

DECJUBA

# Modern Slavery Statement 2024







# Contents

A NOTE FROM TANIA AUSTIN	4
ABOUT US	6
OUR APPROACH	8
UNDERSTANDING THE RISKS	16
OUR ACTIONS	22
MEASURING EFFECTIVENESS	30
CONSULTATION	34
FUTURE ACTION	35





A NOTE FROM TANIA AUSTIN

# DECJUBA

## Owner & CEO

*At DECJUBA we believe that we should leave the world more amazing than we found it.*

As a purpose-led fashion brand, we are on a mission to become Australia’s most responsible fashion retailer. This is supported by our DECJUBA Future platform and grounded in three core pillars – Our Product, Our Partners and Our Planet.

Through our Partner pillar, we are committed to a long-term, considered approach to addressing modern slavery and improving the positive impact we can have within our supply chain. Including the important role that transparency, collaboration and partnerships play in addressing this issue.

Modern slavery disproportionately affects women and girls, and as a female-led organisation we take our responsibility seriously. Despite the challenges and complexities that we face to eliminate modern slavery, we remain committed to continuous improvement.

In FY24, we continued to demonstrate our commitment through the key milestones outlined below.

- We conducted supplier self-assessment questionnaires to better understand our supplier practices and potential modern slavery risks.
- We expanded our risk assessment process through our partnership with Fair Supply to assess our modern slavery risk within our non-product procurement supply chain.
- We established an independent whistleblower service and grievance mechanism with our partnership Your Call for internal and external stakeholders.
- We developed an internal modern slavery training module for team members to increase their understanding of the issue and how it is relevant to them.

- We developed a Supplier Code of Conduct and Human Rights Policy.
- We shared supplier information using Open Supply Hub to support supply chain transparency.

In preparing this statement in accordance with the specific reporting requirements under the Modern Slavery Act 2018 (Cth), we have consulted with key stakeholders across our business, to monitor and report on our collectively agreed actions to address modern slavery risk.

Our FY24 Modern Slavery Statement has been approved by the Sole Director, Owner and CEO along with the Advisory Board on 10 December 2024.

TANIA AUSTIN,  
DECJUBA, OWNER AND CEO  
DATE: 10 DECEMBER 2024  
DECJUBA.COM

# About DECJUBA

*At DECJUBA WE ARE a purpose-led Australian fashion brand  
wIth a vision to make our customer look and feel AMAZING.*

We are known for aspirational, effortless styles that make it easy to create an AMAZING outfit every day.

We deliver our vision through our three incredible brands – DECJUBA, D-LUXE Basics and DECJUBA Kids.

Our ranges are curated with intention and with longevity as a focus – we believe every piece should be a perfect addition to your wardrobe. Our customer is at the heart of everything we do. Understanding what they want, what purposeful fashion means to them, and how we add value to their lives in every decision we make.

We are a proudly female-founded and led fashion brand with over 1500 team members across our global Head Office and DECJUBA retail stores. Reimagined by Tania Austin

in 2008, DECJUBA is the go-to brand for thoughtfully designed pieces with a strong nod to the laid-back Australian feel.

We love that our team choose to be a part of our journey, that we create opportunities for them to learn, challenge the way things are done, and innovate to drive AMAZING outcomes.

In FY24 our retail footprint has grown to over 150 doors in Australia and New Zealand along with a growing global presence via our online store DECJUBA.COM. Privately-owned and operated, we have ambitious goals for the future.

As our brand has grown over the last 16 years so has our aspiration to leave the world more AMAZING than we found it. As part of our strategic direction we

have a clear goal to become Australia's most responsible fashion brand via our sustainability platform, DECJUBA Future and our journey to B Corp certification.

Our vision to make our customer look and feel AMAZING extends further through our philanthropic arm, DECJUBA Foundation. Through this initiative we partner with charitable organisations, both locally and globally, to transform lives and create real, sustainable, long-term change.

At DECJUBA making our customer look and feel AMAZING is what we do and we love what we do!

DECJUBA   D-LUXE BASICS   DECJUBA KIDS

## OUR PRODUCT

*At DECJUBA we create  
feel good fashion.*

We carefully research and responsibly source the materials we use.

1.

DECJUBA is proud to submit our fifth Modern Slavery Statement, which includes DECJUBA Australia and Aotearoa New Zealand.

The reporting entity is DECJUBA Pty Ltd (ABN 22 611 918 873) for the purposes of the Modern Slavery Act 2018 (Cth) and is a single reporting entity remaining unchanged from previous statements.

DECJUBA Pty Ltd includes DECJUBA Australia and Aotearoa New Zealand, and DECJUBA Foundation (ABN 23 976 511 262).

## OUR PARTNERS

*At DECJUBA we know how our  
clothes are made.*

We ensure our suppliers are following industry best practice and work towards a transparent supply chain.

2.

Our DECJUBA Head Office is located in Melbourne at 25 Balmain St, Cremorne, VIC, 3121.

The DECJUBA Modern Slavery Statement 2024 outlines the actions taken to identify, address and remediate potential risks of modern slavery in our business operations and supply chain for the reporting period 1 July 2023 to 30 June 2024 (FY24) under the Australian Modern Slavery Act 2018 (Cth) (MSA).

## OUR PLANET

*At DECJUBA we are kind to the planet.*

We are on a sustainability journey, to care for our environment and build a better future.

3.



# Our Approach

## 1. Our Structure

DECJUBA is a proudly female owned and led private Australian fashion brand.

At DECJUBA our team is empowered by five core values that guide how we operate: Honesty, Bravery, Integrity, Innovation and Optimism.

