

MODERN SLAVERY ACT

STATEMENT

2021

city chic collective

LEADING A WORLD OF CURVES

INTRODUCTION

This Modern Slavery Act Statement is made by City Chic Collective Limited (ACN 057 569 169) ('CCX') pursuant to the Australian Modern Slavery Act 2018 ('Act') and is made in respect of the FY21 reporting period (being the 52-week period ended 27 June 2021). This report is the second statement made by CCX under the Act, and while it is in respect of FY21, it includes references to actions undertaken prior to the FY21 fiscal period in order to provide historical context for our current position in understanding and managing modern slavery risk.

CCX is the reporting entity for the purposes of the Act and is a publicly listed company on the Australian Securities Exchange ('ASX') with its head office in Sydney. This Modern Slavery Act Statement however covers the activities and operations of CCX and its subsidiaries (collectively, the 'City Chic group', 'City Chic Collective', 'our', or 'we') across the regions in which the City Chic group operates.

CITY CHIC COLLECTIVE

A GLOBAL COLLECTIVE OF PLUS-SIZE BRANDS

City Chic Collective is a global retailer specialising in plus-size women's apparel, footwear, and accessories.

Our customer-led offering, which appeals to fashion-forward women, has a strong following in Australia, USA and New Zealand with a rapidly growing presence in Europe and the United Kingdom.

Our omni-channel model comprises of multiple websites in Australasia, the USA and the UK, as well as marketplace and wholesale partnerships with major US retailers and wholesale partners in Europe and the United Kingdom, as well as stores in Australia and New Zealand.

In December 2020, City Chic Collective acquired the Evans brand and eCommerce and wholesale businesses. During the second half of FY21, we integrated the Evans business into the collective and moved the majority of operations into the Australian head office.

OUR VISION

LEADING A WORLD OF CURVES

avenue

city chic

CLOUDWALKERS*

EVANS

hips & curves
BODY

FOX&ROYAL

CCX

SALES FY21

\$258.5M

EMPLOYEES

AU **633**
NZ **43**
USA **4**
UK **8**

WEBSITES

AU, NZ, USA, UK

STORES

89

ACTIVE CUSTOMERS

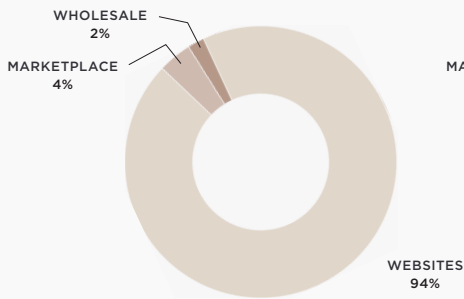
1.07M

FULFILMENT CENTRES | AU, NZ, USA, CAN, UK

GLOBAL BUSINESS OVERVIEW

AMERICAS

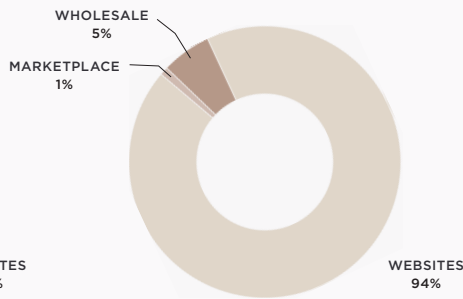
\$100M REVENUE



- + 522k Active Customers
- + 32M Annual Traffic
- + A\$180 Average Annual Spend

EMEA

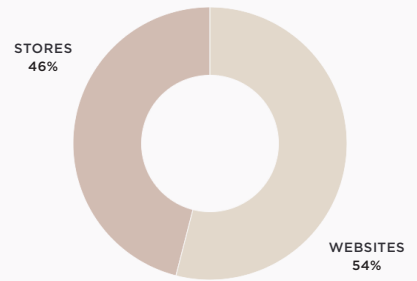
\$14M REVENUE



- + 120k Active Customers
- + 7m Evans Traffic Since Acquisition
- + A\$110 Average Spend Since Acquisition

AUSTRALIA & NEW ZEALAND

\$144M REVENUE



- + 428k Active Customers
- + 19M Annual Traffic
- + A\$337 Average Annual Spend

avenue city chic CCX

CLOUDWALKERS* hips & curves BODY

USA fulfilment site in Dallas.
Canada fulfilment site in Ontario.
Office in New Jersey.

