

DISSH

MODERN SLAVERY STATEMENT
FY24



ACKNOWLEDGEMENT TO COUNTRY

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



This Modern Slavery Statement has been prepared by DISSH Pty Ltd (ABN 31 098 188 580) (ACN 098 188 580) ('DISSH', 'we', 'us' or 'our') in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) ('the Act').

This is DISSH's first statement under the Act and refers to the reporting period of 01 July 2023 - 30 June 2024.

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

This statement has been reviewed and approved by the Board of Directors of DISSH Pty Ltd on 30 of December 2024. This is signed by Lucy Henry-Hicks in her role as CEO of DISSH Pty Ltd on 31 of December 2024.

Lucy Henry-Hicks
Chief Executive Officer of DISSH
31 December 2024

INTRODUCTION

ABOUT

DISSH is a female-founded Australian fashion brand.

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

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

OUR STRUCTURE

DISSH is an Australian privately owned company. The responsibility of overall governance is overseen by the Board of Directors and the business is led by the Executive team. Daily business operations and management is the responsibility of the DISSH Leadership team.

DISSH is responsible for the design, manufacturing, production, both Australian and global online, Australian retail operations and sales, and the Australian Distribution Centre and Headquarters.

We are committed to ensuring that all aspects of our business are in alignment with our values.





OUR OPERATIONS AND SUPPLY CHAIN

OPERATIONS

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

DISSH is headquartered and manages its own Distribution Centre in Brisbane, Australia. During this reporting period, we had 8 retail stores across Australia. DISSH also operates a digital business globally.

We directly employed approximately 280 people in Australia who work across all departments including Design, Production, People, Finance, Marketing, E-Commerce, Operations, Distribution and Retail.

CORE VALUES

At DISSH our core values are what guides how we operate and every decision we make.

PRACTICE
CALM

INSPIRE
CREATIVITY

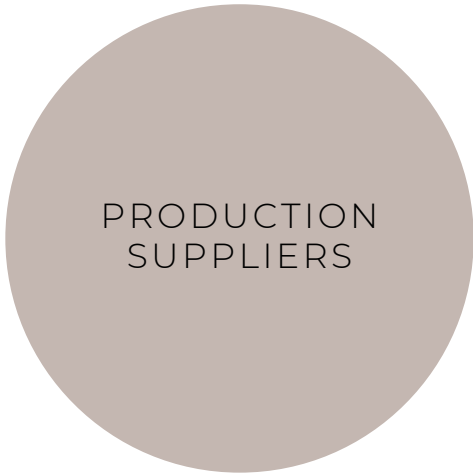
SUPPORT
OUR
COMMUNITY

BE
COURAGEOUS

STRUCTURE, OPERATIONS AND SUPPLY CHAIN

SUPPLY CHAIN

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



Production Suppliers are those who provide a good or service directly involved with or included in our products.



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



Indent Suppliers are those who provide us with branded finished product that are sold at DISSH.

PRODUCTION SUPPLIERS

We have 10 Production Suppliers, noting for our FY24 Modern Slavery Statement we will focus on Tier 1 suppliers as we work to improve our visibility of our upstream suppliers beyond Tier 1. Of our Production Suppliers, majority are in China and two are based in India, all of which represent the entirety of our Production expenditure.

In relation to DISSH’s production supply chain, we define our Tier 1 to Tier 5 suppliers as follows.

