teams have reduced the number of non-compliant suppliers with whom we do business - shifting volume to larger, more compliant supplier with contemporary facilities and stronger governance standards.

Risk group	Risks identified	Risk group	Risks identified
Operational	Operations in our stores, warehouse and Retail Support Centre generally pose a lower risk than our supply chain.	Sector and industry	We know that textiles and fashion, which are core to our business, are recognised as high risk industries globally. The Global Slavery Index by the Minderoo Foundation identifies the countries and industries at risk. Garment manufacturing has been identified as the second highest category of products at risk of modern slavery imported into Australia.
	Most of our Taking Shape team members are employed directly and on permanent contracts. We ceased using temporary labour in our Australian warehouse from December 2019, lowering our risks within our direct team and operations.		Our long term relationships with key suppliers, regular site visits and supplier audits twice yearly play a key role in addressing these known industry and sector risks.
Supply chain	We focused on areas of the business that use contracted or third-party labour providers as we have less direct visibility and control over these workers and their employment terms. We identified cleaning services as the highest risk service in our operations. While we have a full-time employed cleaner for our Retail Support Centre, we occasionally outsource our cleaning services.	Geographic	Some countries have a higher risk, including factors such as poor governance, weak rule of law, conflict, migration flows and socioeconomic factors like poverty. We have suppliers located in China, India, Bangladesh and Vietnam, which have been identified as high risk for the garment sector by the Global Slavery Index. We have robust measures in place to ensure we are actively assessing and managing these known risks where we have suppliers in these high risk locations.
	The fashion products and accessories we sell have a range of modern slavery risks which are complex and we must navigate. The business has embarked on a process to introduce our existing Social Compliance Audit Screening process to our non-apparel supplier base. In the past 12 months we have rolled out this process to our top volume supplier with 30% of all non-apparel suppliers now fully compliant in line with all apparel suppliers.		Some entities may have particular modern slavery risks because they have poor governance structures or other issues. While we know a lot about our key suppliers with whom we have a long standing history, we are still getting to know some of our newer and seasonal suppliers.
Product and services	Certain products and services have a high risk because of the way they are produced. We know that cotton, which is a core input into many of our garments, is recognised as a high risk product globally.	Entity	



A wide-angle photograph of a large, brightly lit textile factory. Numerous workers, mostly women wearing headscarves, are seated at long rows of industrial sewing machines. The machines are white and have red spools of thread. The factory has a high ceiling with many fluorescent lights. In the background, there are signs on the wall, one of which says "MAHMUD JEANS LTD." and another with Bengali text. The overall scene depicts a busy manufacturing environment.

