2025 Modern Slavery Statement

HBI
HANESBRANDS INC.
Australasia

Acknowledgment of Country

Hanes Australasia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Country and recognises their continuing connection to land, waters and culture.

We pay our respects to Elders past and present.

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About this statement

This Modern Slavery Statement ("Statement") is made in accordance with the Australian Modern Slavery Act 2018 (Cth) and pursuant to section 54 of the United Kingdom Modern Slavery Act 2015 (together, the Acts). It sets out the steps taken to identify, assess and address modern slavery and human trafficking risks in the operations and supply chains of the entities covered by this Statement during the financial year ended 28 December 2025.

HBI Holdings Australasia Pty Ltd (ABN: 52 612 185 476), as a parent company, issues this joint Statement on behalf of itself and each of its subsidiaries and reporting entities, including relevant UK entities, that are subject to the reporting requirements under the Australian and UK Acts.

For the purposes of this Statement, HBI Holdings Australasia Pty Ltd and each of its subsidiaries are collectively referred to as "Hanes Australasia".

During the reporting period, Hanes Australasia formed part of the Hanesbrands LLC (formerly Hanesbrands Inc.) group of companies ("HanesBrands", "HanesBrands group" or "HBI"). On 1 December 2025, Gildan Activewear Inc. ("Gildan", "Gildan group") acquired HanesBrands Inc., resulting in HanesBrands becoming a subsidiary of the Gildan group.

As a consequence of this transaction, Hanes Australasia became part of the Gildan group from 1 December 2025. The legal entity structure of Hanes Australasia and its subsidiaries, including UK entities, remained unchanged following the acquisition.

The policies, systems and controls described in this Statement reflect those in place during the reporting period, unless otherwise stated. Where relevant, future integration activities with the Gildan group will be addressed in subsequent reporting periods.

Hanes Australasia through its common directorship and management has engaged and consulted with all companies it owns and controls in the development of this Statement (see Appendix for list of entities). This consultation included engagement with senior management and functional leads across sustainability, sourcing, legal and finance to validate risk identification, mitigation activities and data accuracy across operations and supply chains.

This Statement has been reviewed and approved by the Board of Directors of HBI Holdings Australasia Pty Ltd on 22 June 2026, as the principal governing body that is in a position to influence or control each of its subsidiaries and the reporting entities within the Hanes Australasia group covered by this Statement.

Tanya Deans

President, Hanes Australasia and in her capacity as Director of HBI Holdings Australasia Pty Ltd

Message from our President

Creating the fabric of a better life for people and planet

At Hanes Australasia, our actions are guided by our purpose to 'create the fabric of a better life for people and planet'. Core to this purpose is our commitment to upholding the human rights of all people who play a role in creating and bringing our brands and products to life for our customers.

Understanding the modern slavery risks that exist throughout our supply chain; recognising how our actions may contribute to these risks; and taking steps to mitigate them is an important part of this commitment.

Modern Slavery is a complex and persistent global issue. The Global Slavery Index estimates that approximately 50 million people were living in modern slavery on any given day in 2021, 10 million more than 2016. Vulnerable populations, including women and children, remain disproportionally at risk.

Our 2025 Modern Slavery Statement outlines the ongoing programs we have in place; the progress we have made during the reporting period; and the areas where we plan to undertake further work.

During the year, HanesBrands has continued to perform unannounced responsible sourcing audits in both new and existing supplier sites; conduct risk assessments of and engagement with Goods Not for Resale and Services suppliers, with a particular focus on higher-risk suppliers; and transition our products to preferred and more traceable materials, in line with our sustainability goals.

In addition to this ongoing work, during 2025 we launched a comprehensive training module designed to equip senior leaders and other key team members with improved understanding and awareness of modern slavery risks.

As modern slavery risks continue to evolve, in the year ahead we remain committed to ensuring our systems, processes and governance continues to support the protection and wellbeing of all people working in our operations and throughout our supply chains.

Tanya Deans

President, Hanes Australasia

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Introduction

A global responsible sourcing framework

During the reporting period, Hanes Australasia formed part of the HanesBrands LLC group of companies ("HanesBrands", "HanesBrands group" or "HBI"), a global apparel company with an established industry-leading responsible sourcing program that has been in place for more than 20 years.

On 1 December 2025, HanesBrands Inc. was acquired by Gildan Activewear Inc. ("Gildan", "Gildan group"), resulting in an ultimate change of ownership. Further detail on the reporting context and scope of this Statement is set out in About this statement. The responsible sourcing standards, policies and risk management processes described in this Statement continued to apply post-acquisition across Hanes Australasia's operations and supply chains, unless otherwise stated.

Throughout the reporting period, HanesBrands continued to implement a rigorous set of standards across its company-owned facilities and its third-party suppliers. These standards are underpinned by our Global Standards for Suppliers (GSS) and Global Human Rights Policy, which are primarily based on international labour and human rights standards.

We believe that all workers at these facilities have the right to freely choose employment and freely associate and collectively bargain. These standards specifically prohibit forced or involuntary labour whether bonded, prison or indentured, including debt servitude.

The term 'modern slavery' is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. It includes forced labour, forced marriage, slavery, servitude, debt bondage, deceptive recruiting for labour or services, human trafficking and the worst forms of child labour, including situations where children are subjected to slavery or similar practices, or engaged in hazardous work. Hanes Australasia has a zero-tolerance policy against such issues and supports international efforts to promote and protect human rights.

We understand that businesses cannot eradicate modern slavery in isolation and that collaboration with civil society, government and other stakeholders is important. We acknowledge the important role companies play in helping to identify, prevent and respond to modern slavery risks, and are committed to continuous improvement in our approach over time.

Our business structure, operations and supply chain

Our structure and operations

Hanes Australasia is home to some of Australia's most recognised apparel and lifestyle brands. Our brand portfolio in 2025 included Bonds, Berlei, Bras N Things, Dunlopillo, Fairydown, Actil, Holeproof, Jockey Australia and New Zealand[1], Kayser, Playtex, Razzamatazz, Rio, Sheer Relief, Sheridan and Voodoo.

Hanes Australasia designs, sources, markets, distributes and sells product via wholesale partners, distributors and through our own retail network, which includes 499 stores and 8 online stores.

Headquartered in Melbourne Australia, Hanes Australasia has over 6,300 employees and operates throughout Australia, New Zealand, China, India, Indonesia (including our own manufacturing facility), Pakistan, South Africa, Thailand and the United Kingdom.

During the reporting period, Hanes Australasia formed part of the HanesBrands group of companies. In addition to the Hanes Australasia brands listed above, HanesBrands owns a portfolio of well-known global apparel brands including Hanes, Maidenform, and Bali.

Hanesbrands has built a strong reputation for workplace quality, ethical business practices, and reducing environmental impact. Unlike most apparel companies, over 75% of the apparel units the HanesBrands group sells are produced in its own facilities. This level of supply chain ownership supports enhanced cost efficiency, scalability, and flexibility, as well as oversight of labour standards, environmental performance and management practices.

On 1 December 2025, HanesBrands Inc. was acquired by Gildan Activewear Inc., resulting in a change of ownership at the group level. As outlined in About this statement, the legal entity structure and operations of Hanes Australasia remained unchanged following the acquisition.

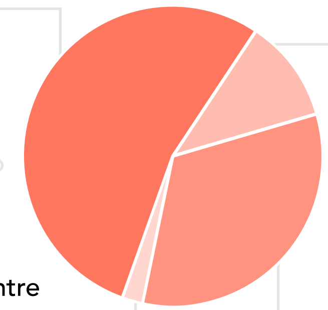
1. Under license from Jockey International, Inc. until 31 March 2026, with subsequent sell through rights

Team

1

across **9** countries[2]

over **6,300** Team members



54%	Retail team members
11%	Support office team members
2%	Distribution centre team members
33%	Factory team members

92% Employee engagement score[3]

2

Brands and products

BONDS

bras N things

SHERIDAN EST. 1967

JOCKEY[4]

BERLEI

Other Brands

Dunlopillo, Fairydown, Holeproof, Actil, Kayser, Playtex, Razzamatazz, Rio, Sheer Relief, voodoo

1st or 2nd Market position in all core categories[5]

Key: Socks, Underwear, Bras, Apparel, Babywear, Hosiery, Swimwear, Sleepwear, Accessories, Homewares

HBI Holdings Australasia Pty Ltd

Supply partners

3

Avg audit score B

109 audits[6]

77 Third Party supplier facilities

4 HBI owned or controlled facilities

Avg audit score A+

81 supplier facilities

Average length of supplier relationship **13yrs**

80% of Volume from TOP **18** facilities

across **12** countries

4

Operations

7 Support offices

2 Distribution centres

1 Owned manufacturing facility

5

Store network

507 Total Stores

145 Bonds

171 Sheridan

183 BNT

8 Online

Over **6,200** Retailer doors

Figure 1: Overview of Hanes Australasia operations included within the scope of this report.