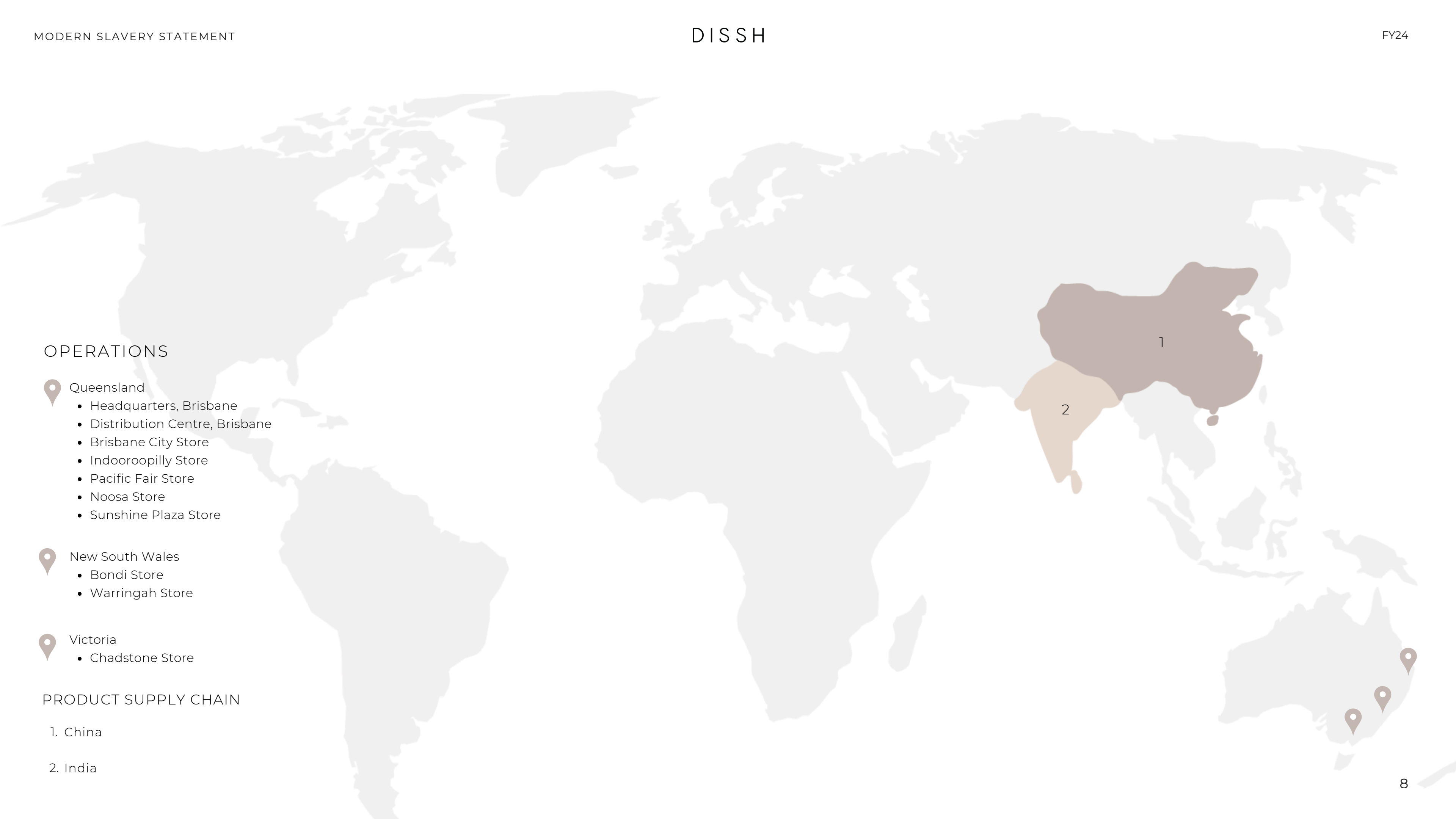
TIER 1	Final product manufacturing and assembly	Finished good manufacturing including cut & sew
TIER 2	Material production	Fabric mills for fabric production including prints, dyes and washes
TIER 3	Raw material processing	Mills and processors that turn raw material to yarn for fabrics
TIER 4	Raw material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

OPERATIONS

- Queensland
 - Headquarters, Brisbane
 - Distribution Centre, Brisbane
 - Brisbane City Store
 - Indooroopilly Store
 - Pacific Fair Store
 - Noosa Store
 - Sunshine Plaza Store
- New South Wales
 - Bondi Store
 - Warringah Store
- Victoria
 - Chadstone Store

PRODUCT SUPPLY CHAIN

- 1. China
- 2. India



NON-PRODUCTION AND INDENT SUPPLIERS

DISSH engages with suppliers for goods and services that are required for business operations. We also procure from Indent Suppliers that provide us wholesale product for sale. For this reporting period, DISSH engaged with over 370 non-production & indent suppliers where over 90% of these suppliers operate out of Australia, representing 76% of overall non-production expenditure.