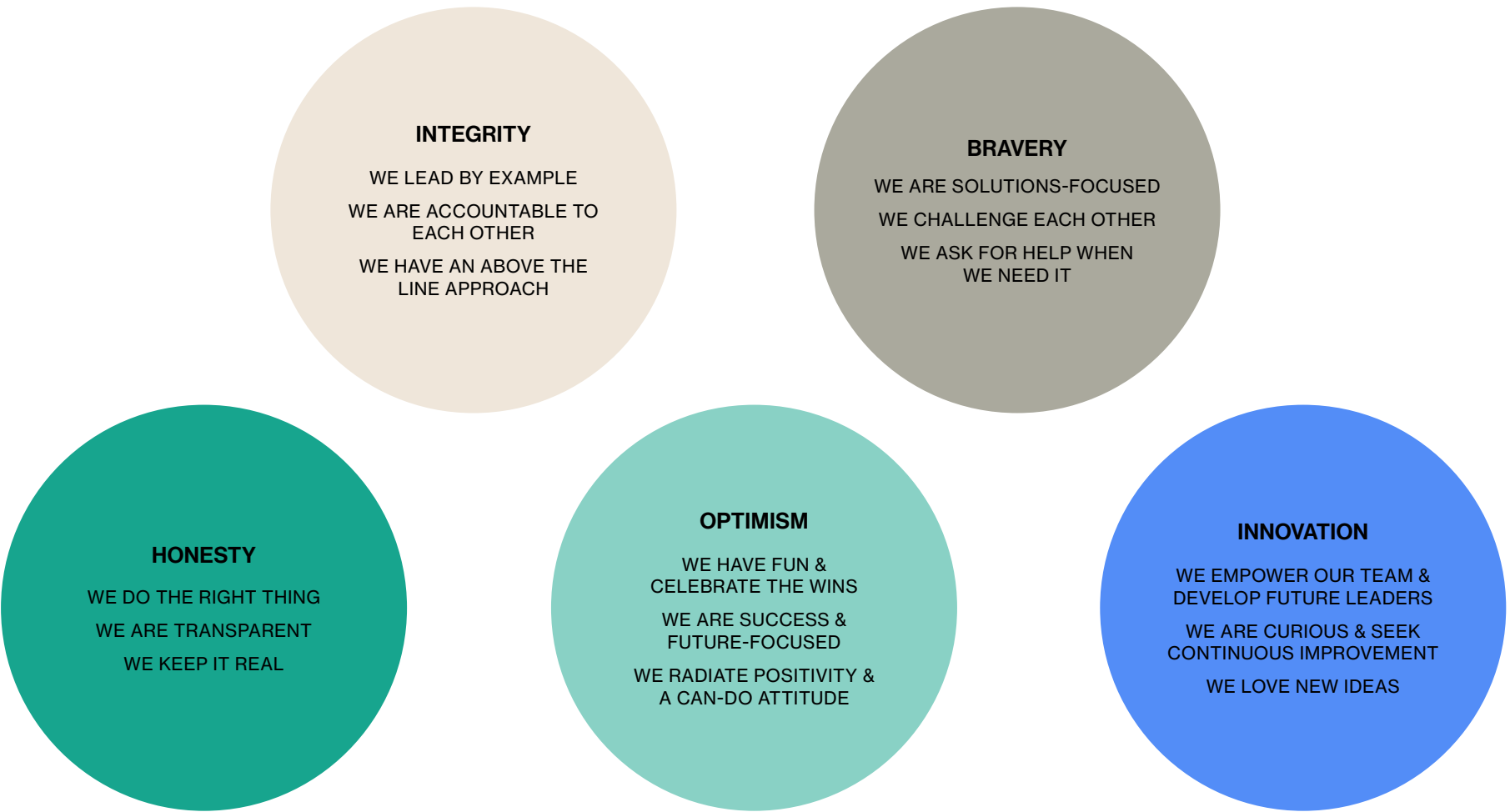
Our DECJUBA Dream Team helps to deliver amazing every day for our customers. Across our head office, retail and warehouse teams as of 30 June 2024, we directly employed 1,544 team members across Australia and Aotearoa New Zealand, representing a mixture of full-time, part-time, and casual team members as shown in Figure 1 and 2.

Our full-time and part-time team members are directly employed under relevant Awards or Individual Employment Contracts suited to their role and location.

Responsibility for human rights and modern slavery including reporting obligations under the MSA sits with our DECJUBA Owner and CEO, the DECJUBA Advisory Board and our Executive Leadership Team (ELT).

Execution is managed under our DECJUBA Future sustainability strategic pillar, Our Partners. Our Chief Operating Officer is responsible for our performance in this area and the delivery of commitments and actions under Our Partner pillar with input from Our Partners working group, which includes key roles from Production, Compliance and Sustainability.

## 2. Our Values





AUSTRALIAN DECJUBA TEAM MEMBERS

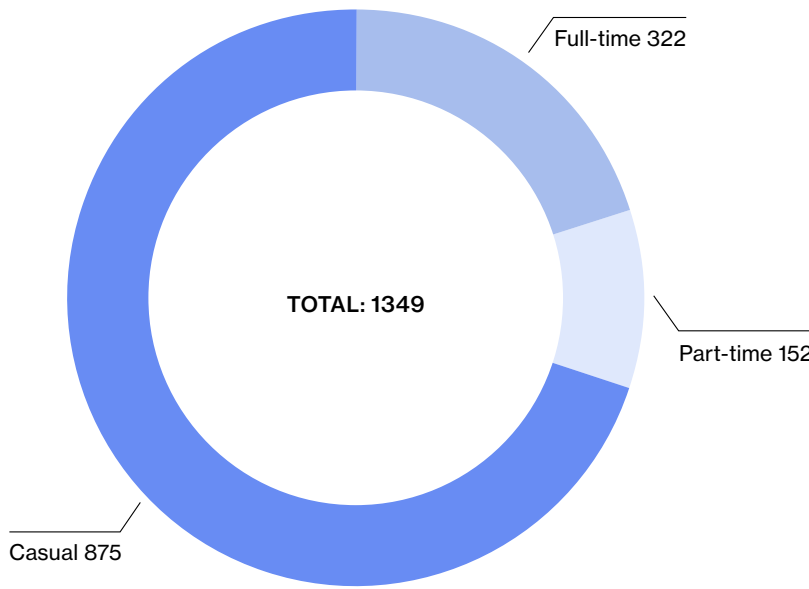


Figure 1. The number and employment status of DECJUBA team members in Australia.

NEW ZEALAND DECJUBA TEAM MEMBERS

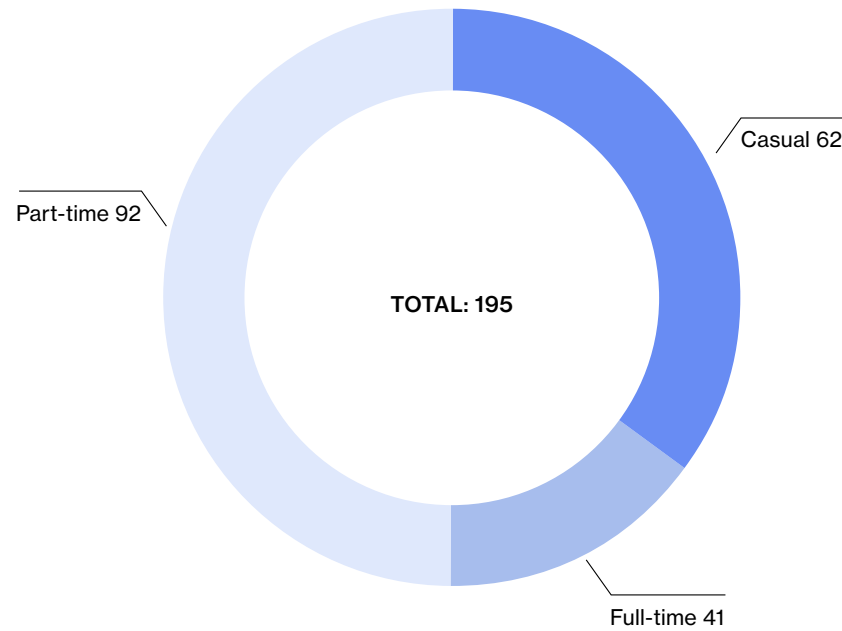


Figure 2. The number and employment status of DECJUBA team members in Aotearoa New Zealand.