2. Australia, New Zealand, China, India, Indonesia, Pakistan, South Africa, Thailand, United Kingdom
3. Engaged and highly engaged
4. Jockey Australia and New Zealand, under licence from Jockey International Inc. until 31 March 2026, with subsequent sell through rights
5. Core categories includes underwear, bras, socks, hosiery, babywear and premium bedlinen
6. Initial audits (5), Annual audits (63), Remediations (41)

Our supply chain

Hanes Australasia's supply chain can be broadly grouped into the following categories:

1.
Goods for resale

Finished products such as apparel, homewares, underwear, socks and hosiery, sourced through both HanesBrands group owned manufacturing facilities, as well as third-party suppliers.

2.
Goods not for resale

Includes items such as IT equipment, office supplies and consumables, retail store fit-outs and plant and equipment.

3.
Services

Includes real estate and facility management (including cleaning and utilities), customer service, IT software and support, marketing, financial and other professional services, labour hire, transport, logistics and warehousing.

Goods for resale

Our operations are supported by both HanesBrands group owned manufacturing facilities, as well as a network of third-party suppliers. Outside of our owned manufacturing capability, these suppliers are essential to our business. We work diligently to ensure we only do business with those who share our strong ethical values.

Of the goods manufactured by third-party suppliers, the vast majority are produced by those that we have direct and longstanding relationships with.

During 2025, Hanes Australasia manufactured and/or sourced its goods for resale from Australia, Bangladesh, Cambodia, China, Denmark, India, Indonesia, Pakistan, Portugal, Thailand, Turkey and Vietnam.

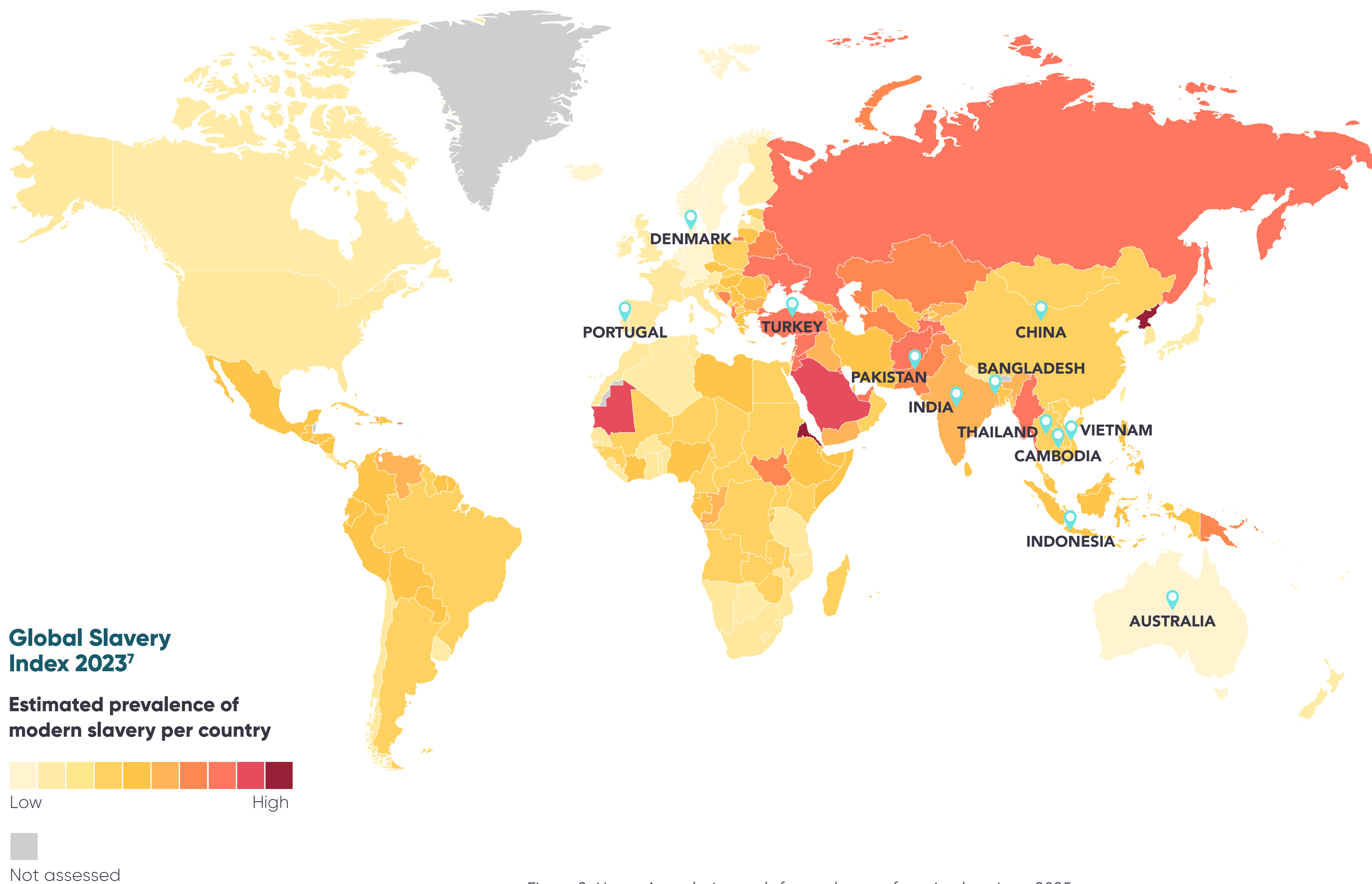


Figure 2: Hanes Australasia goods for resale manufacturing locations, 2025

7. www.globalslaveryindex.org

Our supply chain (continued)

Goods not for resale and services

Hanes Australasia procures goods not for resale and services (GNFRS) to support its business operations across eight key spend categories, as follows:

Real estate & facility management:
Resources and services related to the rent, utilities, management and maintenance of physical facilities and properties including offices, distribution and manufacturing centres and retail stores.

Financial & other professional services:
Finance, accounting, legal and other professional services supporting our operations.

Logistics:
Warehousing, transportation, distribution and supply chain services that facilitate the movement and storage of product and materials.

Marketing & selling:
Advertising, promotion and selling costs (including licence fees and royalties) to enhance the visibility of our product in the marketplace.

Administration & human resources:
Administrative, labour hire, employee and staff-related activities that support staffing and operational needs.

Information & communications technology:
Telecommunication and technology-related products and services inclusive of hardware, software and IT support.

Plant & equipment:
Machinery, tools and equipment necessary for manufacturing, production and distribution activities.

Office supplies:
Supplies and materials required for day-to-day activities such as stationery, uniforms and other consumable items.

A large proportion of the suppliers we engage are incorporated and located in Australia. The GNFRS we procure, however, may involve domestic and international production or service activities. For example, shop fittings used in our retail stores may be procured from our Australian based supplier that produces the items overseas.

88%

of total GNFRS spend from Australian-based suppliers

87%

of total GNFRS spend from 4 categories:

- Real estate & facility management;
- Financial and other professional services;
- Logistics;
- Marketing and selling.

