

DISSH

MODERN SLAVERY STATEMENT

FY25



ACKNOWLEDGEMENT TO COUNTRY

DISSH acknowledges the Turrbal People & Jagera People as the Traditional Custodians of the land where we gather each day. We pay our respects to all Aboriginal and Torres Strait Islander peoples today and always, who have walked upon and cared for this beautiful land for thousands of years; and to their Elders both past, present and emerging



This Modern Slavery Statement has been prepared by DISSH Pty Ltd (ABN 31 098 188 580) (ACN 098 188 580) ('DISSH', 'we', 'us' or 'our') in accordance with the requirements of the Australian Modern Slavery Act 2018, the UK Modern Slavery Act 2015 and the Californian Transparency in Supply Chains Act 2010.

This statement refers to the reporting period of 01 July 2024 to 30 June 2025.

This statement has been prepared in consultation with key leadership within DISSH, where we do not own or control any other entities.

This statement has been reviewed and approved by the Board of Directors of DISSH Pty Ltd on 19 of December 2025. This is signed by Lucy Henry-Hicks in her role as CEO of DISSH Pty Ltd on 19 of December 2025.

A handwritten signature in black ink, appearing to read 'Lucy Henry-Hicks'.

Lucy Henry-Hicks
Chief Executive Officer of DISSH
19 December 2025

INTRODUCTION

ABOUT

DISSH is a female-founded Australian fashion brand.

We're a purpose-led brand driven by female empowerment and the want to make real positive change and impact. Spearheaded by CEO and Creative Director, Lucy Henry-Hicks, who draws on years of experience and a legacy within the fashion industry. Established in 2001 by her mum, in 2020 Lucy became the Director and led the brand through a major evolution. Guiding the brand towards a sustainability-minded model with refined collections designed in-house with intention – resonating and connecting with a now global community.

We want DISSH collections to feel good in every sense – with our customers feeling empowered and positive wearing our pieces, and feeling good about supporting a brand that shares their values. As we continue to evolve, we are consciously striving to be a responsible brand that is considered with our actions and mindful of our impact.

OUR STRUCTURE

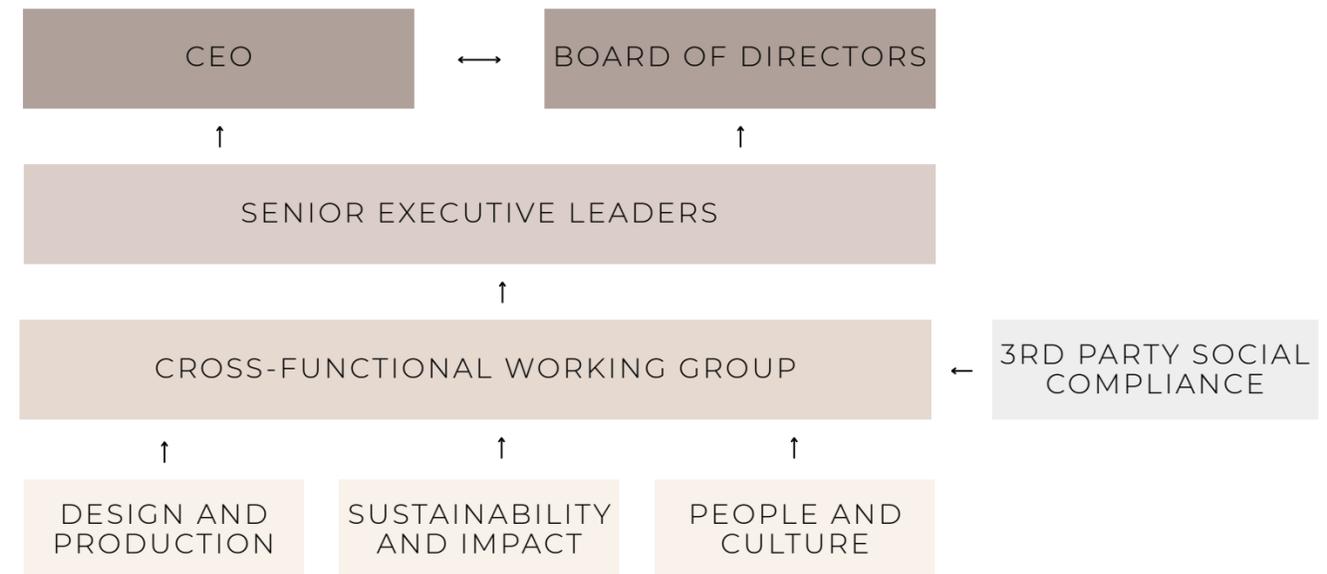
DISSH is a privately owned Australian company. Overall governance is overseen by our Board of Directors, with strategic leadership provided by the Executive Team. The day-to-day management of business operations rests with the DISSH Leadership Team.

DISSH is responsible for the design, production, and manufacture of our products, alongside our Australian and global retail operations - including both physical stores and our online platform - as well as our Australian Distribution Centre and Head Office.

We remain committed to ensuring that every part of our business operates in alignment with our values and reflects our ongoing commitment to ethical and responsible practice.

ETHICAL GOVERNANCE STRUCTURE

Our Ethical Governance structure sees key teams across the business, guided by Sustainability and Impact and informed by third-party social compliance, with oversight from senior leadership and the Board.