EVANS city chic CCX

avenue FOX&ROYAL

UK fulfilment site in Gateshead.
European fulfilment site in NW Germany.
Office in London.

city chic CCX

FOX&ROYAL

ANZ fulfilment site in Sydney.
89 stores at the end of June.
Head office in Sydney.

OUR SUPPLY CHAIN

City Chic Collective products are sold through a network of stores in Australia and New Zealand, online via our websites in Australia, New Zealand, USA, and UK and to customers in North America, UK, Middle East, and Europe through partner platforms.

Product is designed in Sydney, Australia and is manufactured by our partner factories or agents which are primarily based in China, however, CCX has spent the last year diversifying its sourcing base and is in the process of developing new sourcing regions, including Bangladesh, India, Morocco, Vietnam and Cambodia. The City Chic group does not own or partially own any factory or manufacturing plants. All our sourcing and procurement is via 3rd parties, as detailed more fully below.

Our goods are primarily shipped from various China ports to our 3rd party fulfilment centres or distribution centres based in Sydney, Dallas, Gateshead, and Auckland, along with shipments direct to wholesale partners in the USA, Canada, Middle East and Europe.

We use a combination of localised transport companies and carriers to distribute customer orders, and bulk goods are primarily transported via international shipping lines and road / rail transport throughout Australia, New Zealand, and the USA. In limited contexts, we use international air freight to transport bulk goods.

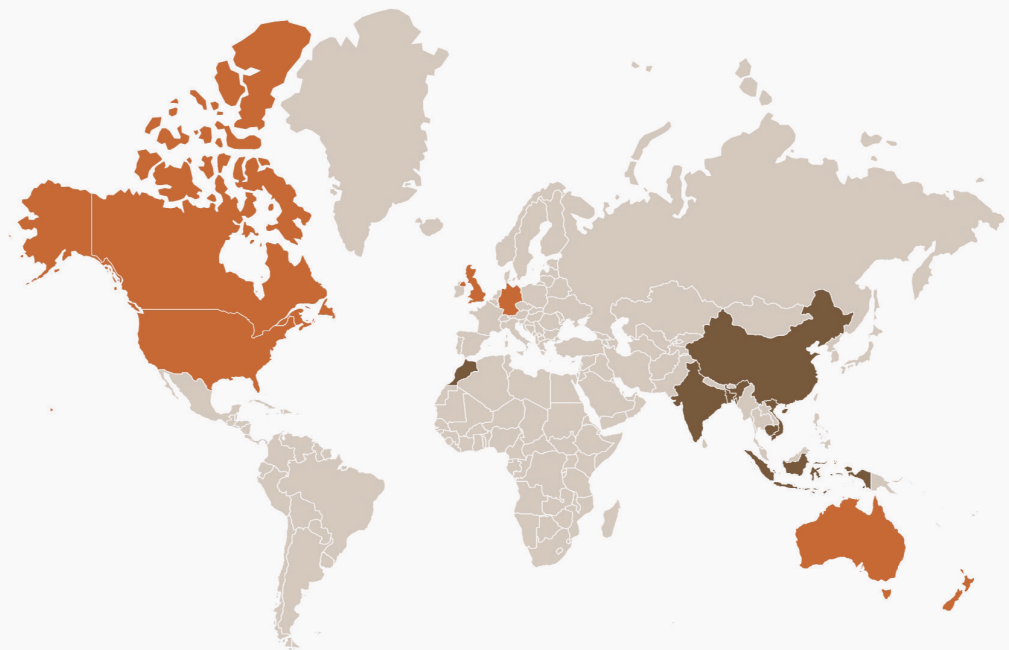
With a store network across Australia and New Zealand, and our online platforms across the globe, we have customer service call centres based in Manila, Mexico and South Africa, which

CURRENT SOURCING COUNTRIES

BANGLADESH
CAMBODIA
CHINA
INDIA
INDONESIA
MOROCCO
VIETNAM

CURRENT DISTRIBUTION CENTRES

AUSTRALIA
UNITED STATES
UNITED KINGDOM
GERMANY
CANADA



are managed by third party service providers, as well as an in-house customer service team in our Sydney head office.