80%

of total GNFRS spend represented from approximately 85 vendors

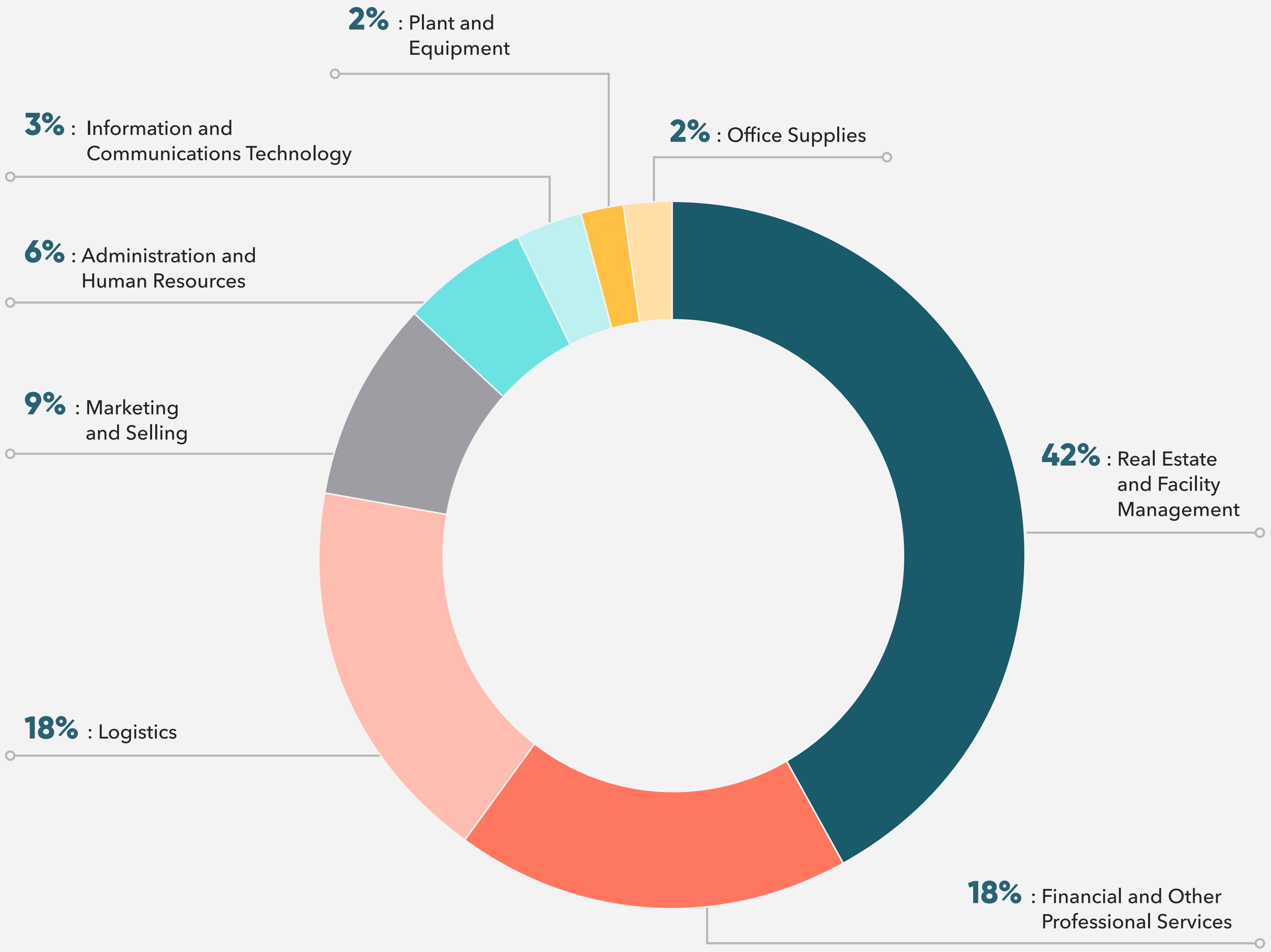


Figure 3: Overview of goods not for resale and services

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Governance

This section describes the governance arrangements Hanes Australasia applied during the reporting period.

On 1 December 2025, HanesBrands Inc. was acquired by Gildan Activewear Inc. For the reporting period, the Board-level governance arrangements described in this section applied until that date, while operational compliance and working-level governance arrangements remained in place for the full reporting period. Any changes to the governance arrangements arising from the acquisition will be addressed in future reporting periods.

During the reporting period, the HanesBrands' Board of Directors and its committees oversaw the development and execution of the HanesBrands group's Environmental, Social and Governance (ESG) strategy, including oversight of policies, programs and initiatives related to environmental sustainability, health and safety, and responsible sourcing.

HanesBrands' Governance and Nominating Committee coordinated the Board's ESG oversight responsibilities, with support from the Audit Committee and the Talent and Compensation Committee. These oversight responsibilities included assessing and reviewing the relevant ESG risks, opportunities and disclosure obligations as below:

- The Governance and Nominating Committee coordinated oversight of HanesBrands' ESG strategy and communications, as well as corporate governance policies and practices. It also assessed whether relevant ESG risks, opportunities and disclosure obligations were regularly reviewed and considered by the appropriate Board committees. As part of its responsibilities, the Committee also received regular updates on the company's sustainability and Global Ethics and Compliance (GEC) programs.
- The Audit Committee had primary responsibility for the "Planet" and "Product" pillars of HanesBrands' ESG strategy, including the aspects related to climate change, water usage, waste management, greenhouse gas emissions, chemical management, raw material sourcing, product, packaging, and product liability. It was also responsible for the company's GEC program and oversight of the enterprise risk management process, including evaluation of actual and potential risks and opportunities for the HanesBrands business, including climate-related and supply chain labour standards (human rights) related risks.
- The Talent and Compensation Committee, was primarily responsible for the "People" pillar of HanesBrands' ESG strategy, including oversight of talent development, labour management, supply chain labour standards, human rights efforts, and health and safety.

HanesBrands' global CEO and executive leadership team had direct responsibility for these programs and received regular reporting on human rights risk management as part of the company's Enterprise Risk Management (ERM) process and through other frequent updates.

The HanesBrands' Global Corporate Compliance function, reporting to the VP, Interim Chief Legal Officer, (now VP, Legal Affairs – Gildan), was responsible for the design and implementation of HanesBrands' GEC and responsible sourcing programs. The Compliance team works with independent third-party auditors, the global supply chain team and other corporate functions to implement and manage these programs, globally.

The global supply chain function and each regional division, including Hanes Australasia, are accountable for addressing any non-compliance with the responsible sourcing program and are charged with working with suppliers on continuous improvement of their compliance scores.

The President of Hanes Australasia and the Hanes Australasia Leadership Team receive regular reports on Hanes Australasia's compliance levels, remediation activities and modern slavery risk management from the global Compliance team, as well as the Hanes Australasia Sourcing, Sustainability and Finance teams.

A Modern Slavery Working Group oversees Hanes Australasia's modern slavery risk mitigation activities, with a focus on Goods Not for Resale and Services. The working group includes representatives from Legal, Finance and Sustainability.

Figure 4: HanesBrands and Hanes Australasia governance structure during the reporting period

Identifying risks of modern slavery practices

Modern slavery is a complex dynamic that is reported to occur in every region of the world, crossing borders, sectors and jurisdictions.

The following industry risks, as defined by the Act, are most relevant to our supply chain:

Forced labour or child labour

- Restrictions of movement, intimidation, threats, and human trafficking

Bonded labour

- Payment of recruitment fees or associated costs, and retention of identity documents

Deceptive recruitment

- False promise of a job, benefits or conditions

Exploitation of vulnerable workers

- In particular female and international migrant workers

Unauthorised subcontracting

- Outsourcing of all or part of production to unauthorised facilities

Figure 5: Industry modern slavery risks

Our operations

The health, safety and wellbeing of our team members remains our highest priority, and we have well-established policies and practices in place to protect employees, including universal access to an independent, confidential grievance reporting system (see further detail later in this report).

We employ over 6,300 full-time, part-time and casual employees across our operations in Australia, New Zealand, China, India, Indonesia, Pakistan, South Africa, Thailand and the United Kingdom, with most directly employed on full-time, part-time or casual/temporary contracts.

Hanes Australasia recognises and respects the right of all employees to exercise their right to freedom of association and right to collectively bargain.

Approximately 85% of employees are employed under an Award or Enterprise Agreement, with the remaining 15% employed on individual agreements underpinned by national and local government laws.

All agreements include details regarding minimum pay, hours of work, deductions, leave entitlements, health and safety, and termination of employment.