NON-PRODUCTION SUPPLIERS

Of the non-production suppliers, 4 represent over 50% of our total spend on non-production goods and services, 3 of which are in the freight and logistics sector. The other primary sectors based on spend included Rent and Outgoings, PR, Marketing and Content Creation, Shopfitting, Professional Services, IT equipment and Systems, Packaging and Recruitment Agencies.

INDENT SUPPLIERS

DISSH partnered with 25 Indent Suppliers to procure wholesale products to be sold in DISSH retail stores and online. This curated collection of products included accessories, jewellery, eyewear, beauty products and wellness stationary.





RISKS OF MODERN SLAVERY

Risks of modern slavery practices is prevalent across the fashion industry. While the likelihood of causing modern slavery practices are low, without appropriate due diligence we are at risk of contributing to or may be directly linked to modern slavery practices throughout our supply chain.

We have established robust controls, guided by our People & Culture team, that are aligned with local legislation and industry-leading practices, effectively mitigating the risk of modern slavery. With these measures, coupled with our team's ongoing review of Modern Awards, policies, and relevant legislation, we have determined that the risk of modern slavery within our operations is low.

Risks are more salient in our supply chain, where the complex and opaque nature of garment supply chains adds increased challenges to addressing and mitigating modern slavery practices.

For our supply chain risk assessment we identified four key risk factors being:



RISK ASSESSMENT

HIGH RISK SUPPLY CHAIN	Industry Risk GENERAL GARMENT + TEXTILE INDUSTRY	Sourcing Risk MANUFACTURING	Sourcing Risk TEXTILE PROCESSING	Product Risk COTTON	Product Risk SILK	Product Risk LEATHER
MODERN SLAVERY RISK	<ul style="list-style-type: none">Forced labourChild labourInformal working arrangementsInadequate living wagesDebt bondageExploitation of vulnerable workersPoor working conditionsHealth and safety risks	<ul style="list-style-type: none">Forced labourExcessive workingInformal work arrangements + Sub-contract workersInadequate living wagesExploitation of vulnerable workersPoor working conditionsHealth and safety risks	<ul style="list-style-type: none">Forced labourExcessive workingInformal work arrangements + Sub-contract workersInadequate living wagesWorking in hazardous environmentsPoor working conditionsHealth and safety risks	<ul style="list-style-type: none">Forced labourState-imposed forced labourChild labourPoor working conditionsDiscrimination	<ul style="list-style-type: none">Forced labourDebt bondageDeceptive recruitment for labour or servicesChild labourPoor working conditions	<ul style="list-style-type: none">Forced labourChild labourWorking in hazardous environmentsPoor working conditions
Location Risk COUNTRY	<ul style="list-style-type: none">AustraliaChinaIndia	<ul style="list-style-type: none">ChinaIndia	<ul style="list-style-type: none">ChinaIndia	<ul style="list-style-type: none">ChinaIndia	<ul style="list-style-type: none">ChinaIndia	<ul style="list-style-type: none">India



There is an inherent risk of modern slavery in the fashion industry with both garments and textiles being identified as in the top 5 at-risk products. Modern Slavery practices are often prevalent deep within the supply chain and disproportionately affect vulnerable workers such as women, children and migrants.



Currently we have full visibility of our Tier 1 suppliers, though we lack visibility to suppliers beyond this level of our supply chain. Given the garment and textile are at-risk products, a lack of visibility of these supply chains is an increased sourcing risk for modern slavery. This lack of transparency is likely to result in lower tiers of our supply chain having greater risk of modern slavery practices that we could be directly linked to.



Geographical locations have been attributed to an increased likelihood of modern slavery practices. With all Tier 1 suppliers being in China and India, there is a high risk of modern slavery practices due to their high prevalence of recorded modern slavery nationally, minimal government action and high rate of perceived corruption



The intensely physical, seasonal and remote nature of raw material production makes the sourcing of raw materials at higher risk of modern slavery practices. We are aware of accounts linked to modern slavery in cotton production in the Xinjiang regions of China and also more broadly forced and child labour as well as generally poor working conditions and inadequate pay in the production of many raw materials used in garments.