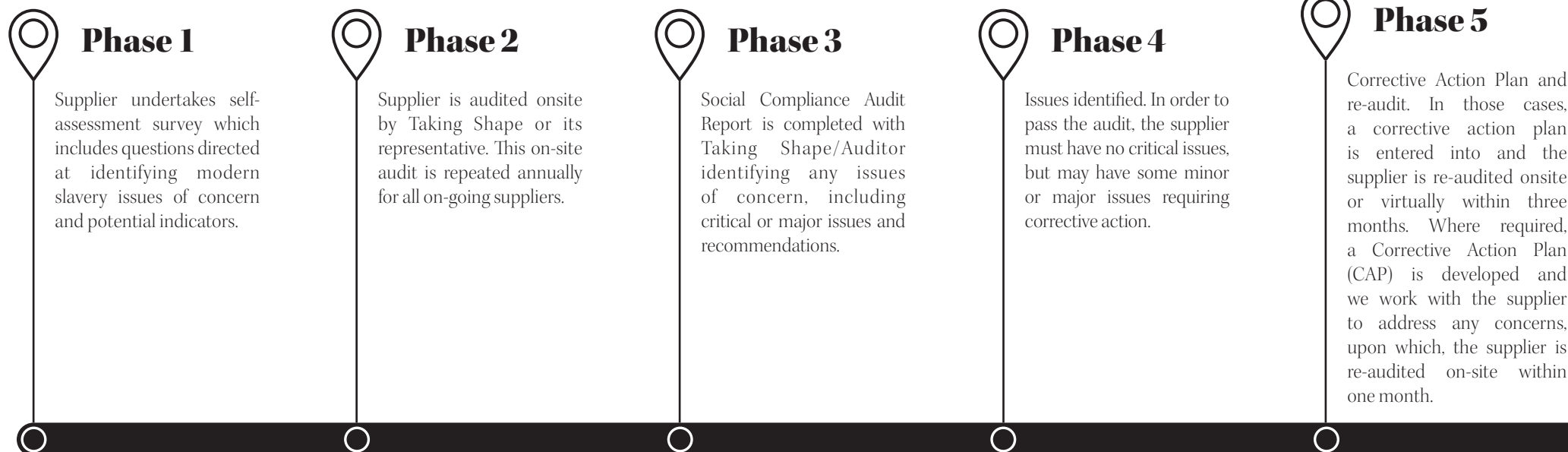
# Our actions

**We have taken steps during this reporting period to assess and address the risks in our operations and supply chains, and the existing policies and processes we have in place that can be used to facilitate further risk assessment, prevention and mitigation.**

Our existing Social Compliance Audit and Screening Process forms the corner stone of how we identify risks.

# Social compliance audit & screening process

Each year we continue to mature, develop and formalise how we govern modern slavery risks, especially as we source from new regions and across new product categories. Our existing Social Compliance Audit and Screening Process forms the corner stone of how we identify risks in our product manufacturing supply chain.







# Factory audits

The factory audits are a key part of our Social Compliance Audit and Screening Process.

We believe that we need to take an active role in our supplier compliance and take an active and personal approach to seeing this through.

We have been conducting factory and site visits with our key suppliers since the company's inception. The travel restrictions due to COVID-19 have affected our ability for face to face visits from 2020 for two years. During this time, we implemented weekly virtual meetings and check ins with all of our key suppliers.

Pleasingly, we were able to re-commence face to face travel to India in 2022 and travel to China and Vietnam in 2023. Since then, our Design and Production teams have completed over 16 separate trips to these key production markets.

Our local team in India continue to be our important representative on the ground in India with production volumes make up 7% of total business manufacturing. During the past 12 months, the team have focused on solidifying our Indian supplier base by ceasing partnership with non-compliant suppliers and increasing production with larger more sophisticated suppliers with strong governance and compliance credentials.

A similar process has taken place in Vietnam, whereby a new office was established two years ago to assist our Australian production team with the growth of volumes in this market. This new team is responsible for all the quality control of this large volume in addition to sourcing fabrics and assisting with pattern making and garment specifications.

We continue to rely on our third party audit partners in China in addition to recommencing face to face visits with all key suppliers this year. Our audit and QC partner has visited all factories where we have placed orders in the past 12 months - thereby also ensuring no unauthorized subcontracting and maintaining up to date and accurate audit and compliance records for 100% of our apparel suppliers.

Our Supplier Social Compliance Audit Report assesses the supplier's compliance with the expectations set out in the Supplier Code of Conduct.

In order to pass the audit, the supplier must have no critical issues, but may have some minor or major issues requiring corrective action. In those cases, a corrective action plan is entered into and the supplier is re-audited by onsite or desktop within three months. If any critical issues, or one or more major issues are identified, a corrective action plan is entered into and the supplier is re-audited onsite within one month.

# Supplier Code of Conduct

Our Supplier Code of Conduct is available in English and Chinese and outlines what we expect of our suppliers when doing business with us or on behalf of us. We require key suppliers to acknowledge that they have received, understood and agree to comply with the requirements under the Code of Conduct.

Our Supplier Code of Conduct covers our expectations around all the key forms of modern slavery including:


- Forced labour;
- Debt bondage;
- Deceptive recruiting for labour; and
- The worst forms of child labour

As we mature our approach we intend to strengthen our formal governance and policy approach.

## We expect that:

- ☒ Our supplier's workforce is free from any human rights violations
- ☒ Workers have the right to association
- ☒ Working conditions are safe and hygienic
- ☒ Child labour is strictly prohibited
- ☒ Wages meet all legal requirements
- ☒ Working hours comply with national laws
- ☒ There is no discrimination
- ☒ Regular employment is provided where possible
- ☒ Otherwise inhumane treatment is prohibited



The background image shows an office environment. In the foreground, two women are seated at a desk, working on computers. One woman is wearing a face mask. The desk is cluttered with papers, folders, and office supplies. In the background, another woman is visible, also working. A sign on the wall reads "ZERO RISK", "Khong Co", and "Rui Ro".