In addition, Hanes Australasia indirectly engages casual labour hire employees in our Australian distribution centre. These casuals are employed and paid by labour hire agencies. Hanes Australasia oversees their day-to-day work on our premises. Contractual obligations with the labour hire firms stipulate compliance with Australian laws including payment of Award wages.

Hanes Australasia considers the risk of modern slavery in its internal operations to be low.

Our supply chain – goods for resale

The products Hanes Australasia sells in its stores, online and through its wholesale partners are sourced from a combination of owned manufacturing facilities, as well as third-party suppliers. All suppliers and owned manufacturing facilities are included within the scope of our comprehensive Responsible Sourcing Program and subject to further risk assessment.

In assessing our risks, the HanesBrands group utilises data generated through its Global Standards for Suppliers (GSS) audit program that includes an ongoing scored audit process, providing detailed information about substantive and geographic risks, globally. An overview of our GSS program is provided later in this report. We also receive feedback through ongoing engagements with civil society organisations (CSOs).

Geographic risks

During 2025, Hanes Australasia products were sourced from approximately 81 facilities, including both owned manufacturing and third-party facilities, located across 12 countries. These countries included Australia, Bangladesh, Cambodia, China, Denmark, India, Indonesia, Pakistan, Portugal, Thailand, Turkey and Vietnam.

Some suppliers operate in countries with higher risks of modern slavery. This includes countries with poor governance frameworks, weaker labour law enforcement, larger populations of migrant workers, or countries reported to have a higher prevalence of modern slavery violations.

We review global risk indices such as the Global Slavery Index[8] and Transparency International's Corruption Perception Index[9] and consider these as part of our global Responsible Sourcing Program.

Of the goods for resale sourced by Hanes Australasia during 2025, 4% was sourced from countries with a higher prevalence of modern slavery, as defined by the Global Slavery Index 2023. These countries include Turkey and Pakistan. See Figure 2 for an overview of vendor locations.

Industry risks

The apparel industry is broadly structured into four tiers, as indicated in the diagram below.

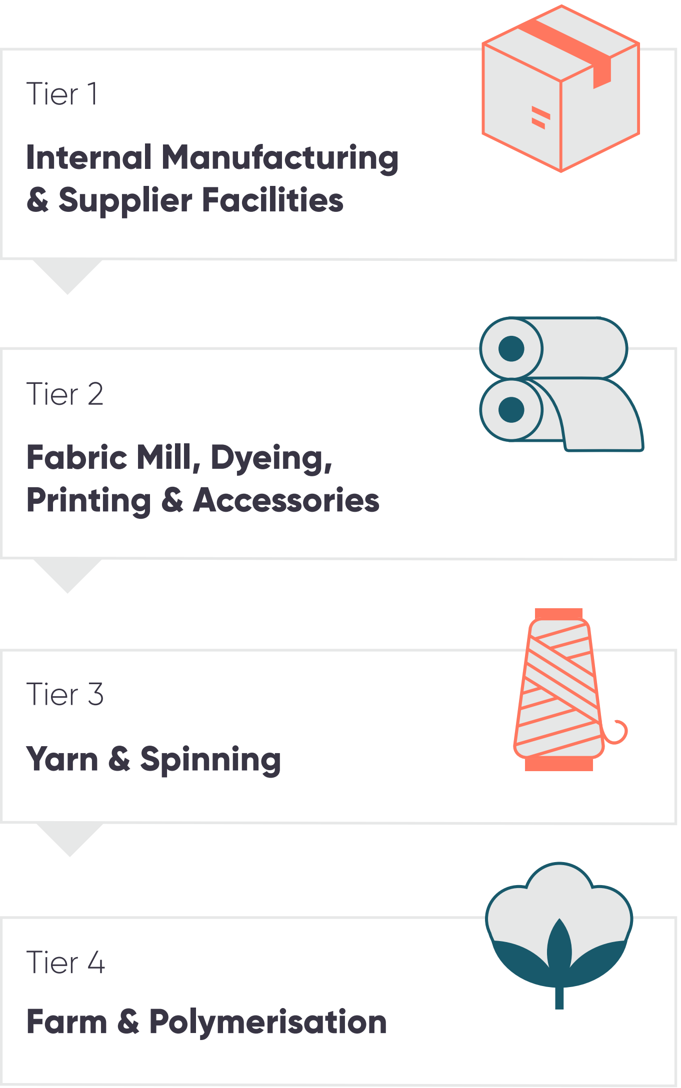


Figure 6: Supply chain tiers

Hanes Australasia has a direct relationship with all tier one suppliers, many of which have vertically integrated fabric mills and dye houses (tier two operations). Our teams also have visibility into nominated fabric suppliers via our tier one suppliers, included as part of our raw material specifications, allowing increased visibility into our supply chain and monitoring of ethical sourcing compliance. There may be a heightened risk of modern slavery among non-vertically integrated or unnominated suppliers, particularly those operating independently at lower levels of the supply chain (i.e., tiers two and below), where visibility is not as clear given the indirect nature of these supply relationships to Hanes Australasia. This includes non-vertically integrated fabric production facilities; yarn and synthetic fibre producers; and raw material suppliers, such as cotton farms and synthetic fibre polymerisation.

8. https://www.globalslaveryindex.org/
9. https://www.transparency.org/en/cpi/2025

Our supply chain – goods for resale (continued)

Heightened risks during the reporting period

In 2025, a range of global events continued to influence our supply chain risk profile. These included geopolitical conflicts in parts of Eastern Europe and the Middle East, ongoing political instability in parts of South and Southeast Asia, climate change, and a challenging global economic environment.

We continue to closely monitor specific risks to vulnerable populations across our supply chain. This includes risks related to migrant workers, labour compensation and unauthorised subcontracting. The following key risks, which may have been exacerbated by these global events are outlined below. As described later in this document, we are committed to proactively managing and minimising these risks.

Vulnerable populations – international migrant workers

International migrant workers may be at an increased risk of being subjected to exploitative recruitment practices, including forced and deceptive recruitment practices, such as misleading information about working and living conditions, wages, and benefits. Migrant workers may also accumulate debt to pay recruitment fees to secure employment. Supplier facilities that use third-party labour hire companies, agents or labour brokers to source workers from overseas can obscure their recruitment practices, reducing transparency and increasing the risk of forced or deceptive labour arrangements.

Forced and bonded labour

Some workers may face reduced freedom to terminate their employment due to debts incurred through recruitment fees, associated costs (e.g., travel expenses) and/or employer-provided loans. These debts are often repaid through wage deductions or reduced severance pay, potentially binding workers to their employers for extended periods.

Unauthorised subcontracting

Unauthorised or hidden subcontracting can occur when suppliers outsource all or part of their production orders to a third-party, without obtaining prior approval from the purchaser. This practice leads to reduced visibility of labour standards and can be tied to non-compliant working conditions. During periods of external pressure, including production delays or labour shortages, the risk of unauthorised subcontracting can increase.

Supply chain disruption risk

During the reporting period, geopolitical instability and political unrest in certain sourcing countries continued to disrupt production and logistics in parts of the global apparel supply chain. Such disruption can heighten the risk of modern slavery, as suppliers may seek to meet contractual obligations through unauthorised subcontracting, excessive overtime, or exploitative labour practices.

The ongoing impacts of COVID-19

Residual impacts associated with the COVID-19 pandemic continue to influence modern slavery risk factors, particularly among vulnerable populations in Asia, the Pacific, Africa and the Americas. As highlighted by Walk Free[10], the pandemic deepened systemic inequalities such as poverty, unemployment, personal debt and gender-based violence, which are key drivers of modern slavery. In addition, post-pandemic economic pressures have also contributed to reduced funding for human rights and anti-slavery programs, weakening labour protections and oversight in some regions, particularly in Southeast Asia and the Pacific.

Unfair dismissal and inadequate compensation

Economic pressures, including inflation, rising energy costs, and geopolitical tensions, have led to reduced spending on non-essential goods, such as apparel. This has resulted in workforce reductions at many garment factories and an increased risk of termination of employment for workers. Additionally, rising living costs have eroded real wages, leaving many workers with diminished take-home pay since the pandemic.

Gender-based Violence and Harassment

Female garment workers may face heightened risks of gender-based violence and harassment, particularly in the context of economic downturns. In some cases, workers may tolerate abusive conditions to maintain job security and income stability.