RISKS OF MODERN SLAVERY

NON-PRODUCTION SUPPLIERS

DISSH conducted a risk assessment on our non-Production suppliers to identify any potentially high-risk suppliers based on their industries and country of operations. Given the broad nature of these suppliers, the risks of modern slavery are unique and varied.

While most of our non-production suppliers operate in low-risk countries, their global supply chains heighten the potential for modern slavery practices. In particular, our freight and logistics suppliers account for three of our top four non-production suppliers by spend. Though headquartered in low-risk regions, their transnational operations positions them as a focus area for our efforts relating to our non-production suppliers, which we aim to address in collaboration with our suppliers.

The top identified modern slavery risks for our non-production suppliers as a whole include informal work arrangements, engagement of vulnerable workers, poor working conditions, coerced labour and inadequate wages that we could be directly linked to through our non-production suppliers. There is additional risk associated with our non-production suppliers potentially engaging unauthorised sub-contracting work which may introduce occurrences of modern slavery practices.

We will continue to work closely with our non-production suppliers, particularly those of higher-risk industries and also those we engage with most, aiming to have a better understanding of their modern slavery risk management mechanisms encouraging they implement and strengthen their due diligence processes.





RISK OF MODERN SLAVERY

INDENT SUPPLIERS

DISSH engaged with 23 Indent Suppliers who provided their own or wholesale products to be sold in DISSH retail stores and online.

Of these Indent Suppliers, 20 have their core operations based out of Australia, representing over 91% of expenditure with Indent Suppliers.

While there are lower risks associated with majority of our Indent Suppliers operating from Australia, 90% of expenditure on Indent Suppliers being for products increases the risk of modern slavery occurring throughout their respective supply chains. For this reason, there is a possibility of being directly linked to modern slavery practices through these indirect supply chains.

As we build and broaden our network of Indent Suppliers, we remain committed to nurturing strong, collaborative relationships while emphasizing the critical importance of human rights and the implementation of modern slavery due diligence in their operations

ACTIONS ADDRESSING RISKS

DISSH is committed to upholding high standards of employee conduct and ethical practices both within own operations and across our supply chain. We acknowledge that modern slavery exists as a systemic challenge and that as a fashion brand, we have a responsibility to take actions that address and mitigate these risks.

OPERATIONS

Within our own operations, we have established, reviewed and updated our policies that details expectations of employee attitudes and behaviours in alignment with DISSH values: Practice Calm, Inspire Creativity, Support our Community and Be Courageous. Our DISSH policies have been implemented into business practices by the People and Culture team and is integrated into our employee onboarding process. These policies include:

- Employee Code of Conduct
- Respect at DISSH
- Grievance Policy
- Performance and Conduct Management Policy
- First Aid Policy
- Occupational Health and Safety Policy
- Hazard and Near Miss Policy and Procedure
- Workplace Rehabilitation Policy

In addition to our policies, our People and Culture team also ran ‘Be Courageous Training’, a full-day workshop for 34 DISSH staff across our HQ, Distribution Centre and Retail teams. This training focused on upskilling our business leaders on respectful conduct, performance management, giving and receiving feedback that explores anti-discrimination, equal opportunities, grievance handling, remediation and worker engagement.

Additionally, we also employed a Sustainability & Impact Manager responsible for the daily management, evaluation and mitigation of modern slavery risks in close collaboration with the People & Culture and Production teams.



ACTIONS ADDRESSING RISKS
SUPPLY CHAIN

PRODUCTION SUPPLIERS

Long-Term Supplier Partnerships
Whilst we continue to explore new supplier partnerships, in FY24 all suppliers were existing from prior years. Of these suppliers, 42% and 50% we have had a +3 year and +5 year production relationship with respectively. These long tenure partnerships have enabled us to grow alongside our suppliers. We also have been able to do capacity planning and forecasting with all of our active suppliers to manage their workload in light of facility and workforce capacity in an effort to reduce unplanned additional work load.

Site Visits
We also conduct annual site visits to our suppliers to assess their practices and operations, ensuring alignment with our values and expectations on our supplier conduct.