OUR OPERATIONS AND SUPPLY CHAIN

OPERATIONS

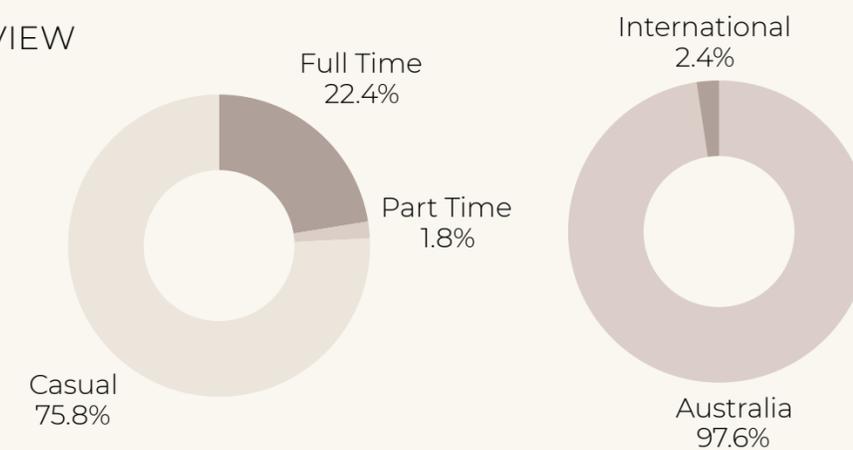
DISSH is a female-founded Australian fashion brand creating timeless and purposefully designed collections for the modern woman.

DISSH is headquartered in Brisbane, Queensland, where we manage our own Distribution Centre and Head Office. During this reporting period, DISSH operated 15 retail stores across Australia and our first international store in Los Angeles, California. We also expanded into wholesale through Selfridges in the United Kingdom, and digitally partnering with Ounass in the United Arab Emirates and Saudi Arabia, alongside our globally reaching online business.

Across our operations in FY25, we directly employed over 600 people in Australia as well as team members in the US, UK and Philippines through reliable external agencies - reflective of our growing global brand. Every team member is engaged under a formal employment contract and is required to uphold our Employee Code of Conduct, reflecting our ongoing commitment to ethical, fair, and responsible practice.

WORKFORCE OVERVIEW

Overview of our workforce based on employment type and based on location



OUR OPERATIONS AND SUPPLY CHAIN

SUPPLY CHAIN

DISSH engages with a range of suppliers for products and services from around the world. Across our suppliers we have Production Suppliers, Indent Suppliers and Non-Production Suppliers.

8
PRODUCTION
SUPPLIERS

Production Suppliers are those who provide goods or service directly involved with or included in our DISSH-branded products.

29
INDENT
SUPPLIERS

Indent Suppliers are those who provide us with branded finished product that are sold at DISSH, both online or in-store.

+370
NON-
PRODUCTION
SUPPLIERS

Non-Production Suppliers are those who are not suppliers within the product supply chain and are involved in providing goods or services to support business operations.



OUR OPERATIONS AND SUPPLY CHAIN

PRODUCTION SUPPLIERS

During this reporting period, DISSH worked with seven Tier 1 Production Suppliers. For our FY25 Modern Slavery Statement, our focus will remain on these Tier 1 suppliers as we continue to strengthen visibility and engagement further upstream in our supply chain.

Most of our Production Suppliers are based in China and one in India. While visibility beyond Tier 1 is still developing, we have made progress in mapping our leather supply chain, providing greater insight into its upstream tiers.

In relation to DISSH’s production supply chain, we define our supply chain by the following 5 tiers.

TIER 1	Final product manufacturing and assembly	Finished good manufacturing including cut & sew
TIER 2	Material production	Fabric mills for fabric production including prints, dyes and washes
TIER 3	Raw material processing	Mills and processors that turn raw material to yarn for fabrics
TIER 4	Raw material production	Farms for fibres such as cotton and wool
TIER 5	Associated material sourcing/manufacturing	Manufacture and sourcing of associated trims, buttons, zips and packaging

RISKS OF MODERN SLAVERY

INDENT SUPPLIERS

DISSH partners with Indent Suppliers who provide curated wholesale products for our retail stores and online business. The assortment of products procured through these partners includes handbags, footwear, jewellery, eyewear, beauty and wellness items, and stationery.

During this reporting period, we engaged 29 indent suppliers, with 72% based in Australia and a further 17% in the United States. This predominantly local footprint provides stronger visibility and alignment with our expectations around ethical sourcing.

NON-PRODUCTION SUPPLIERS

DISSH engages with suppliers for goods and services that are required for business operations. DISSH engaged 377 non-production suppliers this reporting period, with more than 90% based in Australia and accounting for around 75% of our non-production expenditure. Freight and logistics partners represent the largest share of this spend at almost 50%. Marketing-related services represented the next largest non-production spend category which includes brand and creative agencies, PR partners, models, photographers, videographers and campaign production.

Our next major spend category relates to rent and outgoings across our retail network. The remainder spans shopfitting and construction, professional services, IT equipment and software, packaging, recruitment agencies and energy providers.