Product risks

In addition to the risks identified above, Hanes Australasia has identified cotton as a key raw material used in its supply chain with a higher risk of modern slavery, particularly with respect to cotton cultivation in higher risk geographical regions.

HanesBrands has a zero tolerance for forced labour across its supply chain.

HanesBrands has a long history of broad and effective engagement with relevant stakeholders on human rights issues, including working with industry peers, labour advocacy groups, governments and other stakeholders to address forced labour and human rights risks.

During the reporting period, HanesBrands continued to undertake due diligence activities to better understand the origin of cotton used in its supply chain, including consideration of jurisdictions where forced labour has been identified, as defined by the International Labor Organization. These activities included engagement with suppliers regarding cotton sourcing and the use of origin testing of products.

Further, as part of HanesBrands' global sustainability strategy and goals, preferred raw material alternatives were prioritised where available that provide third-party certifications and valid traceability. For example, preferred cotton includes Australian and U.S. grown, organic, recycled, or sourced from other reputable programs.

HanesBrands has a **zero tolerance for forced labour** across its supply chain.

10. https://www.walkfree.org/

Goods not for resale and services

The goods not for resale and services (GNFRS) Hanes Australasia uses to support its business operations, are largely procured from suppliers incorporated and located in Australia. In 2025, 88% of total GNFRS spend was sourced from Australian based suppliers.

Whilst the risk of modern slavery occurring in Australia is low compared to other parts of the world, modern slavery can occur domestically. To mitigate this risk, our supplier contracts include obligations to comply with Australian law and our company's policies. We also recognise that these goods and services may involve both domestic and international production and/or service activities.

Outside of Australia, we also engage services in other regions where we have operations and procure GNFRS that are subject to international supply chains.

During the reporting period, we continued to map and assess modern slavery risks associated with GNFRS procurement against our risk assessment framework (the Framework). To focus our risk mitigation efforts where they can have the greatest impact, we continued to prioritise our review on the top 80% of GNFRS spend.

In 2025, we reviewed 85 suppliers against the Framework, each with an annual spend exceeding $0.55MM (Key Suppliers). These Key Suppliers were assigned an inherent risk rating utilising Sedex's[11] comprehensive Radar Risk Assessment tool.

Key Suppliers were classified into four categories, reflecting their inherent risk of modern slavery and level of spend.

A desktop assessment of these Key Suppliers was then undertaken to understand their modern slavery and human rights policies, public disclosures and risk mitigation practices. Based on the Framework, further assessment is carried out for Key Suppliers who have an unsatisfactory desktop review plus a higher inherent risk rating and/or high spend. These are referred to as 'Higher-Risk' suppliers.

Based on this assessment, a subset of Key Suppliers was identified as Higher-Risk, spanning categories A-C. Where suppliers are newly classified as Higher-Risk, a modern slavery survey (Survey) is issued to gather information on their business structure, operations, policies, and approaches to risk identification and mitigation. Survey responses are reviewed to assess whether any further due diligence is required. Where responses are deemed inadequate, we engage directly with suppliers to better understand their approach to modern slavery risk mitigation. Additional risk analysis may be conducted as needed, and appropriate actions determined in line with our policies.

Key Suppliers were classified into four categories, reflecting their inherent risk of modern slavery and level of spend.

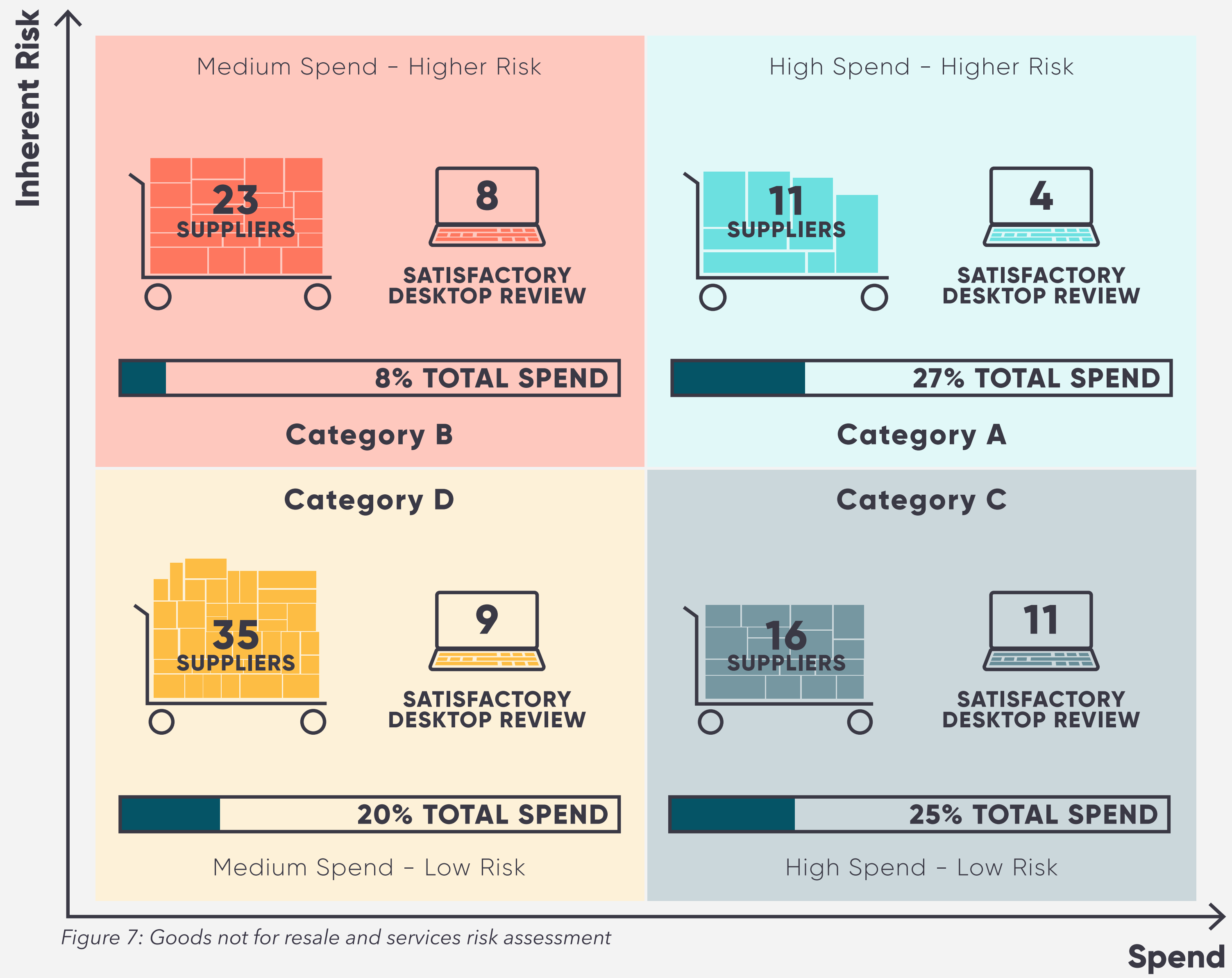


Figure 7: Goods not for resale and services risk assessment

Inherent Risk:

A supplier's inherent risk is identified through Sedex's Radar tool, based on Country or Region of service, and the Industry sector in which they operate. The assessment includes the below categories:

- Health, safety and hygiene
- Business ethics
- Labour standards
- Environment.

Suppliers with Inherent risk ratings of 'Medium' and 'High' have been allocated to the "Higher- Risk" category. In addition, where a supplier is operating in multiple countries or industries, the higher Inherent Risk rating has been used in this analysis.

Spend:

Higher spend with a supplier (e.g. >$0.55MM) provides a greater influence to engage, understand and support in managing potential risks. Suppliers with annual spend of <$0.55MM have been excluded from this analysis.

Recognising the dynamic nature of our supplier base and the evolving landscape of modern slavery risks, we will continue to review our GNFRS suppliers using the Framework and prioritise Higher-Risk suppliers. We also recognise that our suppliers' policies, public disclosures and risk mitigation practices evolve and desktop review ratings are refreshed accordingly.