3. Our Operations

At DECJUBA, our Head Office operations are based in Melbourne, Victoria Australia.

We operate over 150 retail stores in Victoria, New South Wales, Australian Capital Territory, Queensland, Western Australia, Tasmania and Aotearoa New Zealand's North and South islands. In FY24 we also opened 15 DECJUBA Kids concession stores in Myer department stores across Australia.

Our warehouse operations are based in Melbourne, Australia and Auckland, Aotearoa New Zealand and are managed externally by a third party.

Our operations are supported by key functions including buying, production, planning, merchandising, retail operations, marketing, e-commerce, store development, finance, IT, HR and customer service.



4. Our Supply Chain

We understand that modern slavery has been able to thrive in opaque, complex and lengthy global supply chains. We also recognise the changing expectations of consumers who want to feel confident that the products they buy are ethically and responsibly sourced. To meet these changing expectations business must now know and understand their supply chains beyond just their direct relationship with suppliers.

At DECJUBA, we acknowledge that our long-term partners and suppliers are fundamental to the success of our business, and we understand the role we can play to ensure we create positive impact across our supply chain for people and the planet.

Our supply chain can be considered in two different ways, our Product Merchandise supply chain and our Non-product procurement supply chain.

PRODUCT MERCHANDISE SUPPLY CHAIN

At DECJUBA we do not directly manufacture our products but work with a close network of partners and suppliers who manufacture our products including apparel, accessories, footwear, beauty and packaging, which we then import.

Our Product Merchandise global supply chain and manufacturing consists of the following tiers as shown in Figure 3.

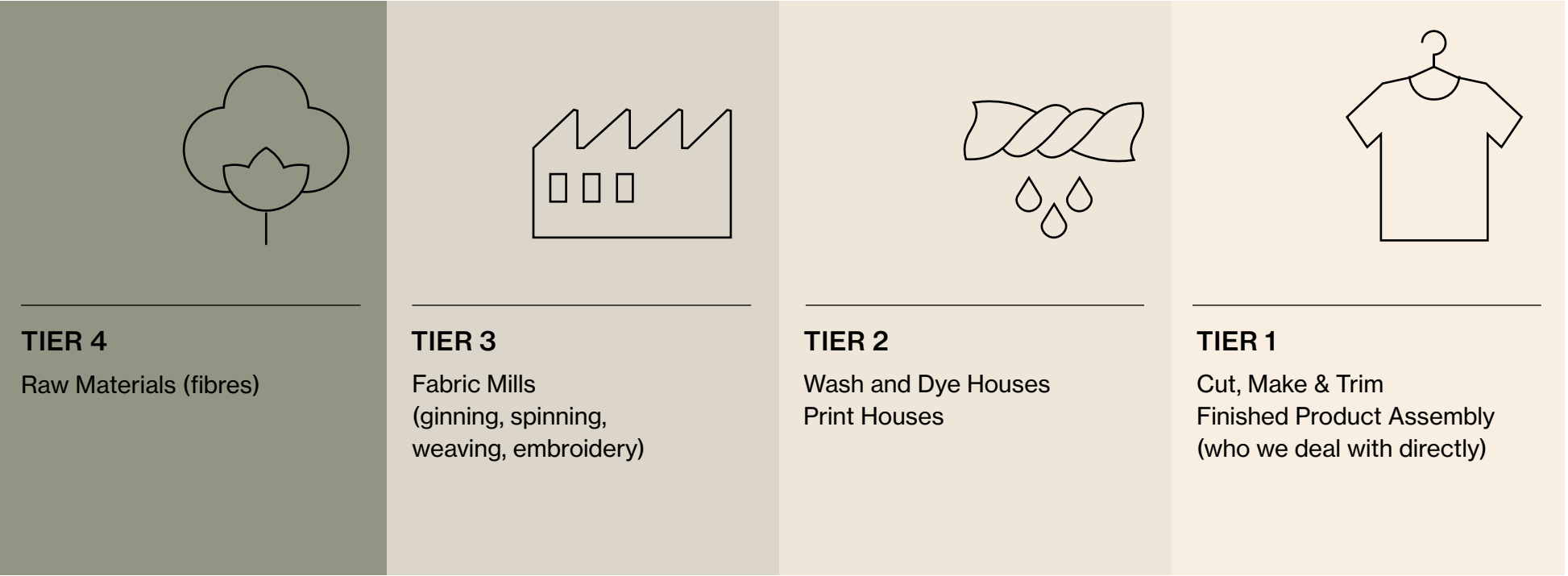


Figure 3. DECJUBA's product merchandise supply chain.





Figure 4. Map of the countries DECJUBA's manufacturing suppliers are located for FY24.

The majority of our product is currently manufactured in China. We also have manufacturing suppliers located in the following countries: Vietnam, Bangladesh, India, Pakistan and United Arab Emirates. A map of our supplier locations is provided in Figure 4 below.

We use OSC as our supply chain management system which supports supplier compliance requirements and supply chain mapping and transparency.

For the FY24 reporting period we have chosen to share our supply chain data via Open Supply Hub to not only improve supply chain transparency but to also help facilitate further accessibility, collaboration, engagement and impact.

We have increased our tier 1 supply chain transparency from 38% to 68% this FY24. To view our supplier listing on Open Supply Hub see [here](#).

**NON-PRODUCT PROCUREMENT SUPPLY CHAIN**

This is our non-product related purchasing. It includes procurement of goods and services across various supply chain networks related to our operations such as: logistics, property management, retail operations, marketing, IT, professional services, consumables etc.

While most of these suppliers are based in Australia, we understand their supply chain footprint extends across both international and domestic boundaries.



# Understanding the Risks

*When assessing modern slavery risk, we do this through the lens of risk to people rather than risk to business.*

This places the focus on identifying the highest risk of modern slavery to people in our supply chain and operations. The aim of this approach is to ensure better outcomes are achieved for vulnerable people in supply chains.

Modern slavery is a term that refers to the exploitation of people, where they cannot refuse or leave situations because of threats, violence, coercion, deception and/or abuse of power.

The MSA defines modern slavery as including eight serious forms of criminal exploitation including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and worst forms of child labour.

At DECJUBA, we have the potential to cause, contribute to, or be directly linked to modern slavery practices throughout our everyday business as defined in Table 1 below.