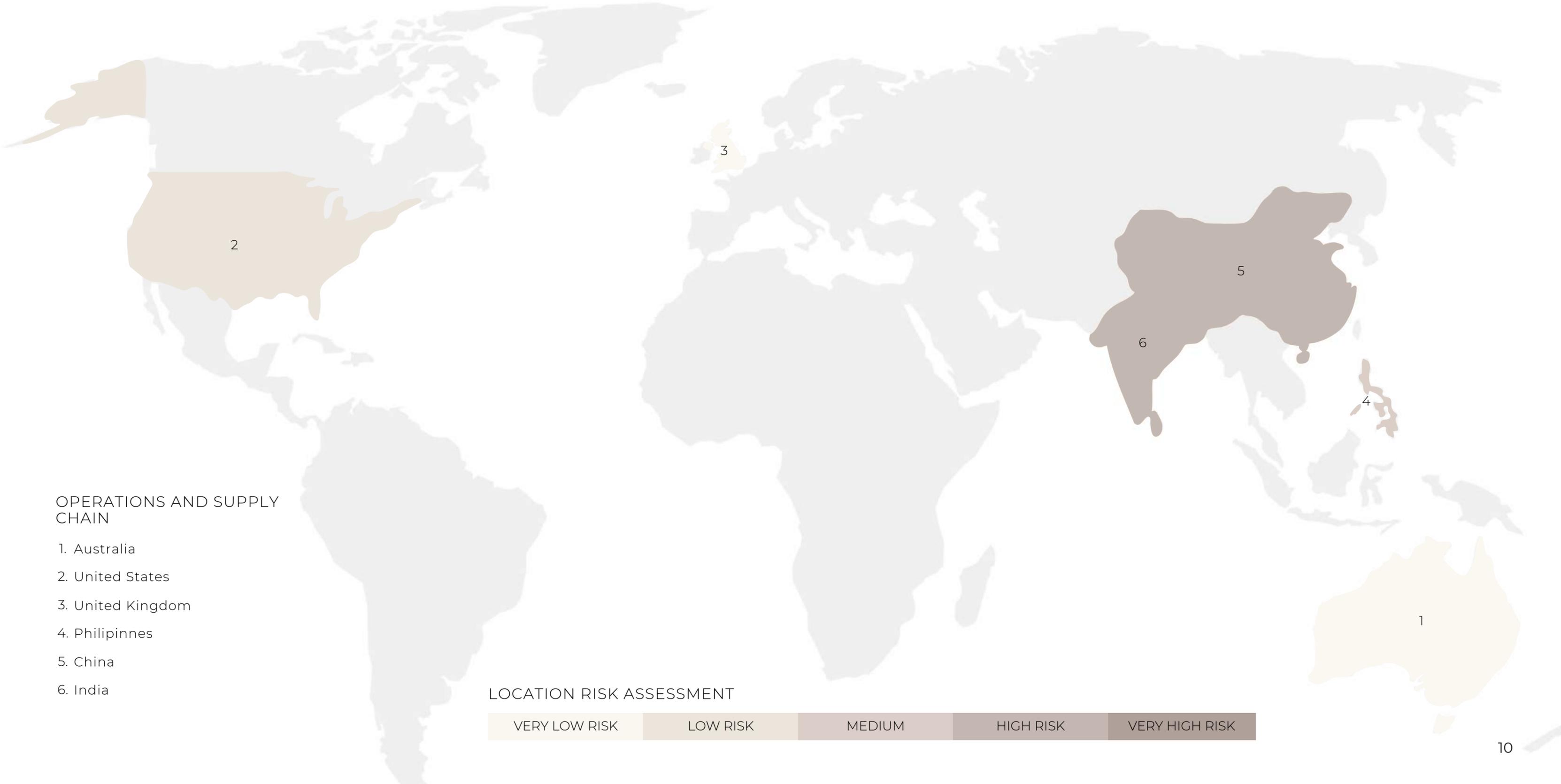
RISKS OF MODERN SLAVERY

Modern slavery remains a global challenge, particularly within the fashion and textile industry where the nature of complex, multi-tiered supply chains can heighten worker vulnerability. The fashion sector is recognised as a high-risk industry due to its labour-intensive production models, seasonal pressures, and sourcing from regions where regulatory oversight and worker protections may be limited.

At DISSH, we acknowledge these systemic risks with transparency and responsibility. The lingering effects of the COVID-19 pandemic, coupled with ongoing geopolitical and economic pressures, have continued to expose vulnerabilities across global supply chains. As a brand that values intentional design and conscious fashion, we understand that protecting the people behind our products is integral to how we define quality and integrity.

DISSH operates in and engages with a range of suppliers from around the world. Recognising that modern slavery risks may exist within both our operations and supply chain, we undertook a comprehensive risk assessment during FY25 to better understand where the greatest vulnerabilities may lie. This assessment considered sourcing, product and location-based risk factors, drawing on industry-leading publications and sources including the Walk Free Global Slavery Index, World Population Review, International Labour Organization, United Nations, and Labour Rights Index. Through this analysis, we determined the risk levels of our operations and supply chain reflected by relative country risk levels.

The following sections provides a detailed overview of our assessed risks across each key location within our operations and supply chain.



OPERATIONS AND SUPPLY CHAIN

- 1. Australia
- 2. United States
- 3. United Kingdom
- 4. Philipinnes
- 5. China
- 6. India

LOCATION RISK ASSESSMENT



RISK ASSESSMENT

OVERVIEW

The determined risk level ratings reflect the likelihood of modern slavery practices within each location, taking into account the nature of local industries, regulatory frameworks and the extent we manufacture or operate out of these regions.