The apparel and footwear supply chains are highly complex and involves many layers. We define these layers as tiers within our supply chain, and we have identified the following 4 tiers:



TIER	DEFINITION	EXAMPLES	RELATIONSHIP
1	Factory & Production Workshops	Factory that cuts, makes and processes City Chic group product that is shipped to us or our partners for sale.	Direct & Indirect to CCX
2	Fabric Mills, Accessories Suppliers, Dying & Printing Mills	Where fabric is produced. Trim suppliers such as buttons or zips. Includes processing mills that fabric mills use to dye or print fabrics and accessories.	Indirect to CCX
3	Yarn & Spinning	Textile mills and spinners of yarns.	Relationship with Tier 2
4	Raw Material Sources	Cotton farms, man-made chemical processing.	Relationship with Tier 3

Our supply chain has traditionally been China-focused, with the core of our factories still based primarily in the South China provinces. Over the last year, however, we have been actively onboarding new suppliers in new sourcing regions as we continue to diversify our sourcing supply chain.

With the acquisition of the Evans brand in December 2020, we integrated the brand into our existing supplier base and, after careful assessment, partnered with a select group of factories that were supplying stock to Evans prior to our acquisition and who we believe complement our existing factory base.

During the reporting period, we commenced the process of onboarding and transitioning these select Evans factories into our ethical trade program. We also inherited a small group of factories that had running orders or stock-in-transit as part of a 6-month transition plan. For factories used during the transition, we accepted valid standing audits already in place from prior to our acquisition. These new factories were based in Europe, Africa and in the southeast Asia region. As our business grows and reflecting on the global uncertainty created by the COVID-19 pandemic, we are looking to continue to diversify our supply chain to new regions outside of China.

As noted in our first Statement last year, we are proud of the long-standing strategic partnerships we have in place with several key suppliers. These relationships have been built and maintained through a satisfactory level of transparency and trust. These suppliers have grown with our business and have embedded our ethical trade policies in their business operations.

However, as we expand our sourcing base, develop new relationships and onboard new factories, including in new regions, we know there may be increased risk of modern slavery or unethical practices.

Our Supplier & Factory Data:

TIER 1 FACTORIES

79

TIER 1 GARMENT & FOOTWEAR WORKERS

42 948

TIER 1 FACTORIES ACHIEVING 'GREEN' RISK RATING

87%¹

TIER 1 FACTORY EMPLOYEES

FEMALE **57%**
MALE **43%**

TIER 2 SUPPLIERS

130

SOURCING

**BANGLADESH
CAMBODIA
CHINA
INDIA
INDONESIA
MOROCCO
VIETNAM**

SHIPPING GLOBALLY TO MAJOR PORTS

**AUSTRALIA
CANADA
GERMANY
NEW ZEALAND
UNITED KINGDOM
UNITED STATES**

1 APPOINTED FREIGHT FORWARDER

USING LOCAL AGENTS IN 10 ORIGIN PORTS

¹ The Factory Audit Risk rating is made up of the factory's social audit score along with taking into consideration the severity of any non-conformance issues found. A "green" risk rating is defined as an audit score over the average with no critical issues found, and less than 10 non-conformance issues.

POLICIES & CONTROLS IN PLACE

Whether we place orders via an agent/trading company or directly with a factory, we require our partners and suppliers to disclose all 'tier 1 and 2' factories they wish to use to supply product for any of our brands.