KEY TERM	EXPLANATION
CAUSE	<p>A business may cause adverse human rights impact, such as modern slavery, where it causes the impact through its own direct activities or omissions.</p> <p>For example, a business that has recruited migrant workers and caused their freedom to be restricted by confiscating identification documents or visas.</p>
CONTRIBUTE TO	<p>A business may contribute to an adverse human rights impact, such as modern slavery, where its actions or omissions facilitate or incentivise the impact to the extent that it would have been unlikely to occur without them.</p> <p>For example, a fashion brand has contributed to an apparel supplier having to outsource work to a sub-contractor that is exploiting vulnerable workers in order meet their production or cost demands.</p>
DIRECTLY LINKED TO	<p>A business may be directly linked to an adverse human rights impact where it is connected to the impact through the actions of another entity with which it has a business relationship (such as a supplier).</p> <p>For example, a fashion brand is directly linked to a fabrics supplier that has sourced raw materials from a farm that uses forced labour.</p>

Table 1. Explanation of key terms aligned to the MSA and examples used to describe modern slavery risk

## 1. Operation Risk

Based on our business operations and specifically the direct employment of our DECJUBA team members, we have assessed the likelihood of causing modern slavery to be low risk.

The terms and conditions for our retail team members are set out in employment contracts, which are guided by the General Retail Industry Award in Australia and individual employment agreements in Aotearoa New Zealand.

We also understand that employing visa holders comes with additional compliance obligations. As such, we check the visa status of new recruits where applicable through our chosen working rights verification provider V:Sure for Australia. For Aotearoa New Zealand we refer to the Government Visa Verification Service





2. Supply Chain Risk

Based on our supply chain, we have assessed the likelihood of modern slavery risk that we contribute to, or are directly linked to, to be of higher risk particularly in relation to our product merchandise supply chain.

Our predominately domestic non-product procurement supply chain is considered to be moderate to low risk.

Modern slavery manifests itself across a range of interconnected aspects of industry, products, geographic or entity risk, as detailed in Table 2 below. At DECJUBA we are committed to improving supply chain transparency to help eradicate modern slavery practices across our supply chains.

NON-PRODUCT PROCUREMENT SUPPLY CHAIN RISK

RISK CATEGORY	DESCRIPTION
INDUSTRY RISK	<p>Higher risk industries for modern slavery that are relevant to our non-product procurement supply chain include: construction, cleaning, hospitality and food services. Other industry services that we rely on across our head office and retail footprint include transport and logistics, property management, IT services, office equipment, visual merchandising and promotional materials.</p> <p>Due to the use of migrant, unskilled or temporary labour or short-term contracts in those higher risk industries, potential exploitation of workers is potentially more prevalent despite strong labour laws in Australia making this a medium risk.</p>

PRODUCT MERCHANDISE SUPPLY CHAIN RISK

RISK CATEGORY	DESCRIPTION
INDUSTRY RISK	<p>Due to the complex and opaque nature of global apparel and textile supply chains, the fashion industry has been identified as a high-risk industry for modern slavery.</p> <p>Reasons for this include the use of migrant, unskilled or temporary labour, short-term contracts that affect the way we interact with different production stages of our supply chain, unreasonable delivery timeframes may require suppliers to engage in excessive working hours or work is outsourced to meet deadlines where poor working conditions or practices allow for he exploitation of workers.</p>
GEOGRAPHIC RISK	<p>Certain countries or regions are more likely to have a higher incidence of modern slavery due to factors such as poor governance structure, weak rule of law, conflict, migration and other socio-economic conditions like poverty. Cotton production in certain countries such as the Xinjiang region in China, Uzbekistan and Turkmenistan have been identified as high risk for modern slavery.</p>
PRODUCT RISK	<p>The way certain products are produced, provided, or used, may also attract a higher risk of modern slavery. Cotton is one product particularly relevant to our industry that represents a higher risk for modern slavery due to the use of potential forced labour to produce this product.</p>
ENTITY RISK	<p>Certain entities or suppliers may lack the adequate governance structures and ethical standards to ensure worker rights and protections. They may engage in forced labour or other human rights violations due to production and cost pressures by brands.</p>

Table 2. Types of modern slavery risk.



### 3. Modern Slavery Risk Assessment

To further improve our understanding of modern slavery risk, we have updated our risk assessment of our supply chain supported by external consultants, Fair Supply, using supply chain mapping methodology. We have also expanded this risk assessment this reporting period to include our non-product procurement supply chain.

The assessment provides an estimate of modern slavery risk in our supply chain beyond our tier 1 suppliers based on the following factors:

1. Industry Type
2. Country of Tier 1 Supplier
3. Relative Spend Amount

This analysis has allowed us to identify higher risk suppliers as well as where in our supply chain there may be a higher incidence of modern slavery occurring. This assessment allows us to prioritise engagement with higher risk suppliers to more effectively understand and address this risk.

The results of our product merchandise supply chain risk assessment to tier 10 of our supply chain indicated that our highest risk countries for modern slavery are Pakistan and China. Tier 1 of our supply chain also represents the highest risk for modern slavery based on this risk assessment.

The risk profile of our supply chain based on estimated people in forced labour per \$Million is provided in figure 5.

Our risk profile remains relatively unchanged from our FY23 risk assessment.

Our focus remains on effectively engaging with our higher risk suppliers on this issue.

This reporting period we have conducted further due diligence on our product merchandise suppliers via a supplier self-assessment questionnaire to further understand their practices and the potential modern slavery risk.

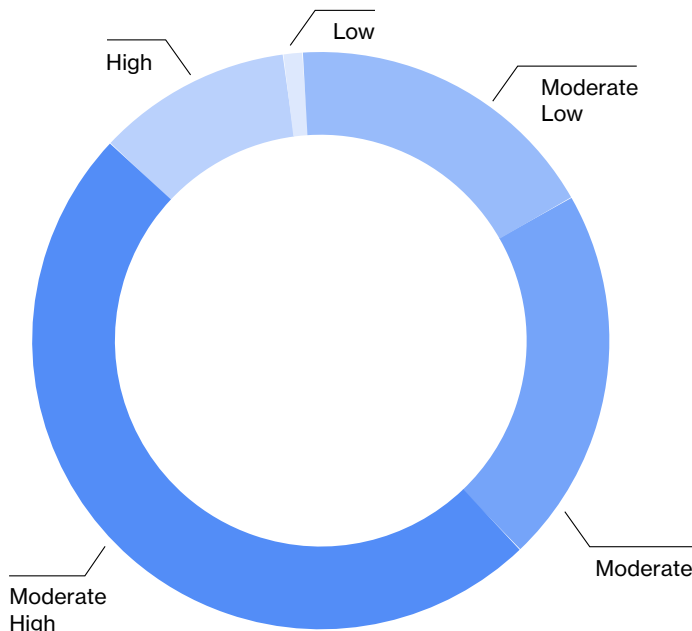


Figure 5. Modern slavery risk profile of DECJUBA product merchandise supply chain.