Our assessment shows that modern slavery risk within our own operations is low, supported by strong labour protections and direct oversight. With most of our non-production suppliers based in Australia, they too operate within a lower-risk environment, however, many maintain international supply chains, where the likelihood of modern slavery is inherently higher. The greatest risks sit within our production supply chain, particularly in garment and textile manufacturing regions such as China and India, where industry conditions and broader vulnerabilities elevate exposure. These insights guide a more focused and responsible approach to managing risk, ensuring our attention is directed where it can create the most meaningful impact.

MODERN SLAVERY PRACTICES	AUSTRALIA	US	UK	PHILIPPINES	CHINA	INDIA
	OPERATIONS AND SUPPLY CHAIN	OPERATIONS	OPERATIONS	OPERATIONS	SUPPLY CHAIN	SUPPLY CHAIN
Forced labour						
Child labour						
Informal working arrangements						
Inadequate living wages						
Debt bondage						
Exploitation of vulnerable workers						
Poor working conditions						
Health & safety risks						
Working in hazardous environments						
State-imposed forced labour						
Discrimination						
Excessive working hours						
Deceptive recruitment						
OVERALL COUNTRY RISK	VERY LOW	LOW	VERY LOW	MEDIUM	HIGH	HIGH

RISK LEVEL

VERY LOW RISK	LOW RISK	MEDIUM	HIGH RISK	VERY HIGH RISK	*NO REPORTS OF
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*There are no reports of state-imposed forced labour for any of these regions



RISKS OF MODERN SLAVERY

OPERATIONS

Within our own operations, the risk of modern slavery remains very low. The majority of our workforce is based in Australia, where we have the greatest oversight. This is where our headquarters and People and Culture team are located. This direct visibility, combined with strong national labour protections and our established governance frameworks, creates a well-regulated environment with minimal likelihood of exploitation.

THIRD-PARTY RECRUITMENT + EMPLOYMENT

We recognise that without strong policies, due diligence processes and consistent oversight, our operations could contribute to modern slavery practices such as informal working arrangements, inadequate wages, exploitation of vulnerable workers and deceptive employment practices. This understanding shapes the way we design and manage our people systems, particularly internationally.

While our retail teams in the United States and United Kingdom are engaged through local employment agencies, they operate under DISSH policies, receive the same training standards, and are regularly supported through visits from our retail leadership team to ensure alignment with our expectations and values.

We also acknowledge a comparatively higher risk profile for our small team based in the Philippines. These team members are directly managed by DISSH leadership and fully adhere to our internal policies. We have completed a wage review to ensure they are paid well above recognised living wage benchmarks from the Asia Floor Wage Alliance (2024), Global Living Wage Coalition, Living Wage Foundation and the latest from IBON Foundation. They are employed under formal contracts through a trusted local provider, certified as a Great Place to Work, which further strengthens the protections in place.

RISKS OF MODERN SLAVERY

OPERATIONAL ALIGNMENT

Across all locations, every team member is supported by the same suite of DISSH policies and has equal access to our grievance mechanisms. This ensures that any concerns, whether relating to DISSH, a third-party retail partner, or a recruitment agency, can be raised safely and addressed promptly. These consistent safeguards underpin our commitment to ensuring all work is freely chosen, fairly compensated and grounded in dignity.

SUPPLY CHAIN

As we look beyond our own operations, the risks of modern slavery increase within our production supply chain, where industry structures, sourcing geographies and complex labour practices demand closer attention. The risk of contributing to or being directly linked to modern slavery practices is inherently higher within our broader supply chain, which spans our production, indent and non-production suppliers and includes the goods, services and materials we source globally.

PRODUCTION SUPPLIERS

Garment production, with its reliance on varied suppliers and dispersed manufacturing stages, carries a greater inherent risk of modern slavery, particularly beyond our Tier 1 suppliers where visibility remains limited.

We remain focused on strengthening visibility within our Tier 1 supplier network and have made progress in tracing our leather supply chain to better understand its upstream risks. Through these efforts, we continue to build a more transparent and responsible supply chain.



RISK ASSESSMENT

CHINA - HIGH RISK

China is a major sourcing region for global garment manufacturing and presents complex, systemic modern slavery risks. For DISSH, it remains our predominant sourcing location, representing 90% of our production spend, with most supplier relationships extending beyond three years.

While many of our suppliers operating in more developed manufacturing hubs with stronger oversight, the broader labour context requires continued attention. China's manufacturing sector relies heavily on internal migrant labour, creating vulnerabilities to deceptive recruitment, restricted mobility and excessive overtime. The most critical concern relates to cotton and textile production in the Uyghur Region (Xinjiang), where allegations of state-imposed forced labour persist and independent auditing is severely limited. Risks may also arise through unregulated subcontracting in processes such as laundering, embroidery or printing, where our visibility is still developing. These factors position China as an elevated-risk sourcing region requiring continued vigilance and further strengthening of supplier partnerships.

INDIA - HIGH RISK

India is another key sourcing region for goods manufacturing. While it represents less than 5% of our total production spend, it is where we source 100% of our leather goods of which presents a high inherent risk of modern slavery.