We have established our human rights policies by aligning to the following International Labour Organization ('ILO') conventions as our guiding principles. These basic human rights include, but are not restricted to, the following fundamental freedoms and rights:

Freedom from discrimination

(ILO Convention 111)

We employ and deal with all workers fairly and without discrimination regardless of their race, religion, sex or disability. We do not discriminate against individuals who wish to exercise their legitimate rights.

Freedom from slavery or servitude

(ILO Conventions 29 & 105)

We oppose forced labour, prison labour and bonded labour (people forced to work until they have paid off a debt). We never confiscate identity papers, forbid workers to leave facilities or coerce workers with threats of violence or non-payment.

Freedom of association

(ILO Conventions 87 & 98)

We believe in freedom of expression and freedom of thought when exercised in accordance with local laws. All workers have the right to form and join groups for the support and advancement of their occupational interests. We ensure that the voice of workers are fairly heard and taken into account.

Freedom from invasion of privacy

(ILO Convention 183)

We respect the right of each worker to privacy and never engage in invasive conduct such as body searches or unwanted pregnancy testing.

Living wage

(ILO Convention 95 & 131)

All workers in the factory of our partners must be paid wages and benefits that should, at a minimum, be enough to meet basic needs for living and meet national legal standards.

Forced or prison labour

(ILO Conventions 29 & 105)

We have a zero tolerance for involuntary work in breach of the freedom from slavery or servitude described above.

Child labour

(ILO Convention 138 & 182)

We have a Zero Tolerance on the employment of anyone under 16 years or younger than the age for completing compulsory education in the country of manufacture (whichever is higher). Every child

has the right to develop physically and mentally to her or his full potential and we expect our business partners to take all reasonable steps to confirm the age of all workers and uphold the fundamental protections set out in the United Nations Convention on the Rights of the Child.

With this in mind, we have developed a Vendor Factory onboarding pack which seeks to communicate these expectations, help the factories in our supply chain prepare appropriately for social audits and to implement and embed our ethical trade policies.

The Vendor Factory onboarding pack consists of the following policies and processes:

Code of Conduct (COC)

The vendor code of conduct has been developed to help communicate clear expectations of our ethical trade policies. All Tier 1 factories read and sign up to this conduct.

Rules of Engagement

The Rules of Engagement are the 10 key pillars of our ethical trade program.

They underpin what we stand for in seeking to ensuring no worker is exploited in our supply chain and that all workers experience safe and fair working conditions.

Social Audits

As part of our assurance activities and social audit program, we seek to audit social compliance for

all Tier 1 factories that work with us. The social compliance audit covers the following areas:

1. Health & Safety, Hygiene
2. Waste Management
3. Child Labour
4. Working Hours, Wages & Benefits, Living Wage
5. Labour Practices

This audit is based on the SA8000 standard and also considers mandatory local legislation as well as international guidelines. We aim to audit all Tier 1 factories on an annual basis, however depending on corrective action plans we have put in place, some factories may require follow up checks after 3 or 6 months from their last audit.

Our visibility into tiers below Tier 1 (and part of Tier 2) is currently very limited. As we continue to map our supply chain, we will seek to extend our auditing to tiers below Tier 1, which overtime may include laundries, trim/accessory suppliers, and fabric/yarn mills.

Whistle-Blower Policy

CCX is committed to creating an ethical work environment where our team members feel safe and are encouraged to speak up and report conduct that concerns them. We recognise that wrongdoing may not be uncovered unless there is a safe and secure means for telling someone about it. We recognise that uncovering wrongdoing is

important for managing risks, maintaining our integrity, and upholding our corporate governance framework. Our Whistle-blower Policy is part of our overall corporate governance framework and includes disclosures by employees and officers as well as current and former contractors and suppliers.

IDENTIFYING RISK

We are aware that the risk of modern slavery exists in the textile and garment industry supply chain.

We are also aware that as we broaden our sourcing regions, there is heightened risk of modern slavery as we look to regions where there may be more migrant workers or vulnerable populations.