The results of our non-product procurement supply chain risk assessment to tier 10 of our supply chain indicated that our highest risk industries for modern slavery are IT electronics, followed by trade/construction and hospitality services.

The risk profile of our supply chain based on estimated people in forced labour per \$Million is provided in figure 6.

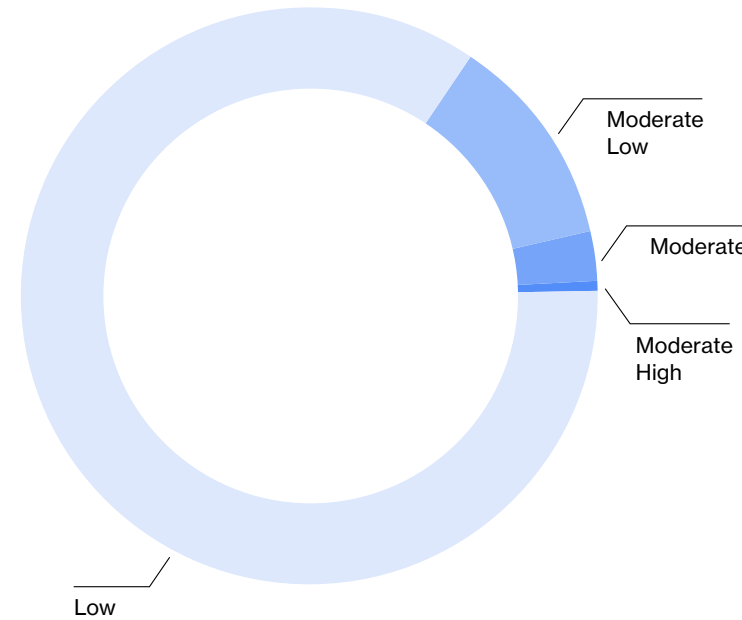


Figure 6. Modern slavery risk profile of DECJUBA non-product procurement supply chain.





# Our Actions

DECJUBA's actions to address actual and potential modern slavery risk starts with our ongoing due diligence management process. Our policy framework provides the governance structure to help us to identify, prevent, mitigate, and account for how we address modern slavery risk and human rights impacts in our business activities.

## *1. Policy Framework*

This reporting period we have introduced a Human Rights Policy and Supplier Code of Conduct to our policy framework to reflect best practice and our continuous improvement goals.

Our policy framework provides a comprehensive governance structure and operational guidance for how we identify, manage, and remediate modern slavery risk. Figure 7 provides an overview of our policy framework and how it is implemented.

DECJUBA suppliers must agree to all terms and sign our Supplier Agreement. This agreement covers our operational business relationship and all trading terms, including governance of the supply chain.

DECJUBA's Terms and Conditions of supply govern the expectations of the working relationship between DECJUBA and its suppliers.

Suppliers cannot be used for any activity until a signed Supplier Agreement, which includes our Supplier Code of Conduct, has been received and approved by DECJUBA.

Monitoring compliance of this policy framework is done through our supplier onboarding processes, due diligence audit program, virtual factory tours, annual data integrity reviews and supplier improvement roadmaps.

Our Annual Data Integrity Review (ADIR) process ensures we stay updated with potential changes to compliance requirements related to our suppliers. Undertaken by our compliance team, suppliers are requested to provide an annual update of data including their third-party contractors such as printers or washhouses so we can track and review changes to the supply chain.



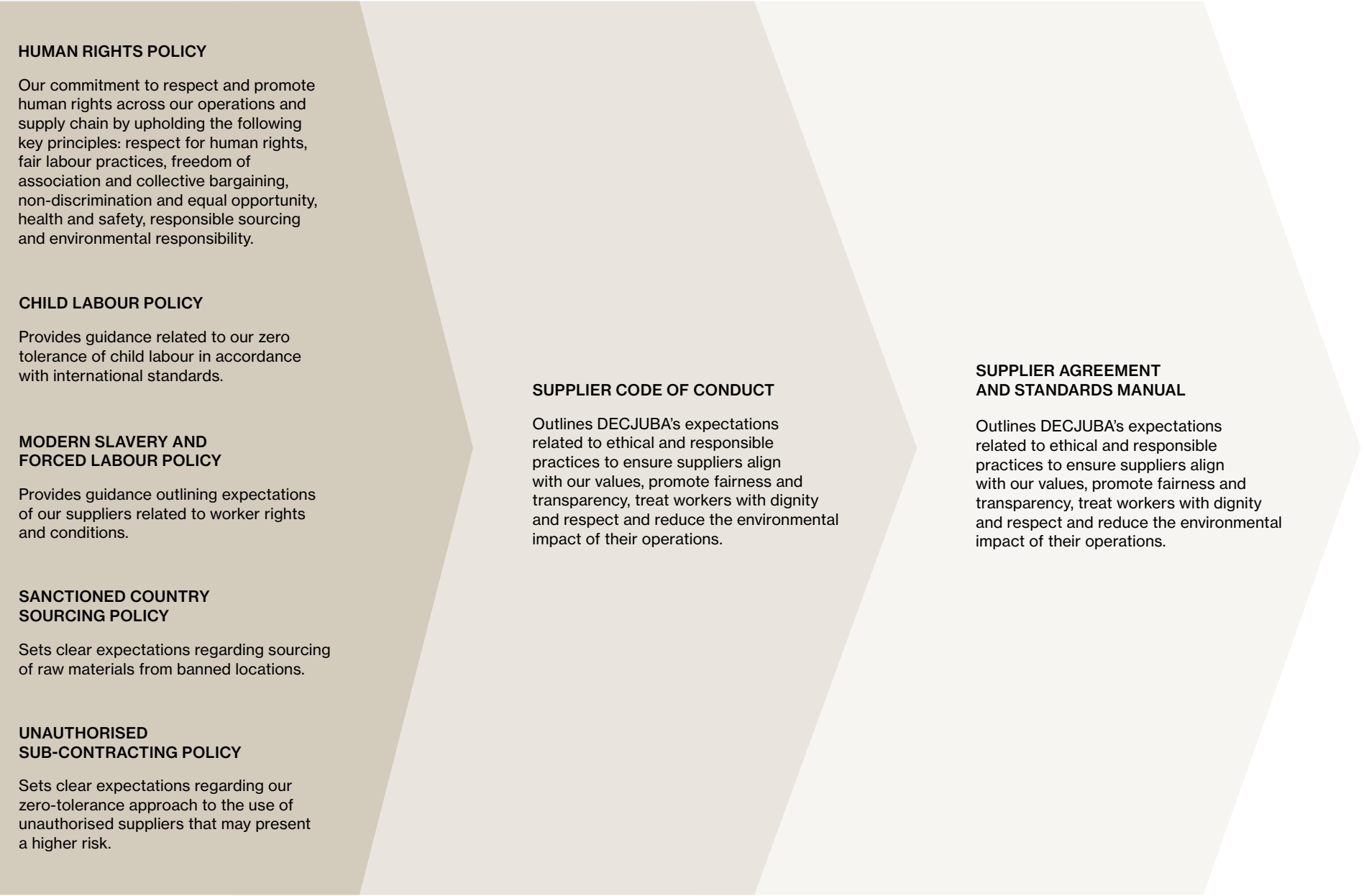


Figure 7. DECJUBA's modern slavery policy framework.