India's labour landscape is shaped by longstanding vulnerabilities, including bonded labour practices such as Sumangali Schemes, persistent risks of child labour and recruitment systems that can leave rural or marginalised workers indebted to their employers. Migrant workers are also vulnerable to low wages, excessive overtime and limited protections, with risks amplified by undisclosed subcontracting into small, unregulated facilities beyond audit scope.

These factors position India as an elevated-risk sourcing region requiring sustained due diligence and close supplier engagement. Our leather supply chain is explored in a dedicated spotlight later in this statement, where increased transparency and deeper visibility have helped mitigate modern slavery risks in this area.

PRODUCT RISK

Cotton remains the highest-risk fibre in our range, with well-documented exposure to forced labour across farming, ginning and spinning. Risks are most acute in China's Xinjiang region, where state-imposed forced labour, affecting Uyghur and other Turkic and Muslim communities, has been widely reported and verification is extremely limited. Given cotton's long and diffuse supply chain, tracing raw material origin remains challenging even when garments are manufactured elsewhere.

Linen carries a comparatively lower risk, and fibres such as ramie, silk and other natural blends sit lower again. However, the cultivation of all natural fibres can involve labour-intensive and seasonal work, often undertaken by smallholder or informal labour groups, which can limit transparency at source.

In response, DISSH continues to strengthen fibre-level traceability and supplier engagement to reduce the likelihood that our raw materials are connected to modern slavery.



RISK OF MODERN SLAVERY

INDENT SUPPLIERS

Indent Suppliers represent a smaller portion of our product sourcing model - accounting for roughly 3% of total product spend compared with 97% on DISSH-manufactured product. However, because these goods are designed, produced and sourced independently by our partners, they introduce a different type of risk profile. For this reason, there is a possibility of being directly linked to modern slavery practices through these indirect supply chains.

Although most of our Indent Suppliers are based in Australia or the United States, both considered lower-risk regions, their own supply chains often span multiple countries. Similar to the garment and textile industry, the accessory and beauty industries have inherent modern slavery risks. These include risks related to raw-material extraction, manufacturing in high-risk regions, informal labour, and limited visibility over subcontracted processes.

While we work closely with our Indent partners, we do not have direct influence over their due diligence processes or the oversight of their upstream suppliers. To address this, we have actively engaged with our key Indent Suppliers to align on our expectations for ethical sourcing and support the strengthening of their modern slavery risk management practices.

Some of the Indent suppliers we partnered with this reporting period include:

- Alias Mae
- Amber Scents
- Anna Rossi Jewellery
- Cendre & Co
- DOF Studios
- Elisa Johnson
- Gentle Habits
- Heaven Mayhem
- Noah The Label
- Sancia
- Senso
- Shevoke
- Sunshades Eyewear
- The Bali Tailor
- Váhy

RISKS OF MODERN SLAVERY

NON-PRODUCTION SUPPLIERS

DISSH undertook a risk assessment of our non-production suppliers to understand where modern slavery risks may emerge across the diverse goods and services that support our business. While most of these suppliers operate in Australia, their own global operations and extended supply chains naturally increase exposure to modern slavery risks.

Freight and logistics remains a key focus area for our non-production suppliers based on our spend. Two of our major logistics providers are well-established organisations Australia Post and DHL, both with robust human rights frameworks and modern slavery due diligence. Our third provider, S.A.L. Logistics, has demonstrated a clear commitment to responsible practice, working only with reputable carriers, maintaining a banned-entity list and actively strengthening its risk mitigation measures in collaboration with DISSH.

More broadly, the top identified modern slavery risk associated with our non-production suppliers is informal work arrangements, exploitation of vulnerable workers, poor working conditions, deceptive employment, inadequate wages and unauthorised subcontracting.

While these partners operate independently of DISSH, we have been actively engaging with our non-production suppliers on modern slavery and ethical sourcing. We will continue to do so, encouraging stronger due diligence and more transparent practices across their supply chains.





ACTIONS ADDRESSING RISKS

DISSH is committed to upholding high standards of ethical conduct across our operations and supply chain. We recognise that modern slavery is a systemic global issue, and as a fashion brand, we have a responsibility to take thoughtful, proactive steps to identify, address and mitigate these risks where they may arise.

POLICIES

As part of this commitment, our policies form a foundational measure. We continue to establish, review and strengthen the frameworks that set clear expectations for how our people behave, the standards we uphold, and the conduct we require from every supplier we work with.

EMPLOYEE CODE OF CONDUCT

This policy outlines the standards of integrity and behaviour expected from all team members and workplace participants, reflecting our Core Values, Mission, and commitment to a culture-first approach. It reinforces our responsibility to act with honesty, fairness, and accountability, ensuring we uphold our reputation, meet legislative requirements, and maintain a positive and respectful workplace. The Policy guides our commitment to high performance, ethical decision-making, and conduct that protects both individual and company integrity.

ACTIONS ADDRESSING RISKS

RESPONSIBLE SOURCING POLICY

Responsible sourcing is an intentional commitment to ethical procurement that respects human rights, protects the environment and supports positive social outcomes. This guide outlines DISSH’s approach to ensuring every purchasing decision is purposeful and aligned with recognised responsible procurement standards. It applies across the business and is grounded in principles such as conscious consumption, reduced environmental impact and genuine social responsibility. These principles guide our practices, buying local where possible, selecting ethical suppliers and better materials, supporting diverse partners, choosing durable and resource-efficient products, and seeking options that deliver social and environmental value.