According to the Global Slavery Index Report (2018GSI), it is estimated that over 40 million people are enslaved² with 58% of victims in China, Bangladesh, India, Pakistan and Uzbekistan; 71% of these victims are female and 1 in 4 victims are children³.

City Chic Collective recognises that there is a risk of modern slavery in any area of our business where there is:

- + Migrant labour (country to country or within a country)
- + Temporary and contract agency workers
- + Outsourced recruitment and human resources functions
- + Where minimum wage does not equal living wage
- + The use of young workers or child labour
- + Workers displaced because of COVID-19 shutdowns and restrictions
- + High level of refugee or vulnerable population
- + Entering new sourcing regions and/or developing countries

In the apparel and textiles industry, we believe these risks include bonded or forced labour, trafficked persons, or deceptive recruitment along with use of child labour within the supply chain.

Our approach to identifying modern slavery risk has been to:

1. Understand modern slavery is a risk and can be present in our supply chain
2. Educating ourselves on the triggers and signals to look for
3. Strengthening our ethical trade policies to help address risks
4. Implementing monitoring techniques to support our policies
5. Preparing remediation plans
6. Due diligence on our processes and policies
7. Continuous improvements on policy, process and awareness
8. Collaborating with industry, civil society and government

² The UN defines modern slavery as slavery offences, sexual servitude offences, trafficking in persons offenses, forced labour, deceptive recruitment, debt bondage and organ trafficking.

³ <https://www.un.org/press/en/2018/gashc4244.doc.htm> <https://www.globallslaveryindex.org/2018/findings/highlights/>

We conducted a risk assessment of existing and potential sourcing geographies to evaluate each region on their human rights risks including key indicators for modern slavery risk.

As we continued to map our supply chain, it is apparent that gaining visibility beyond Tier 2 is challenging, however we continue to try to put steps in place to help us trace deeper to the lower tiers.

TIER	SUPPLY CHAIN OPERATION	RISK TYPES	KEY CAUSES	INHERENT RISK
On-Shore Operations	Stores Fulfilment Centres Head Office	Forced or Bonded Labour Forced Marriage	Migrant Workers Temporary Labour High Female Labour Force	Low
Tier 1	Factory (cut, make, trim)	Forced or Bonded Labour Freedom of Movement Child Labour	Migrant Workers Displaced Due to COVID	Medium
Tier 2	Fabric Mills Dying & Printing Accessories Suppliers	Forced or Bonded Labour Freedom of Movement Child Labour	Migrant/Temporary Workers Displaced Due to COVID Deceptive Recruitment	Medium
Tier 3	Yarn & Spinning Mills	Forced or Bonded Labour Freedom of Movement Child Labour	Migrant/Temporary Workers Displaced Due to COVID Deceptive Recruitment	High
Tier 4	Farms/Resource Mining Cotton Farms Linen & Forestry	Forced or Bonded Labour Freedom of Movement Child Labour Trafficked Persons	High Level of Refugee/ Vulnerable Population Use of Uyghur Labour Migrant/Temporary Workers Deceptive Recruitment	High

Last year we identified our biggest risks lie within the cotton supply chain. Whilst a commodity product, cotton is not as widely used in CCX as viscose or polyester fibres. However, with the heightened risks associated with cotton farming, and allegations of forced labour camps being used in cotton farming originating from the Xinjiang Uyghur Autonomous Region (XUAR) we have chosen to make cotton tracing and the sourcing process around cotton a priority.

COTTON A FOCUS

Cotton growing and picking remains a very labour-intensive process in many cotton growing regions around the world. Cotton farms use a high percentage of seasonal migrant (foreign and national) workers. These workers are at high inherent risk of forced labour and modern slavery.

The cotton farms also fall in Tier 4, the 'raw materials' tier of the supply chain, so access and transparency are often limited for brands/retailers and their suppliers. This amplifies the risk of forced labour and modern slavery.

We continue to act on key issues such as the forced labour risks associated with certain cotton farming regions.