## 2. Ongoing Due Diligence

### 1. SUPPLIER SELF-ASSESSMENT QUESTIONNAIRE

This reporting period we have focused on validating our risk assessment results through direct engagement with our suppliers in our product merchandise supply chain to better understand their practices that may cause, contribute to or be directly linked to modern slavery.

We shared a supplier self-assessment questionnaire (SAQ) with our direct suppliers based on the themes:

1. Organisational governance
2. Engagement on modern slavery
3. Modern slavery risk factors

The SAQ was sent to 40 suppliers. From our Fair Supply initial risk assessment to identify higher risk suppliers, the SAQ completion rate was 50% for this group.

Further follow-up with these suppliers will take place in the next reporting period to increase response rates.

Findings from the supplier self-assessment questionnaire indicated that:

Majority of suppliers have high visibility of their supply chain and have mapped key suppliers including to raw materials.

85% of suppliers stated that they have modern slavery policies and risk assessment processes in place.

Most suppliers are providing training related to modern slavery.

88% of suppliers said they have a formal grievance mechanism in place.



The modern slavery risk factor questions related to the following key issues:

- Vulnerable workers (i.e. migrant or child labour)
- Recruitment fees
- Sub-contractor or labour hire use
- Wage entitlements
- Living wage
- Holding of ID documents
- Restricted freedom

Based on the responses of 16 suppliers, further follow-up investigations will be undertaken in the next reporting period to clarify their practices and further understand the potential risk.

**2. SUPPLY CHAIN TRANSPARENCY**

To improve our supply chain transparency, we have committed to mapping our supply chain and disclosing this information.

Supply chain transparency is the practice of openly sharing information about each stage of an organisation’s supply chain from raw material inputs to final delivery. It involves disclosing details about suppliers and manufacturing to provide stakeholders with clear insights into the practices and conditions under which products are made.

Transparency enables organisations to be accountable for ethical practices helping to build consumer trust and manage risk.

This is part of our DECJUBA Future sustainability strategy, under Our Partner pillar, to complete supply chain mapping to tier 3 by FY27. We have now mapped our tier 2 suppliers and have commenced work on tier 3 suppliers.

This reporting period we have shared our supplier list via Open Supply Hub with 68% of suppliers disclosed, which is provided [here](#).

The Open Supply Hub platform facilitates transparency and information sharing so that the industry can collaborate and engage more effectively.

**3. TRAINING AND AWARENESS**

A new online Modern slavery awareness learning module was developed and rolled out to key team members near the end of the reporting period.

The intent of the training was to provide a clear understanding of what modern slavery is and how this issue is relevant to our teams in their day-to-day activities and how certain decisions can enable circumstances for modern slavery to occur within our supply chain. The training was rolled out to key team members from buying, production, planning, finance and customer service.

In FY25 new starters will be targeted and the module rolled out to additional team members from other departments.

We also developed an information pack on this topic that we shared with our suppliers in conjunction with the self-assessment questionnaire to raise awareness so that they were adequately informed about the issue, our reporting obligations and how we are looking to engage with them on this issue.

**4. GRIEVANCE MECHANISM**

In FY24 we partnered with Your Call to provide an independent whistleblower service for internal and

external stakeholders such as suppliers and contractors. Our Whistleblower Policy, which was also made available on our website includes details on how to access this service.

This service ensures that any grievances, including human rights or modern slavery concerns can be treated anonymously and are investigated appropriately.

The service can also be accessed by those living with a hearing or speech impairment or who may require translation services.

**5. REMEDIATION**

To date no remediation has been required within our supply chain. We understand that this may mean we have more work to do to identify instances of modern slavery and take action to address it.

When issues are identified whether through our due diligence processes or from other sources, we first determine whether the issue is classified as Zero Tolerance, Critical, Major or a Minor Non-conformance.

This determination informs the next steps and actions under our escalation process for Modern Slavery outlined in Figure 8.