SUPPORTING POLICIES

We also maintain a suite of supporting policies that have been reviewed and updated where relevant, alongside the introduction of several newly developed policies, collectively strengthening our ethical framework and the protections in place for our people.

Existing and updated policies include:

- Respect at DISSH
- Grievance Policy
- Performance and Conduct Management Policy
- First Aid Policy
- Hazard and Near Miss Policy and Procedure
- Workplace Rehabilitation Policy

Updated and new policies implemented include:

- Occupational Health and Safety & *Security* Policy
- Paid Parental Leave Policy
- Flexible Work Arrangements Policy
- Heat Policy

GLOBAL BRAND PARTNER CODE OF CONDUCT

Our newly enhanced Global Brand Partner Code of Conduct was developed this reporting period to align with internationally recognised standards and reflect the values that guide our business. It sets clear minimum expectations for ethical conduct and encourages improvement beyond compliance. Where the Code and local law overlap, partners must follow the standard that provides the strongest protection for workers, communities and the environment.

Grounded in leading global frameworks - including the ETI Base Code, ILO Fundamental Principles, the Universal Declaration of Human Rights, the UN SDGs and the UN Global Compact - the Code will be implemented across our supply chain in the upcoming financial year to further strengthen our ethical foundations.

The key focuses of the code are:

EMPLOYMENT PRACTICES	HEALTH AND SAFETY
<ul style="list-style-type: none"> • Freely Chosen Employment • No child labour • Respect for freedom of association and the right to collectively bargain • No discrimination and promotion of equal opportunities • Promoting gender equality and protecting women’s rights 	<ul style="list-style-type: none"> • Safe use of machinery and equipment • Access to clean facilities • Maintaining a safe and hygienic working environment • Implementation of workplace health and safety measures • Safe handling and use of chemicals
<ul style="list-style-type: none"> • No harsh or inhumane treatment • Fair Wages and Reasonable Working Hours • Clear and Regular Employment • No use of Sub-Contractors without prior approval 	ENVIRONMENTAL RESPONSIBILITY
	<ul style="list-style-type: none"> • Environmental Management Systems • Raw Materials
	BUSINESS INTEGRITY
	<ul style="list-style-type: none"> • Bribery, corruption and ethical business practices • Complying with ethical business practices • Information, record keeping and transparency

ACTIONS ADDRESSING RISKS

OPERATIONS

Beyond strengthening our policy framework, DISSH undertook several actions this reporting period to further mitigate modern slavery risks within our operational control, enhance protections for and empower our people with the tools to uphold human rights.

We completed a third-party Work, Health and Safety (WHS) audit across our office, distribution centre and retail stores. This identified areas for improvement that we are actively addressing through a improvement plan and cross-functional efforts from People and Culture, Distribution Centre and Retail teams. We also launched a new Human Resource Information System, Employment Hero, creating a consistent and compliant approach to workforce management that also aligns with local legislation.

Throughout the reporting period, capacity building within our team was a major priority through training and education. Our teams participated in a sustainability and impact workshop covering environmental, social and governance considerations across the business, as well as an unconscious bias workshop focused on awareness, recognising bias-related behaviours and applying our DISSH Conscious Toolkit in daily decision-making.

Our design and production teams also completed dedicated ethical sourcing training, which covered modern slavery risks, prevalence and indicators, and provided practical guidance on embedding responsible practices throughout the design and sourcing process.

These actions collectively reinforce our commitment to safeguarding human rights within our operations and ensuring our teams are equipped with the knowledge and systems needed to prevent modern slavery.



ACTIONS ADDRESSING RISKS

SUPPLY CHAIN

PRODUCTION SUPPLIERS

LONG-TERM SUPPLIER PARTNERSHIPS

Strong, enduring supplier relationships remain central to how we manage risk and uphold responsible practices across our production base. In FY25, our supplier network remained stable, with over 80% of our product suppliers working with DISSH for more than four years. These long-standing partnerships create continuity, build mutual trust, and enable clearer visibility of day-to-day operations and workforce conditions.

This year, we further strengthened our approach by developing and launching a new Supplier Screening Framework. This framework is now used to assess new potential suppliers before entering any partnership, evaluating governance, social and environmental performance, and broader alignment with DISSH values. The process ensures we identify and mitigate potential risks long before formal onboarding.

GOVERNANCE AND RESPONSIBILITY

We also developed our new Global Brand Partner Code of Conduct, setting clear expectations on labour rights, health and safety, environmental responsibility, and ethical business conduct. We engaged directly with our major production partner and a high-risk leather supplier during the policy development phase to foster collaboration and deepen our partnerships towards continuous improvement. The next reporting period will see the onboarding of all Tier 1 suppliers as well as key indent and non-production suppliers.

The Code also formalises internal responsibilities: our Sustainability Manager, guided by our Production Manager, now holds a defined role in ongoing monitoring, verification and escalation of any potential breaches or concerns. This governance uplift enhances our ability to identify issues early and respond with transparency and urgency.

SUPPLY CHAIN VISIBILITY & LEATHER TRACEABILITY

We continued strengthening traceability by refining our mapping of Tier 1 factory sites, ensuring each facility involved in manufacturing DISSH products is known and verified. As part of supplier engagement, several partners also visited our Australian team, supporting stronger communication and ensuring shared expectations around responsible manufacturing.