We have mandated the ban of cotton and cotton goods from the following regions:

1. Xinjiang Uyghur Autonomous Region (XUAR)
2. Turkmenistan
3. Uzbekistan

This includes:

- + Cotton grown in the specified regions
- + Cotton goods (wholly or partly) produced in the specified regions
- + Cotton goods (wholly or partly) produced outside of the specified regions if they contain cotton components (including textiles, apparel, accessories) from the specified regions
- + The use of labour or recruitment of Uyghur labour originating from the above regions

CCX is committing to take steps to try and ensure our supply chain does not source directly or indirectly from known regions that openly engage in the use of forced labour, in line with our responsibilities under the UN Guiding Principles on Business and Human Rights.

Along with this ban we have introduced a supplier 'Responsible Cotton Sourcing' pack which includes:

- + Policy to ban the use of cotton from the specified regions

- + Vendor declaration committing to not source cotton or labour from any of the specified regions
- + Process for the supplier to document and trace their cotton supply chain
- + Chain of custody checklist and guidelines in providing evidence to CCX

We have also developed a program to conduct due diligence and assurance on this process in the future. This program is designed to help us audit suppliers to determine they are not sourcing from a banned region. We plan to start to roll out this program in the months ahead.

UNDERSTANDING & MANAGING RISKS

Whilst we acknowledge that modern slavery is likely to be found in some capacity in all industries and areas of operation, based on our understanding of the garment, textile and footwear industry, we believe that the areas at highest risk of modern slavery within City Chic Collective's operations are within the garment manufacturing processes that sit under Tier 2 in our supply chain, being Cotton Farming, Yarn and Dye Mills, and Synthetic Fibre Production processes.

During the reporting period, we focused on tracing and getting to know more of our supply chain. Due to the risk profile associated with cotton, we focused on putting in place enhanced policies and procedures to help minimise our risks.

TIER	DEFINITION	MAPPING STATUS
1	Factory & Production Workshops	Fully Mapped
2	Fabric Mills & Accessories Suppliers, Dying & Printing Mills	Majority Mapped
3	Yarn & Spinning Mills	Commenced Mapping
4	Raw Material Sources (including farms)	Commenced Mapping

Our progress against the activities that form part of our roadmap is included below:

Road Map Progress Report:

year 2 activities

ITEM	ACTIONS	STATUS
Map Supply Chain	<ul style="list-style-type: none"> + Continued to map deeper into our supply chain + Target cotton tracing 	In Progress
Modern Slavery Risk Assessment	<ul style="list-style-type: none"> + Evaluation of key regions and their potential human rights risks 	Completed
Strengthen Ethical Trade Policies	<ul style="list-style-type: none"> + Enforced bans on certain cotton sourcing regions + Introduction of supplier chain-of-custody reporting and tracing 	Ongoing
Collaboration	<ul style="list-style-type: none"> + Became business partner with 'Be Slavery Free' and the 'Mekong Club' + Signed up with Responsible Sourcing Network to pledge a ban on the use of cotton from high-risk areas 	Ongoing
Worker Voice Program	<ul style="list-style-type: none"> + Implemented pilot for worker surveys in Tier 1 factories 	Pilot Completed
Customised Audits	<ul style="list-style-type: none"> + Enhanced audits and/or certification in place + Developed a living wage tracker 	Ongoing

During the reporting period, we continued to focus on tracing our high-risk tiers and getting know more of our supply chain. Due to the risk profile associated with cotton, we focused on putting in

place enhanced policies and procedures to help minimise our risks.

We strengthened our cotton origins bans, developed a cotton chain-of-custody process, and

researched methods on how we can validate the cotton origination. We have created a chain-of-custody audit process which will be part of our roadmap for year 3.

We developed a living wage tracker internally to report, by factory audited, their progress and any gap to paying a living wage. Our enhanced audits place more emphasis on the link between paying a liveable wage and ensuring factories are using a responsible worker recruitment process.