RISK IDENTIFIED ▾

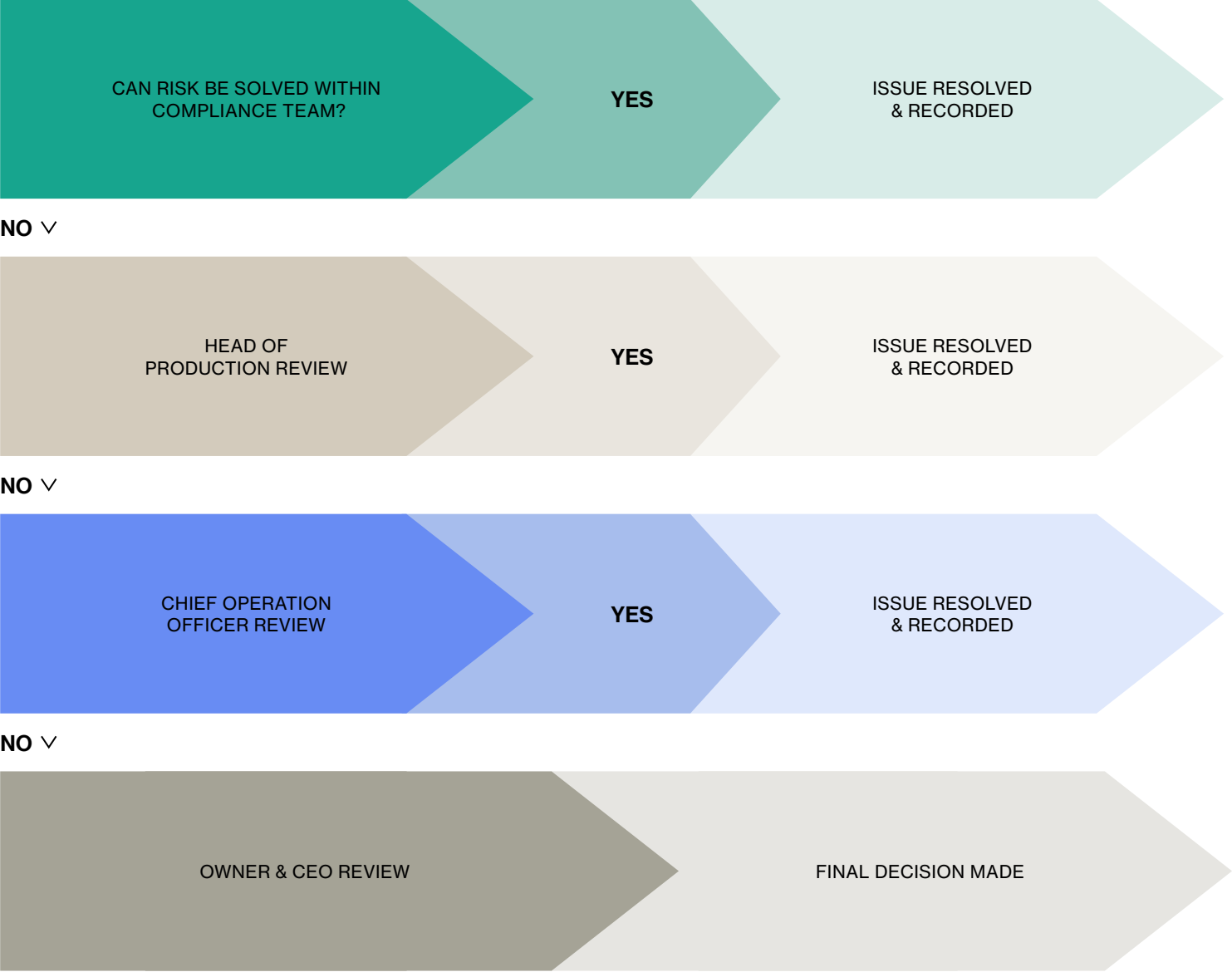


Figure 8. DECJUBA's escalation process.





# Measuring Effectiveness

We have reviewed the progress of our actions identified in our modern slavery roadmap and have assessed the effectiveness of these actions in Table 3 below.

ACTION ITEM	2024 ACTION PLAN	ASSESSING EFFECTIVENESS
MODERN SLAVERY TRAINING	Develop new training module. New starters Refresher training for key personnel. External supplier training.	New modern slavery training module was developed and rolled out. Training material was provided to suppliers that received our supplier self-assessment questionnaire.
REVIEW INTERNAL POLICIES RELATED TO MODERN SLAVERY	Update Supplier Manual .	Supplier Manual update completed with inclusion of new Supplier Code of Conduct.
PARTNERSHIPS	Continue to explore partnership opportunities and industry collaborations.	Fair Supply partnership continued to support with risk assessment.
FACTORY AUDITS & VIRTUAL TOURS	Use 3rd party independent audits to assess each factories social compliance.  Conduct 30 virtual factory tours for tier 1 existing and new factories.	40 social compliance audits were undertaken (representing ~80% of suppliers) and 32 virtual factory tours.
SUPPLY CHAIN TRANSPARENCY	Tier 2 supply chain mapping finalised and disclosed.  Explore further opportunities to improve traceability of fibres to raw materials.	Supply chain mapping to tier 1 and 2 completed. Work commenced on tier 3 mapping.
WORKER VOICE	Worker interviews must be included in independent audits. Non-conformances are tracked & closed out.	Worker interviews were included in the social audits undertaken.
SUPPLIER CONFERENCE	Hold annual supplier conference to engage with key suppliers.	Our annual supplier conference was held in July 2023
RESEARCH	Ongoing research to understand new developments and best practice.	Ongoing research undertaken to understand new developments and networking opportunities to engage and collaborate across industries.

Table 3. Assessing progress of our actions in FY24.



Quarterly reviews with suppliers provide an opportunity to discuss lower performing areas and identify concerns within the supply chain that may also pose a risk to modern slavery.

Progress against our FY24 Key Performance Indicators (KPI's) to ensure we are continuously improving on our efforts to address modern slavery are included

FY24 KEY PERFORMANCE INDICATOR	KPI MEASURE
100% completion rate of self-assessments from high-risk suppliers in relation to modern slavery.	50% of supplier self-assessments were completed by our higher risk suppliers. Additional follow-up with these suppliers will occur in FY25.
30 factory virtual tours completed to verify working conditions and other compliance requirements.	32 factory virtual tours were completed.
100% completion of tier 2 supply chain mapping and disclosure.	100% tier 2 supply chain mapping, however not yet disclosed.
100% of new team members and key personnel completed modern slavery training module.	With the launch of our new Modern Slavery training module in early June ~7% of team members had completed by the end of the month. Additional time was allocated due to the later release date with the launch of our new learning platform.

Table 4. FY24 Key Performance Indicators to measure effectiveness of our actions.

The following internal KPIs have been developed for the FY25 reporting period to further demonstrate how we aim to continuously improve our approach to addressing modern slavery.

KPI 1	100% completion rate of self-assessments from all remaining product merchandise suppliers in relation to modern slavery.
KPI 2	32 factory virtual tours (including tier 2) completed to verify working conditions and other requirements.
KPI 3	100% completion of Tier 2 supply chain mapping and disclosure.
KPI 4	75% supply chain transparency of tier 1 suppliers and factories achieved via Open Supply Hub.

Table 5. FY25 Key Performance Indicators to measure effectiveness of our actions.



# Consultation

DECJUBA does not own or control any other business entity. The brands D-LUXE Basics, DECJUBA Kids and DECJUBA Beauty are part of the DECJUBA business and are managed by the same internal management team.

DECJUBA's FY24 Modern Slavery Statement has been developed by consulting with key stakeholders and senior management across our business.

We also consult with our external supplier network regarding practices that could potentially relate to modern slavery risk and how we manage this risk within our supply chain.

We also engage with peers working across this area through industry and modern slavery networking events to facilitate greater collaboration and share learnings on best practice and supplier engagement.



# Future Action

At DECJUBA, our ability to measure performance in reducing modern slavery risk across our business is key to understanding how we can continually improve.

The following roadmap continues to highlight the improvement actions we will be focusing on in the next reporting period.

We know our responsibility does not end here, and we will continue taking steps forward to eradicate the risk of modern slavery from our supply chain.