Within leather, we made meaningful progress in deepening our visibility. Our key leather processing and manufacturing partner, of whom produces 100% of our DISSH leather products, holds the Leather Working Group (LWG) Gold Standard certification. This certification verifies:

- Strong human rights protections
- Responsible chemical and wastewater management
- Robust environmental performance
- Traceability controls linking hides back to approved origins
- Worker health, wellbeing and safety protocols

Our leather supplier also holds an OEKO-TEX® LEATHER STANDARD certification for its processing facility. This assures that all leather inputs are tested for harmful substances and processed under transparent, tightly-controlled chemical systems. This supports safer working conditions, reduces exposure risks, and reinforces an operating culture grounded in ethical conduct and respect for human rights.

These third-party verified standards confirm that our leather comes through facilities with high standards of ethical and environmental practice, strengthening confidence in both social and environmental safeguards within this part of our supply chain.

ACTIONS ADDRESSING RISKS

PRODUCTION SUPPLIERS

THIRD PARTY AUDITS

All active production suppliers underwent independent announced or semi-announced third-party social compliance audits within the past 24 months. These assessments covered:

- protection of young and vulnerable workers
- recruitment practices, including transparency around fees
- facility health and safety conditions
- wage payments, working hours and overtime
- grievance mechanisms and overall management systems

For any non-compliances identified, suppliers are expected to address the corresponding corrective action plans within agreed timeframes. Progress and ongoing encouragement towards continuous improvement is monitored by our Sustainability and Production teams. We remain committed to moving toward annual audits across all active production suppliers.

INDENT + NON-PRODUCTION SUPPLIERS

Beyond our core production base, DISSH works with a network of indent and non-production suppliers who play an important role in our product range, logistics and operational ecosystem. Our focus this year has been on strengthening engagement, building shared understanding of expectations, and laying the foundations for a tailored due diligence program that reflects the unique risks and operating environments of these partners.



ACTIONS ADDRESSING RISKS

INDENT SUPPLIERS

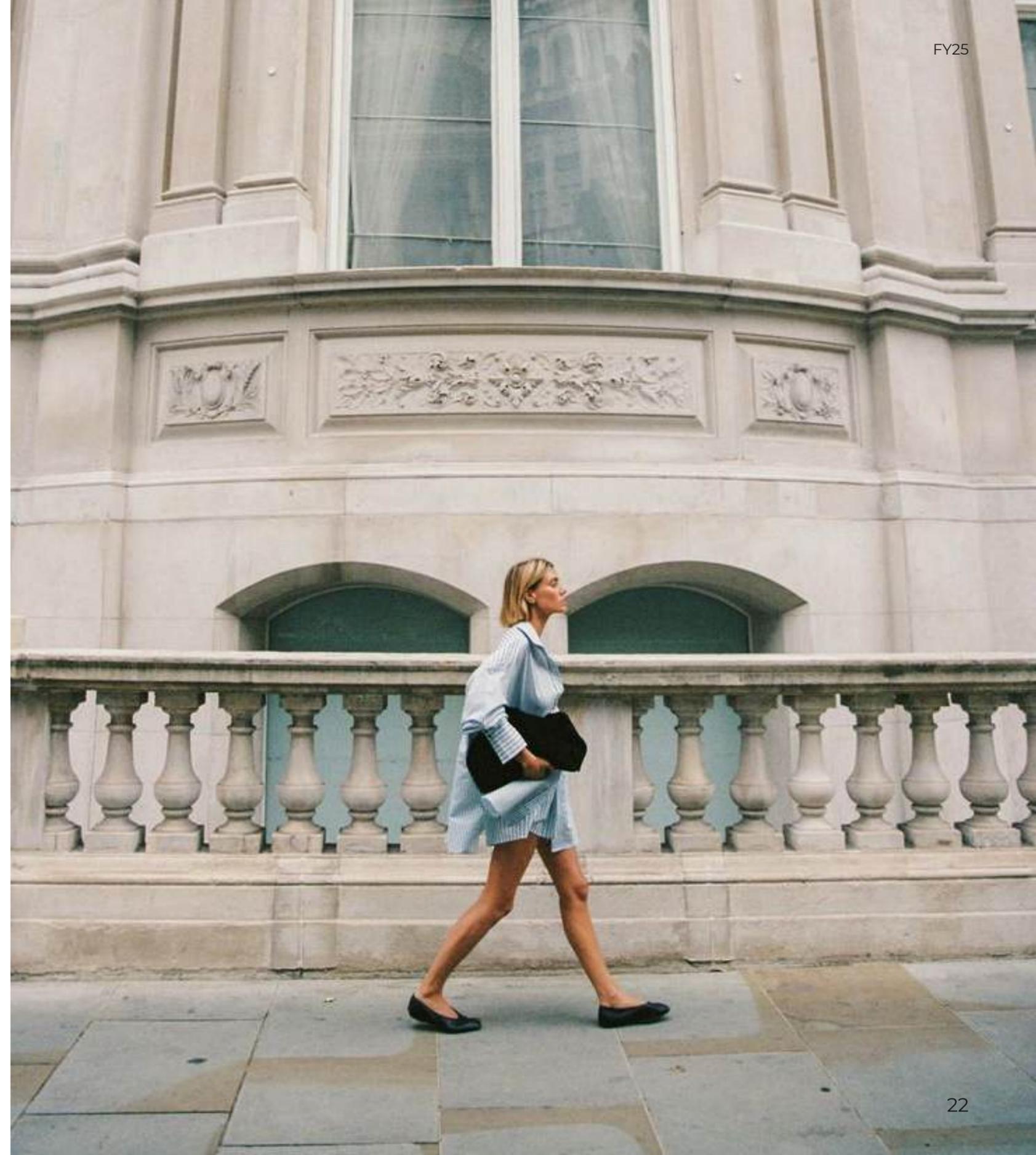
We continued our commitment to working closely with our indent partners to ensure strong value alignment and responsible sourcing practices. Across the reporting period, we actively engaged with nine indent suppliers or their representative agencies, representing over 50% of our spend on indent products. These conversations enabled deeper visibility into their practices, expectations of their own supply chains, and the governance structures in place to protect workers.