We became a business partner with 'Be Slavery Free' and the 'Mekong Club', giving us access to training, tools, and insights on how to identify and remedy modern slavery risks. We recognise collaborating with on-the-ground experts onshore and offshore helps us formulate better processes and remediation strategies.

Remediation Plans & Actions

We know we do not have all the answers on how to find and remediate all forms of modern slavery in our supply chain. We also acknowledge that these risks may have been heightened with the challenges of the global pandemic.

The inability to travel, visit and engage face to face with factories and workers within the supply chain has required us to reassess and consider other options to engage with our supply chain, and to act and respond to issues.

We also recognise we do not have all the expertise, capacity, or ability to achieve everything on our own and we recognise that we need to collaborate and/or partner with industry, NGO's, local experts and civil society⁴ to help us and the industry more broadly, try to make some systemic changes.

With the help of third-party social audits, worker grievance mechanisms, and worker surveys in place in Tier 1, this tight monitoring allows us to develop corrective action plans to remediate any issues quickly.

Throughout the year we engaged NGO's and industry peers to educate ourselves on improving controls and processes, and practical options we should consider when developing remediation strategies.

Whilst to date we have not identified a modern slavery issue in our supply chain, we are committed to working on the best course of action for when we find such an issue and proactively plan for how we would seek to remedy it.

⁴ <https://www.un.org/en/sections/resources-different-audiences/civil-society/index.html>

Our Future Plan:

road map for years 3 & 4

ITEM	ACTIONS
Map Supply Chain	<ul style="list-style-type: none">+ Continue to map deeper into our supply chain down to Tier 4+ Target cotton tracing
Remediation Plans	<ul style="list-style-type: none">+ Formulate remediation plans for the different modern slavery risks+ Understand the different cultural challenges by region when developing remediation plans
Due Diligence	<ul style="list-style-type: none">+ Engage and pilot test cotton and its origins with a third party+ Audit factory chain-of-custody process via a third party
Living Wage	<ul style="list-style-type: none">+ Assess options to join multi-stakeholder initiatives focused on a living wage
Collaboration	<ul style="list-style-type: none">+ Partner with NGOs to help with localised training and worker support
Worker Voice	<ul style="list-style-type: none">+ Roll out surveys and hotline access to new regions
Climate Justice ⁵	<ul style="list-style-type: none">+ Assess the potential link between climate justice and the impact it can have on modern slavery
COVID-19 Response	<ul style="list-style-type: none">+ Audit factories and their COVID-19 response and COVID action plans

⁵ Climate Justice is the concept that addresses the ethical dimensions of climate change. The United Nations, under number 13 of its sustainable development goals claims: "...the impacts of climate change will not be borne equally or fairly, between rich and poor, women and men, and older and younger generations."

<https://www.un.org/sustainabledevelopment/blog/2019/05/climate-justice/>

COVID-19 RESPONSE

Over the last year our response to the COVID-19 pandemic has not changed.

We believe we have a responsibility to all our workers, including those in our supply chain, to afford them safe and healthy working conditions free of any exploitation.

We remain committed to behaving in what we believe is a responsible manner to do what we can to support workers by:

1. Honouring supplier commitments
2. Seeking to understand and support workers at greater risk
3. Continuing to listen to workers and their experiences
4. Seeking to ensure safety and worker rights are respected
5. Collaborating with others to protect the vulnerable
6. Seeking to build back stronger for the future

We have developed a factory COVID-19 survey to help our factories self-assess how they have managed worker rights and health and safety conditions during the pandemic and through shutdowns which we will commence to roll out with our audits as part of our next steps.

EFFECTIVENESS OF OUR ACTIONS

At City Chic Collective, we are committed to seeking to establish a transparent supply chain where we are proactive in our attempt to find and prevent modern slavery and we seek to partner with factories that are aligned with this goal. We recognise we are, however, removed and several

layers away from knowing who the workers are in deeper tiers of the supply chain, which we consider at higher risks for modern slavery.