Third-Party Audits
Of our active suppliers, all have been third-party social compliance audited in the last 24-months. Majority of these audits involved worker engagement through group interviews, all of which yielded positive attitudes towards management and their workplace.

These audits also evaluate key practices such as the employment of young workers, recruitment methods, potential hazardous tasks, health and safety protocols, wage payments, working hours, and overall management systems. Finally, these audits identify any non-compliance issues and provides guidance on resolution as well as an agreed timeframe that is worked towards by our suppliers to address and resolve.

We intend to increase the frequency of these audits so that all active suppliers are audited annually.

NON-PRODUCTION SUPPLIERS

We have begun the process of mapping our non-production suppliers across sectors and region of operations. Further to our supply chain mapping, we will begin to actively engage with our top tier suppliers to better understand the actions they are undertaking to address modern slavery throughout these indirect supply chains.

INDENT SUPPLIERS

When partnering with indent brands we place a strong emphasis on aligning brand values and ensuring the highest standards of product quality, striving for a seamless fit between our offerings and the brand's vision.

With value alignment being key, we prioritise working with indent suppliers that focus on ethical sourcing and responsible manufacturing with some who have publicly shared they have Codes of Conduct that they have in place with their suppliers.

We are passionate about growing with our supply chain partners, and will continue to foster strong relationships with our indent suppliers to deepen our understanding of risk of modern slavery practices across our wider supply chain network.

ASSESSING OUR ACTIONS

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

ACTION	MEASURING EFFECTIVENESS
Policies and Processes	<ul style="list-style-type: none">• Annual review of internal policies and processes by People and Culture team• 100% of all complaints were resolved through use of grievance mechanisms either informally and formally
Training	<ul style="list-style-type: none">• All business leaders Be Courageous trained
Supplier Engagement	<ul style="list-style-type: none">• Regular engagement with Production Suppliers• Forecasting and capacity planning with suppliers in the lead up to peak trade periods
Third-Party Audits	<ul style="list-style-type: none">• Tracking of supplier audits and relevant certifications• Reviewing supplier audits and flagging non-compliance issues with suppliers to be addressed in a timely manner
Overall Due Diligence	<ul style="list-style-type: none">• Mapping of tier 1 production suppliers• Mapping of non-production and indent suppliers• Ongoing research on developments and proposed recommendations of regulations and best practice• Gap analysis by Sustainability and Impact Manager

While we have taken actions to better understand, address and mitigate modern slavery in our operations and supply chain, we recognise that there is still work we can do to improve our due diligence process, strengthen our actions and set key performance indicators to measure ongoing effectiveness.



FUTURE ACTION

In the next reporting period we will be implementing a ethical sourcing strategy which will include a modern slavery pillar focused on addressing the risk of modern slavery through an enhanced due diligence process. This strengthened due diligence process will bring about improvements in our practices, elevate awareness and training, and foster deeper engagement with suppliers.

Developing our practices will see a formalised supplier screening framework being implemented, along with updated agreements and policies.

We will also be rolling out a new social compliance program that will see all suppliers audited under the same third-party standard that aligns to the Ethical Trade Initiative (ETI) Base Code. Additionally, we will require more frequent third-party audits and will plan for these to be completed annually. We will continue our annual site visits by a DISSH team member, where we will be invest in nurturing a collaborative environment with our production suppliers.

We will also be building closer relationships with our key non-production and indent suppliers, reviewing their environmental, social and governance performance as well as their management systems to understand the efforts they are making towards continuous improvement.

There will be a strong focus on training and education to improve awareness across our DISSH team as well as tailored training for our production and key non-production and indent suppliers.

Finally, we will explore avenues to engage with the broader industry and draw on collective learnings from across the sector to unite in addressing and ending modern slavery.

STATEMENT INDEX

Mandatory reporting criteria based on the the Australian Modern Slavery Act 2018 and relevant pages

CRITERION	PAGE
Governing Body Approval and signing of Statement	3
Identify the reporting entity	3
Describe the reporting entity's structure, operations and supply chains	4-10
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	11-13
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	14-15
Describe how the reporting entity assesses the effectiveness of these actions	16
Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement), and	3
Provide any other relevant information.	17



DISSH