ZERO RISK  
Khong Co  
Rui Ro

# Assessing our effectiveness

**The Social Compliance Audit and Screening Process is designed to:**

- Ensure an ongoing process of engagement with our suppliers;
- Identify areas of concern within a clear framework; and
- Ensure issues are promptly addressed

# Future Actions

We are working towards undertaking human rights due diligence that reflects the expectations set out in Australian Government guidance, the U.N. Guiding Principles, as well as the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.

While we think our existing Social Compliance Audit and Screening Process is strong, we have identified that there is a need to roll this out more broadly. We have also identified formal governance and policy as an area we can mature and improve.

As part of that due diligence process and commitment to addressing modern slavery risks in our operations and supply chains, we have developed a roadmap for future improvement.

In this fifth Statement, we are pleased to report on the progress Taking Shape has made since the publication of our last statement.

Goal	FY23 Progress	Future Commitment
<b>1. Implement a clear internal anti-slavery framework and policy</b> which outlines our approach and expectations in relation to ethical sourcing and the prevention of worker exploitation;	<p>Over the past 12 months, the business continues to implement our strict on-boarding and on-going supplier social compliance requirements with many new suppliers successfully integrated into our program and the cessation of partnership with suppliers who did not meet these strict requirements.</p> <p>The addition of new licensing arrangements this year have also required adherence to the licensor's strict supply chain requirements - pleasingly even more suppliers have met these requirements in the past 12 months thanks to our robust processes already in place.</p>	<p>We commit to ensuring all our production across apparel and non-apparel is captured in a new Tiers of Manufacture model.</p> <p>This will start with the implementation of a software platform which will enable the business to record and manage all documentation for each supplier within each Tier, enabling the record and measurement of traceability across all stages of production.</p> <p>The platform we intend to implement is called "Our Supply Chain" (OSC) and has been custom built with Modern Slavery and Traceability compliance in mind – the platform will house all necessary compliance documentation for each supplier such as signed Code of Conduct, audit reports, correction action plans and relevant certifications.</p>
<b>2. Expand our Compliance Audit and Screening Process</b> to some of our key non-apparel suppliers, in a targeted and risk based way.	<p>Our team continue to work with any suppliers on any improvements or changes required under a corrective action plan (CAP). The ongoing and regular supplier visits to China, Vietnam and India over the past 12 months have also assisted compliance greatly due to the improved face to face interaction with all key suppliers.</p> <p>The roll out of our Audit and Screening process has commenced with our non-apparel suppliers in risk based way – commencing with our largest volume suppliers. To date we have completed the end to end compliance process for 30% of our non-apparel production.</p>	<p>With the assistance of our new Supply Chain mapping platform discussed above, the roll out of our Audit and Compliance process across all categories of production will continue to occur in a methodical and risk based way.</p>



# Modern Slavery Act 2018 (CTH)

## Statement annexure

### Identity of Reporting Entity

The reporting entity for the purpose of the Act is TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust, trading as Taking Shape, which makes this Statement in accordance with Section 13 of the Act as a single reporting entity.

### Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust, trading as Taking Shape

as defined by the *Modern Slavery Act 2018* (Cth): ("the Act") on

31/12/2024

### Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

TS14 Plus Australia Pty Ltd (ACN101 752 998) as trustee for Vestito Unit Trust

as defined by the Act<sup>2</sup>:



Moshe Meydan

Chairman of the Board

Date 31/12/2024

### Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	21 (this Statement Annexure) and pages 4-5
b) Describe the reporting entity's structure, operations and supply chains.	6-9
c) Describe the risks of modern slavery practices in the operations and supplychains of the reporting entity and any entities it owns or controls.	10-12
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	11, 13- 17
e) Describe how the reporting entity assesses the effectiveness of these actions.	17- 18
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	N/A Consultation is not required. The reporting entity does not own or control any other entities. This is a statement made under section 13 of the Act and is not a joint statement.
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.	1-5 (Including our message)

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