With an evolving supply chain that is entering new regions, we seek to assess the risks associated with any new country/region and we try to look for triggers that can alert us to potential modern slavery risks.

ITEM	ACTIONS/PROCESS	MEASURE
Vendor Onboarding	<ul style="list-style-type: none"> + All vendors signed up to CCX ethical trade pack + Building a road map with the factory to embed all our ethical trade practices 	All Tier 1 factories signed up to our Ethical Trade Policies and Code of Conduct
Transparency & Mapping	<ul style="list-style-type: none"> + All vendors to disclose all Tier 1 and Tier 2 sites used 	All Tier 1 and Tier 2 factory lists disclosed and published
Social Audits	<ul style="list-style-type: none"> + Conducted by our appointed third-party auditor: Qima + Assessing a valid social audit already in place 	<p>Valid audit or social audit accreditation in place for all Tier 1 suppliers</p> <p>Corrective actions remediated within specified Corrective Action Plan (CAP) timeline</p>
COVID-19 Impacts	<ul style="list-style-type: none"> + Monitor and audit factory COVID-19 impacts 	Roll out factory self-assessment surveys

ITEM	ACTIONS/PROCESS	MEASURE
Cotton Risks	<ul style="list-style-type: none"> + Enhanced ban on certain cotton regions + Vendor pack on responsible cotton sourcing implemented + CCX signed the cotton ban pledge with the Responsible Sourcing Network + Implemented a cotton chain-of-custody process 	<p>Vendors' signed declarations in place</p> <p>Engaged third party to test cotton origins</p>
Worker Voice Tools	<ul style="list-style-type: none"> + Pilot worker surveys conducted to gain feedback on key areas and triggers to help provide us feedback directly from factory workers 	<p>Worker survey scorecard:</p> <ul style="list-style-type: none"> ✓ Modern Day Slavery - 93% positive ✓ Labour Practices - 89% positive ✓ Health & Safety - 95% positive ✓ Worker Satisfaction - 89% positive
Training & Communication	<ul style="list-style-type: none"> + Factory worker training, Worker Voice, worker empowerment, and CCX grievance mechanisms 	<p>Tier 1 factories in China publishing worker hotline details in public areas of the factory</p> <p>Flyers and training session completed on 'Worker Voice' by CCX representative</p>

We know that our processes are not perfect or foolproof in identifying and stopping modern slavery, particularly in the layers and tiers that we do not directly engage or operate in. It is also difficult to assess, with a degree of certainty, how effective our measures have been.

It is important to us that we all operate in a transparent supply chain and openly discuss and act on these complex issues and bring to light the areas that traditionally have been invisible. We believe being transparent helps to hold everyone in our supply chain accountable for their actions and how they operate.

In addition to developing strong communication channels, due diligence processes and remediation plans, when we find non-conformances with our policies and procedures, as part of our plan to increase our impact and improve our effectiveness, we continue to review potential external stakeholder relationships (such as partnering with NGO's, civil society, or peers) so that we can collaborate to try to make a greater impact than if we were to work alone.

CONSULTATION & APPROVAL

In preparing our second Modern Slavery Act Statement we have engaged with vendors, industry colleagues, NGO's and government to help us understand the definition of, and risks associated with, modern slavery in particular in the context of our business and operations. We have participated in conferences and webinars both locally and internationally to build our knowledge and to seek to continuously improve our plans and processes designed to identify and seek to mitigate modern slavery in the supply chain.

Regardless of the City Chic brand, region, or group entity that is engaged in the procurement of product, decisions relevant to our supply chain are made by CCX and the sourcing team based in Sydney and policies and procedures relevant to modern slavery apply consistently to the entire City Chic group.

City Chic Collective's FY21 Modern Slavery Statement (for the 52 weeks to 27 June 2021) was prepared by the CCX Ethical Sourcing Team and has been approved by the CCX Board of Directors.

A handwritten signature in black ink, appearing to be 'PR', with a long horizontal flourish extending to the right.

Phil Ryan
Managing Director & CEO