11. https://www.sedex.com/

Mitigating and remediating risks of modern slavery

Policy framework

During the reporting period, Hanes Australasia, as part of the HanesBrands group, operated a rigorous set of standards for both our company-owned facilities and suppliers. These standards articulate our values and expectations in relation to human rights and responsible sourcing. The following policies are those most relevant to preventing modern slavery among team members and workers in our supply chains and operations:

Global Code of Conduct[12]

The Global Code of Conduct (GCC) applies to all employees. It underpins the Global Ethics and Compliance (GEC) program[13] and supports the company's culture of integrity. The GCC includes five fundamental principles that guide our behaviour every day:

- We are accountable
- We respect others
- We do what's right
- We protect what is ours
- We are good stewards

This policy has been shared across our entire global business and employee base, translated into 8 languages, and is available online.

Code of Conduct Officers are also in place in every country where we have owned operations and serve as trainers and resource providers for the GEC program.

Global Human Rights Policy[14]

Respect for human rights is fundamental to our business, and we are committed to ensuring that all people are treated with dignity and respect and to providing certain fundamental rights at work so that all those working for us has the opportunity to fully achieve their human potential. This policy applies to all employees and owned operations, as well as to our third-party suppliers and their employees.

In developing this policy, HanesBrands was informed by the:

- International Bill of Human Rights;
- International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; and
- United Nations Guiding Principles on Business and Human Rights.

Key human rights focus areas include:

Respect for Human Rights
Community & Stakeholder Engagement
Freedom of Association & Collective Bargaining
Safe and Healthy Workplace
Forced Labour & Human Trafficking
Child Labour
Guidance & Reporting Opportunities

Figure 8: Human rights focus areas

12. https://hbisustains.com/wp-content/uploads/2025/02/HBI-COC-2022-English.pdf
13. https://hbisustains.com/global-ethics-and-compliance/
14. https://hbisustains.com/wp-content/uploads/2023/06/Human-Rights-Policy-June-2023.pdf

Global Standards for Suppliers[15]

Reviewed and updated annually, our Global Standards for Suppliers (GSS) require all suppliers to conduct themselves with honesty and integrity and to fully comply with the law and HanesBrands policies. The GSS applies to all facilities involved in the production of HanesBrands products anywhere in the world, including our owned facilities. Consistent with the Global Human Rights Policy, the GSS is primarily based on international labour and human rights standards.

Our GSS includes requirements across the following compliance areas:

Employment Practices
Child Labour
Compensation
Non-discrimination
Forced Labour
Freedom of Association & Collective Bargaining
Safety & Health
Workplace Harassment or Abuse
Working Hours
Environment
Anti-corruption
Accuracy of Business Records

Figure 9: GSS compliance areas

15. https://hbisustains.com/global-standards-for-suppliers/

We believe that all workers at our owned and supplier facilities have the right to freely choose employment and to freely associate and collectively bargain. The GSS specifically prohibit forced or involuntary labour whether bonded, prison or indentured, including debt servitude.

All finished goods facilities must undergo a GSS assessment by an approved external auditor before production begins and then on an annual basis. Certain issues are treated as "zero tolerance" violations under the program, which can result in termination of the business relationship with the facility in question (see further detail in Figure 13).

Sourcing restrictions are also in place for higher risk and legally precluded jurisdictions. A violation to this provision constitutes a zero-tolerance violation and will result in immediate cessation of all business with the HanesBrands group.

Employee training

During the reporting period, all employees received periodic training on the requirements of the Global Code of Conduct (GCC), which provided employees with regular reminders of their ethical obligations. We believe a thorough understanding of the requirements of these standards by all team members is critical to identifying and mitigating risks associated with such critical modern slavery issues.

The Global Ethics and Compliance (GEC) program also offers a range of educational resources, including videos, e-learning modules and live training sessions to employees. In addition, each year the HanesBrands group holds an intensive GEC month across all global locations to reinforce the importance of our ethics program and human rights awareness.

Regular training on our Global Human Rights policy, GCC and GSS is provided by the HanesBrands group Compliance team to relevant supply chain management, procurement, human resources, facility management and local compliance teams. Training includes details on the scorecard auditing process and the expectations we have for everyone along the value chain as it relates to human rights. This training can take various forms, from simple discussions at relevant staff meetings to in-depth, multi-hour, formal training on the details of our program covering all core human rights and relevant International Labour Organization (ILO) standards.

To further enhance employee awareness and understanding of modern slavery risks, Hanes Australasia, in collaboration with Safetrac, has introduced a comprehensive Modern Slavery Awareness e-learning module. Designed for key employees, the module covers the core elements of the Modern Slavery Act and aims to equip employees with the knowledge and ability to identify and mitigate potential risks across our supply chain, and know what to do if modern slavery is identified or reported.

Supplier screening

As part of the GEC program, vendors doing business with HanesBrands must comply with our Global Anti-Bribery Policy for Vendors and Representatives (GAB Policy), and be screened through a third-party database, World-Check One[16], on an ongoing basis. The screening process includes risk identification across five key areas - Law Enforcement, Politically Exposed Persons, Regulatory Enforcement, Sanctions and Other Bodies. Risks associated with Modern slavery are considered as part of this screening process, including identification of any violations of the Australian and UK Modern Slavery Acts.

Supplier agreements

We expect all suppliers to act in a responsible manner and in accordance with prevailing local and international legislation. To ensure that suppliers live up to our values, finished goods suppliers are required to sign a comprehensive agreement that, among other things, requires them to comply with all applicable laws (which include those regarding forced labour and human trafficking) and our Global Standards for Suppliers. We expect our suppliers to impose similar obligations on their own supply base.

Suppliers of component materials and parts to our owned manufacturing facilities are also required, via our purchase order process, to comply with the Global Standards for Suppliers and all applicable laws.

For goods not for resale and services suppliers, supplier contracts include obligations to comply with Australian law and our company's policies. Where appropriate, contracts also include specific obligations to comply with Australian Modern Slavery legislation.

16. https://www.lseg.com/en/risk-intelligence/screening-solutions/world-check-kyc-screening

Responsible sourcing program

We have consistently worked for many years to audit suppliers to ensure that forced labour and human trafficking are not taking place in our supply chain. The intensity and frequency of these audits vary based on our risk evaluations and the historical performance of a given factory in our internal and external audits.

All finished goods suppliers must undergo an initial audit to verify compliance with applicable laws and the requirements of our Global Standards for Suppliers before production begins. All active suppliers and owned facilities are required to then have ongoing annual assessments. To ensure accuracy and integrity, the initial and annual assessments are conducted by independent third-party auditors from internationally recognised audit firms[17], with remediation audits primarily conducted by our internal global compliance team or by third-party auditors in regions where we have no local presence or where zero tolerance issues have been identified. Our policy is to conduct all audits on an unannounced basis.

All third-party audits include an initial management interview; facility and dormitory (if applicable) tours; payroll analysis; policies, training and employees' records review; confidential employee interviews that cover such issues as working hours, payment practices, freedom of association, forced labour, child labour and disciplinary practices; and a closing meeting with management.

Initial Audit

- All new suppliers before production begins
- Conducted by third-party auditor

Annual Audit

- All active suppliers & owned facilities
- Conducted by third-party auditor

Remediation Audit

- All active suppliers & owned facilities with open corrective action reports
- Conducted by HanesBrands' Compliance team or third-party auditor

All audits are conducted on an unannounced basis

Figure 10: GSS audit types

17. LRQA, ICG, SCSA, QIMA and One-step (for Vietnam only)

We consistently audit suppliers to ensure that **they meet our responsible sourcing standards.**

Responsible sourcing program (continued)

A facilities performance is measured using a detailed audit scorecard[18] with more than 200 questions across five key areas:

Management Practices
- Structure
- Code of Conduct
- Goals & KPIs
- Grievance
- Retrenchment
- Business continuity

Health, Safety & Social
- Production buildings
- Social areas
- Dormitories
- Offices

Responsible Labour
- Employment practices
- Compensation and benefits
- Working hours

Environmental Practices
- Sustainability
- Management systems
- Energy
- Sustainability goals

Security
- Management Systems
- Personal security
- Product security
- Transportation / logistics

GSS Audit Protocol contains

5 Sections

30 Sub-Categories

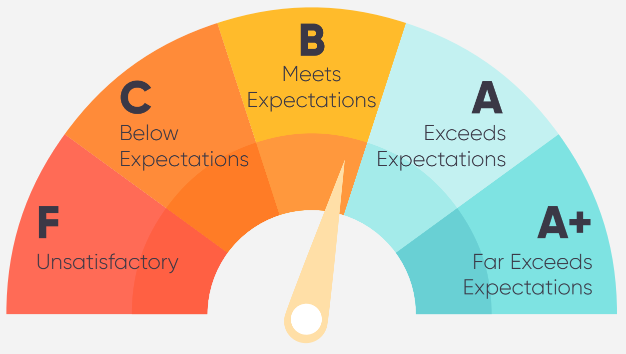
225 Questions

Figure 11: Overview of GSS Audit Protocol

GSS assessment scorecard

Each question is scored on a 0-3 scale with specific criteria identified to attain each score. A score of 1 is considered substandard, 2 is considered as meeting expectations and 3 signals best practice. If the facility does not meet audit requirements, points are deducted and the appropriate corrective and preventive actions to remediate such non-compliances are required. When the scores are rolled up and averaged, an average question score of 2 on a 100-point scale equates to a score of 66%.