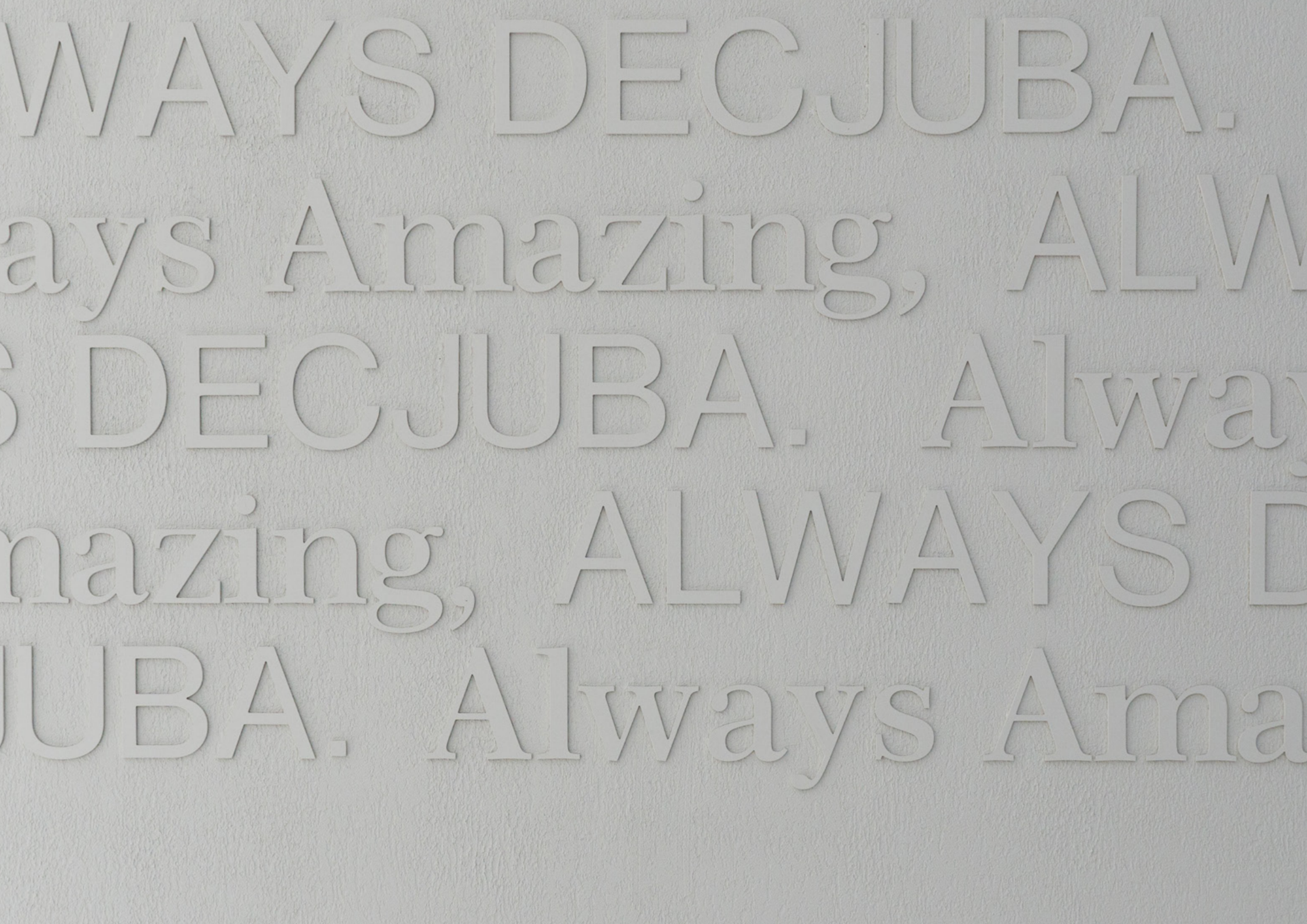
ACTION ITEM	FY21	FY22	FY23
MODERN SLAVERY TRAINING		Internal teams – Feb. External suppliers – May to Sep	Internal teams – Feb. External suppliers – May to Sep
POLICY FRAMEWORK REVIEW		Update Supplier Manual	Update Supplier Manual
PARTNERSHIPS	Textile Exchange, BCI	Walk Free, Verite, PeTA	Fair Supply
SUPPLY CHAIN TRANSPARENCY	Tier 1 completed & monitor expiry.	Tier 2 completed & monitor expiry. Tier 3 & 4 accessing information were available.	Tier 3 & 4 begin deep dive.
FACTORY AUDITS	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.
VIRTUAL TOURS			
WORKER VOICE			Worker interviews must be included in independent audits. Non-conformances are tracked & closed out.
SUPPLIER CONFERENCE			Hold annual supplier conference to engage with key suppliers.
BEST PRACTICE RESEARCH	Ongoing related in relation to above.	Ongoing related in relation to above.	Ongoing related in relation to above.

Table 6. DECJUBA modern slavery  
improvement action roadmap.

ACTION ITEM	FY24	FY25
MODERN SLAVERY TRAINING	Develop new training module. New starters. Refresher training for key personnel. External supplier training.	New starters. Refresher training for key personnel. External supplier training.
POLICY FRAMEWORK REVIEW	Update Supplier Manual	Update Supplier Manual
PARTNERSHIPS	Continue to explore partnership opportunities and industry collaborations.	Continue to explore partnership opportunities and industry collaborations.
SUPPLY CHAIN TRANSPARENCY	Tier 2 supply chain mapping finalised and disclosed. Explore further opportunities to improve traceability of fibres to raw materials.	Tier 3 supply chain mapping finalised and disclosed. Explore further opportunities to improve traceability of fibres to raw materials.
FACTORY AUDITS	Use 3rd party independent audits to assess each factories social compliance.	Use 3rd party independent audits to assess each factories social compliance.
VIRTUAL TOURS	Conduct 30 virtual factory tours for Tier 1 existing and new factories.	Conduct 32 virtual factory tours for tier 1 and tier 2 factories.
WORKER VOICE	Worker interviews must be included in independent audits. Non-conformances are tracked & closed out.	Introduce a confidential grievance mechanism for workers.
SUPPLIER CONFERENCE	Hold annual supplier conference to engage with key suppliers.	Hold annual supplier conference to engage with key suppliers.
BEST PRACTICE RESEARCH	Ongoing research to understand new developments and best practice.	Ongoing research to understand new developments and best practice.

Table 6. DECJUBA modern slavery  
improvement action roadmap.





APPENDIX 1. INDEX REFERENCING DECJUBA'S RESPONSE TO THE MANDATORY REPORTING CRITERIA.

(16.1.A) IDENTIFY EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT.	About Us	Page 6
(16.1.B) DESCRIBE THE STRUCTURE, OPERATIONS AND SUPPLY CHAINS OF EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT.	Our Approach	Page 8
(16.1.C) DESCRIBE THE RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS OF EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS.	Understanding the Risks	Page 16
(16.1.D) DESCRIBE THE ACTIONS TAKEN BY EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES.	A note from Tania Austin Our Actions	Page 4 Page 22
(16.1.E) DESCRIBE HOW EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT ASSESSES THE EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS.	Measuring Effectiveness	Page 30
(16.1.F) DESCRIBE THE PROCESS OF CONSULTATION WITH EACH REPORTING ENTITY COVERED BY THE JOINT STATEMENT AND WITH ANY ENTITIES THAT EACH OF THOSE REPORTING ENTITIES OWNS OR CONTROLS.	Consultation	Page 34
(16.1.G) ANY OTHER RELEVANT INFORMATION.	Future Action	Page 35