NON-PRODUCTION SUPPLIERS

We also progressed engagement with several key non-production suppliers who are central to the running of our business. This included SAL Logistics, alongside our two major packaging partners, PaperPak and Better Packaging, who play material roles in product movement and sustainable packaging outcomes respectively for DISSH.

As we implement our Global Brand Partner Code of Conduct, we are preparing both our indent and non-production suppliers for clearer alignment to its expectations. Through ongoing engagement, we are deepening our understanding of each partner's existing policies and controls, while also identifying where additional support may be valuable.

Over the coming year, we will offer practical guidance, shared learning opportunities and capacity-building initiatives designed to elevate modern slavery awareness, strengthen governance, and empower our partners to embed robust, responsible practices across their own operations and wider supply chains - supporting them to confidently identify, address and mitigate modern slavery risks within their spheres of influence.



ASSESSING OUR ACTIONS

For the actions taken over this reporting period, we have reviewed their effectiveness and used this assessment to inform our plan to enhance our actions addressing modern slavery in the future.

ACTION	MEASURING EFFECTIVENESS
Policies and Processes	<ul style="list-style-type: none"> • Annual review of internal policies and processes by People and Culture team with 4 updated or new policies introduced • 100% of all complaints were resolved through use of grievance mechanisms either informally and formally • Development of Global Brand Partner Code of Conduct (implemented in FY26) • Internal roles and responsibilities clarified for monitoring, escalation and reporting
Training & Capability Building	<ul style="list-style-type: none"> • Modern slavery training delivered to 14 internal team members across Production, Buying and Logistics • Design of supplier-focused capacity-building program commenced (launch planned for FY26)
Supplier Engagement	<ul style="list-style-type: none"> • Active year-round engagement with all key production partners • Forecasting and capacity planning completed with 100% of production suppliers in the lead up to peak trade periods • Engagement with nine indent suppliers or representative agencies covering over 50% of indent spend • Engagement with 3 key non-production supply partners
Third-Party Audits	<ul style="list-style-type: none"> • Completed WHS audit of our Australian operations with 25% of improvement actions addressed in FY25 • Regular tracking of supplier factory audits and relevant third-party certifications such as OKEO-TEX and Leather Working Group (LWG) • Reviewing supplier audits and flagging non-compliance issues with suppliers to be addressed in a timely manner
Supply Chain Mapping & Traceability	<ul style="list-style-type: none"> • Completion of Tier 1 production supplier mapping with 100% of active production suppliers traced to factory site • Mapping of non-production and indent suppliers • Leather traceability of Tier 1, Tier 2 and countries of origin of raw materials confirmed for 100% of leather products including confirmation that our key leather partner holds LWG Gold certification
Overall Due Diligence	<ul style="list-style-type: none"> • Ongoing research on developments and proposed recommendations of regulations and best practice • Updated gap analysis conducted by Sustainability and Impact Manager

While we have strengthened the way we understand and assess the effectiveness of our actions, we recognise the need for more structured measurement. Over the next reporting period we will introduce clearer performance indicators. These indicators will help us assess our progress more consistently, identify gaps, and refine our approach with a focus on continuous improvement.



FUTURE ACTION

In the next reporting period, we will continue strengthening the way we identify, address and mitigate modern slavery risks across our operations and supply chain.

A key priority is the implementation of our Global Brand Partner Code of Conduct across all production suppliers, and key non-production and indent suppliers. This will underpin our refreshed social compliance program, with key suppliers assessed against a consistent third-party standard aligned to the ETI Base Code and strengthened through more frequent audits and in-person visits from the DISSH team.

We will also advance our policy framework and progress the development of *Responsible* at DISSH, creating a clear, cohesive structure that supports ethical conduct across the business.

Training and capability building remain central to our approach, with dedicated development continuing for our People & Culture and Design & Production teams. A new onboarding experience will also embed modern slavery awareness, responsible sourcing principles, and due diligence expectations as standard.

Across our wider supply chain, we will deepen engagement through open dialogue, targeted education and tailored support, with a continued focus on cotton tracing to strengthen transparency across higher-risk categories. We will also build stronger relationships with non-production suppliers by reviewing their broader ESG performance and supporting continuous improvement.

We remain committed to continuous improvement and collective action, recognising that meaningful progress is strengthened when businesses share insights and work together to uplift industry standards.



DISSH