Based on this scoring methodology, facilities are ranked into one of five compliance levels as shown below. The lowest-scoring, unsatisfactory facilities are placed on our Alarm List[19] for flagged high risk violations that need immediate action.



FAR EXCEEDS EXPECTATIONS — A+ Score of 95% or higher
Indicates risks are being properly managed and supplier controls are at industry best practice level and in compliance with GSS requirements

EXCEEDS EXPECTATIONS — A Score between 85%-94%
Indicates risks are very well managed and supplier controls are effective and aligned with GSS requirements

MEETS EXPECTATIONS — B Score between 70%-84%
Indicates that key risks are adequately and properly managed with no significant breaches of GSS requirements

BELOW EXPECTATIONS — C Score between 51%-69%
Indicates that risks are not being effectively managed with some breaches of GSS requirements

UNSATISFACTORY — F Score of 50% or lower
Indicates that risks are not being managed with significant breaches of GSS requirements. Facility placed on Alarm List

Figure 12: GSS Compliance levels

18. https://hbisustains.com/wp-content/uploads/2025/05/HBI-GSS-Guidelines-2025.pdf

19. Facilities with a GSS compliance score of 50% or below.

Responsible sourcing program (continued)

Following is the list, by category, of high risk violations that can result in a facility being removed from our approved suppliers list:

Zero Tolerance Violations → Disapproval	Critical Violations → 30 day Remediation Process	Serious Violations → 60-90 day Remediation Process
• Bribery / attempted bribery of auditors • Child labour (workers under the age of 15) • Unauthorised sub-contracting • Retaliation against workers that participate in audit process • Prison labour • Sourcing from prohibited countries / regions	• Audit rejection • Verbal and sexual harassment • Physical abuse • Child labour (workers 15 or above but below legal age) • Forced labour • Retention of travel or identity documents • Life threatening safety violations • Work performed at home • Freedom of association violation • Payroll delayed on 2 or more consecutive payment periods	• Paying below the legal minimum wage • Migrant workers paying recruitment fees • Transparency of records, including misleading or inconsistent recordkeeping • Dormitory buildings not separated from manufacturing and/or warehouse buildings • Serious safety violations

Figure 13: GSS high risk violations.

Embedded within the HanesBrands group regional operations is a dedicated team of internal compliance staff who ensure strong oversight of the GSS program and the corrective action process. The HanesBrands Compliance team visits facilities on an unannounced basis to confirm adherence to corrective action requirements.

To support the entire GSS process, we use a centralised software tool, our Global Vendor Management System (GVMS), which tracks and manages all supplier audit data and the corrective action process. By using a scored auditing tool, we can numerically track improvement (or lack thereof) over time and the effectiveness of our action plans. In 2025, HanesBrands conducted 416 audits, over 56% of which were annual audits and the remaining a combination of initial and remediation audits.

Improvements in areas such as working hours are often driven by the level of leverage we have with a facility, and our experience shows that larger, more established facilities generally perform more strongly against our standards than smaller operations.

As a result, a strategy of working with fewer, larger facilities enhances our ability to drive sustainable improvements across a range of human rights issues, while also supporting a more compliant and resilient supplier base. This approach continues to inform our sourcing model and buying decisions.

At the end of the reporting period, between owned, contractor and licensee facilities, the HanesBrands group was monitoring 231 sewing, decoration and textile facilities, with over 90% of global facilities scoring B or above. We pay particularly close attention to those facilities on the Alarm List. As at year end, there were 15 facilities on the global Alarm List – many of which were because of zero-tolerance violations and most of which were located in Pakistan and Vietnam. Our sourcing teams have real-time access to GSS data, including those facilities on the Alarm List. The compliance, sustainability and sourcing teams work closely together to remediate these Alarm List facilities or quickly develop exit plans.

Globally, in 2025, 2% of total non-conformances identified during facility audits were classified as High Risk Violations. Key issue categories included health and safety, record transparency, and compensation and benefits.

We are committed to working with facilities to remediate their violations; however, if they are not able to remedy them, or in the event of zero tolerance violations, we will work with those facilities to exit.

In 2025, the HanesBrands group refused to initially enter or terminated its relationship with 19 facilities. Of these, 18 were exited because of zero-tolerance violations, mostly relating to health and safety, compensation and record transparency issues. Facilities that are "disapproved" for zero-tolerance or other violations not remediated in a timely manner remain "disapproved" for a minimum of one year.

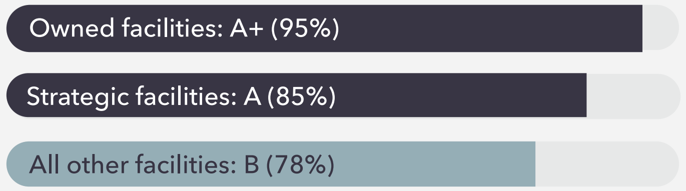
As we track the score of our facilities over time, we can review whether they are making improvements and lifting standards for their workers and use this in making sourcing decisions. One data point HanesBrands tracks is the average score of all facilities when initially audited versus their scores at remediation and subsequent annual audits. In 2025, the average of initial audits completed was 57%, while the average of annual audits was 76%, and remediation audits 65%.

Number of GSS Audits for 2025

Total: 416 GSS Audits

Average GSS Grade by Facility Type

(December 2025)



Average GSS Score By Audit Type for 2025

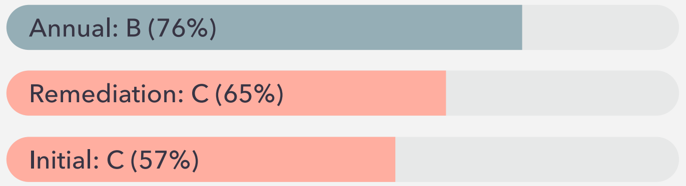


Figure 14: Overview of GSS supplier compliance levels

Supplier dialogue and capacity building

We maintain an ongoing focus on training, capacity building and the building of long-term relationships with our supplier partners. Supplier training is conducted by our global Compliance team. Training targets both mid-level and upper-level management of facilities and covers all aspects of our Global Standards for Suppliers, including labour relations and our GSS assessment process. Training is also conducted at our supplier conferences that are attended by facility owners and/or general managers.

Hanes Australasia also uses LEAN methodology to improve and strengthen relationships with suppliers and build their capacity. The LEAN program has established a culture of sharing and learning not only between suppliers and our company, but also between our suppliers. We have led various site visits with our suppliers to share best practices in production, social compliance and sustainability. Globally, HanesBrands extensively trains all internal facilities using LEAN methodology.

Supplier raw material due diligence

Each year suppliers are required to confirm the origin of cotton used for all fibre, yarn, thread, fabric and/or finished apparel that was (or will be) sold to the HanesBrands group. As part of this confirmation, suppliers must certify that such items do not contain cotton from any jurisdiction where forced labour has been identified, as defined by the International Labor Organization. Confirmation is also sought that neither their company, nor any of its subsidiaries, have engaged or are engaging, directly or indirectly, with entities using forced labour in the manufacture of any goods, or components, sold to the HanesBrands group.

Grievance mechanisms

The Hanes Australasia Whistle-blower Policy and the HanesBrands group Global Code of Conduct contain details on how our employees can make a report under the policy.

To help our employees report ethical or conduct concerns that do not reflect our values, toll-free resource lines and a dedicated email address are available through a third-party provider, Navex Global. These channels are available to employees 24/7, 365 days a year, operate in 8 languages and the toll-free number for each country is displayed on workplace noticeboards.

When a report is made, Navex Global notifies a central team, which triages each case and assigns it locally to trained investigators in the established global Code of Conduct Officer network. Every case is investigated, elevated as appropriate to members of management, and brought to proper closure.

Confidentiality is strictly maintained around all reports. We also maintain strong policies forbidding retaliation against employees who come forward in good faith with an issue and provide anti-retaliation training across our global operations.

The Navex system collates a broad range of data, such as issue type, country of reporting, whether the reporter was identified or anonymous, and whether the complaint was substantiated after investigation.

We also expect our third-party suppliers to have appropriate grievance mechanisms in place for their workers, and monitor the availability of these mechanisms through our responsible sourcing program.

Multi-stakeholder initiatives

Hanes Australasia, as part of the HanesBrands group, participates in industry associations and programs that aim to protect workers' rights and minimise the risks of modern slavery. These include the American Apparel & Footwear Association[20] (AAFA) and the International Accord - Bangladesh for Health and Safety in the Textile and Garment Industry[21].

Our work with global NGOs and organisations, has proven valuable in our efforts to ensure that all of our suppliers are compliant with our own GSS and relevant international laws.

The HanesBrands group is also a signatory to the AAFA / FLA Apparel & Footwear Industry Commitment to Responsible Recruitment[22]. Its principles aim to address forced labour risks for migrant workers in the global supply chain and are aligned to the requirements of HanesBrands' standards.

20. https://www.aafaglobal.org/
21. https://internationalaccord.org/
22. https://www.aafaglobal.org/AAFA/Solutions_Pages/Commitment_to_Responsible_Recruitment

Assessing the effectiveness of our actions

We acknowledge the importance of evaluating the effectiveness of our actions in responding to modern slavery risks in our operations and supply chain.

We track performance through a variety of activities and measures, as outlined below:

Area	Activity	Measure
Governance	Board and executive leadership oversight	Enterprise Risk Management and Corporate Social Responsibility reviews
	Policy reviews	Ongoing policy reviews
	Internal audit reviews	Audit assessment results and remediation status
	Supplier contracts with human rights conditions	Percentage of supplier contracts with human rights compliance requirements
	External benchmarks	Results in the Corporate Human Rights Benchmark (CHRB)[23] and Baptist World Aid's Ethical Fashion Report[24]
Risk Management	Risk assessments	Enterprise Risk Management reviews
	Supplier onboarding	Percentage of new suppliers compliant to GSS
Training	Employee training	Percentage of team trained on Global Code of Conduct
	Supplier training	Number of suppliers trained Frequency of supplier conferences held
Monitoring	Employee engagement survey	Various objective measures of employee engagement
	GEC employee survey[25]	Navex benchmark results
	GSS audits	Number of audits completed & to plan
	Facility GSS audit scores[26]	Compliance scores
	GSS Alarm Report	Number suppliers on Alarm Report
	Supplier cotton due diligence	Number of suppliers attestations received
Grievance mechanisms	GEC resource line	Total number (and nature) of issues raised
	GEC cases	Number of cases remediated
	Supplier grievance mechanism channels	% with grievance mechanisms

Figure 15: Performance Measures

23. https://hbisustains.com/policies-and-reports/
24. https://baptistworldaid.org.au/resources/ethical-fashion-guide/
25. https://hbisustains.com/global-ethics-and-compliance/
26. https://hbisustains.com/data-dashboard/

External recognition

HanesBrands ranked in the Top 20% of companies assessed in Baptist World Aid's 2024 Ethical Fashion Report. The report rates companies on the strength of their systems to mitigate modern slavery risks and minimise environmental impact across their supply chain.

Continuous improvement and future focus areas

During the reporting period, we remained focused on advancing the initiatives stated in our prior year statement and have made steady progress as outlined below.

Focus area	Our progress in 2025, including plans for 2026 onwards
Goods not for resale and services (GNFRS)	
Continue risk monitoring and mitigation	We continued to review our GNFRS suppliers using the risk assessment framework, prioritising Higher-Risk suppliers. In 2025, we reviewed Modern Slavery Survey responses from Higher-Risk suppliers to assess their policies, risk identification and mitigation practices. Where responses were deemed unsatisfactory, we engaged directly with the relevant suppliers to better understand their approach to modern slavery risk mitigation.
Fibre sustainability goals and traceability	
Continue preferred fibre uptake and raw-material due-diligence	As part of our global sustainability strategy and goals, we continued to prioritise preferred raw material alternatives that provide third-party certifications and traceability where available, including the gradual uptake of preferred cotton, i.e. Australian, U.S. grown, organic, recycled, or sourced from other reputable programs. Cotton origin due-diligence activities remained a focus during the reporting period as part of our broader approach to identifying and managing raw-material sourcing risks. These activities will continue to be addressed in future reporting periods.

Focus area	Our progress in 2025, including plans for 2026 onwards
Governance and training	
Continue to improve our policies and procedures	Our Modern Slavery Working Group continues to review progress and oversee modern slavery risk mitigation activities.
Enhance our team's awareness of modern slavery risks	In 2025, we launched an e-learning module for key employees, to increase awareness of modern slavery risks, due-diligence and what to do if modern slavery is identified or reported. This training will be made available to all Support Centre employees in 2026.
Transparency	
Continue to provide increasing levels of transparency to our stakeholders	Recognising the importance of providing increasing levels of transparency, we continued our ESG disclosures on **www.HBISustains.com**.
Continue to improve upon our modern slavery reporting	We continue to enhance our modern slavery reporting disclosures, this year addressing the transparency requirements of the United Kingdom Modern Slavery Act 2015. We remain committed to continuous improvement of our reporting.

KEY COMPLETE PARTIALLY COMPLETE ONGOING

Appendix

Reporting Criteria

This table maps the mandatory reporting criteria under the Australian Modern Slavery Act 2018 (Cth) to the relevant sections of this Statement. The disclosures also address the transparency requirements of the United Kingdom Modern Slavery Act 2015.

Australian Modern Slavery Act mandatory reporting criteria	Location of information
Criterion 1 Identify the reporting entity	About this statement
Criterion 2 Describe the reporting entity's structure, operation and supply chains	Our business structure, operations and supply chain
Criterion 3 Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Identifying risks of modern slavery practices
Criterion 4 Describe the actions taken by the reporting entity and any entity it owns or controls, to assess and address those risks, including due diligence and remediation processes	Mitigating and remediating risks of modern slavery
Criterion 5 Describe how the reporting entity assesses the effectiveness of these actions	Assessing the effectiveness of our actions
Criterion 6 Describe the process of consultation with any entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	About this statement
Criterion 7 Provide any other relevant information	Introduction and Message from our President Continuous improvement and future focus areas

Hanes Australasia Subsidiaries

Company Name
HBI Holdings Australasia Pty Ltd
Hanes Australasia Pty Ltd
Hanes Holdings Australasia Pty Ltd
Hanes Australia Pty Ltd
Hanes Innerwear Australia Pty Ltd
Sheridan Australia Pty Ltd
Hanes Technology Services Australia Pty Ltd
Hanes IP Bonds Australia Pty Ltd
PT Hanes Supply Chain Indonesia
Hanes New Zealand Ltd
Sheridan N.Z Ltd
BNT Holdco Pty Ltd
Bras N Things Pty Ltd
Bras N Things New Zealand Ltd
Bras N Things South Africa Pty Ltd
Hanes Holdings Hong Kong Ltd
Hanes (Shanghai) Business Service Co., Ltd
Hanes (Shanghai) Business Service Co., Ltd – Dongguan Branch
Hanes Holdings Asia Limited
Hanes Trading (Shanghai) Co., Ltd
Hanes Singapore Pte. Ltd
Hanes Holdings UK Ltd
Sheridan U.K. Ltd
Sheridan U.K. Ltd – Irish Branch