

ZIMMERMANN

MODERN SLAVERY STATEMENT 2024

TABLE OF CONTENTS

Introduction	3
Our company and product	4
Operations and supply chain	6
Governance	8
Memberships and partnerships	9
Risks of modern slavery in operations and supply chain	10
Actions taken to address those risks	11
Engagement, training and capacity building	11
Operations	11
Supply chain	11
Responsible purchasing practices	12
Supply chain mapping and traceability	13
Assessing the effectiveness of those actions	14
Audits	14
Workers' voice	16
Grievance mechanisms and access to remedy	17
Planned progress	19
Process of consultation with other entities	21



INTRODUCTION

ZIMMERMANN is a luxury Australian fashion brand which designs and sells women's ready-to-wear clothing, swimwear, resortwear, accessories and childrenswear.

Sisters Nicky and Simone Zimmermann founded the brand in 1991 and are the Creative Director and Chief Operating Officer, respectively.

The brand's success in Australia has led it to expand globally, and ZIMMERMANN now sells across the world.

This Modern Slavery Statement is prepared in accordance with the Modern Slavery Act 2018 (Cth) (the Act) and covers the period of 1 July 2023 to 30 June 2024 unless otherwise stated.

OUR COMPANY AND PRODUCT

Zimmermann Holdings Pty Ltd (128 874 000), Zimmermann International Pty Ltd (165 012 199), Oceania (TopCo) Pty Ltd (639 682 027), AI Grace Aus BidCo Pty Ltd (670 024 049), AI Grace Aus MidCo Pty Ltd (670 023 275), AI Grace Aus HoldCo Pty Ltd (670 020 292) are private Australian companies which conduct no business. AI Grace Aus HoldCo Pty Ltd is the ultimate holding company of relevant trading companies, being:

- + Zimmermann Wear Pty Ltd (062 643 609), which is responsible for design, sourcing, procurement, manufacture, production, Australian retail and wholesale operations, international wholesale operations and the Australian head office;
- + Zimmermann (USA), Inc. (83-0501744), which is responsible for American retail, online sales and the American office located in New York City;
- + Zimmermann U.K. Limited (10189074), which is responsible for British retail and online sales;
- + Zimmermann France (834780892), which is responsible for French retail, European online sales and the European office located in Paris;
- + Zimmermann Italy S.R.L. (10521850965), which is responsible for Italian retail;
- + Zimmermann SP, S.L. (B16965246), which is responsible for Spanish retail;
- + Zimmermann (Shanghai) Clothing Accessories Co. (913100000MA), which is responsible for Chinese retail and digital sales;
- + Zimmermann St Barths (881 429 864), which is responsible for Saint Barthélemy's retail;
- + Zimmermann Germany GmbH (290354), which is responsible for German retail; and
- + Zimmermann Monaco S.R.L. (24S09725), which is responsible for Monaco's retail; (together, the 'Subsidiaries').

OUR COMPANY AND PRODUCT

AI Grace Aus HoldCo Pty Ltd, AI Grace Aus MidCo Pty Ltd, AI Grace Aus BidCo Pty Ltd, Oceania (TopCo) Pty Ltd, Zimmermann International Pty Ltd, Zimmermann Holdings Pty Ltd and Zimmermann Wear Pty Ltd are required to report under the Act. This statement is made on behalf of AI Grace Aus HoldCo Pty Ltd, AI Grace Aus MidCo Pty Ltd, AI Grace Aus BidCo Pty Ltd, Oceania (TopCo) Pty Ltd, Zimmermann International Pty Ltd, Zimmermann Holdings Pty Ltd and each of the Subsidiaries. In this document, unless otherwise apparent from context, references to 'ZIMMERMANN', 'we' or 'us' are to the corporate group collectively.

ZIMMERMANN is engaged in the design, manufacture, wholesale, marketing and retail sale of luxury womenswear, as well as childrenswear and accessories.

Womenswear constitutes the vast majority of the business. The balance is childrenswear and accessories, such as bags, shoes, hats, jewellery and sunglasses.

OPERATIONS AND SUPPLY CHAIN

ZIMMERMANN operates 20 retail stores in Australia, 26 in the USA, 1 in the UK, 7 in France, 1 in Monaco, 6 in Italy, 5 in Spain, 1 in the United Arab Emirates and 2 in China. Additionally, ZIMMERMANN operates a digital business globally and has international wholesale clients.

The company's main activities include the design and sale of clothing, swimwear, resortwear, accessories and childrenswear.

ZIMMERMANN's head office is located in Sydney, with additional operations and sales offices in Paris and New York City.

ZIMMERMANN employs approximately 1,157 people across Australia, the USA, the UK, France, Saint Barthélemy, Monaco, Spain, Italy, the UAE and China.

In relation to ZIMMERMANN's supply chains, we define our Tier 1-5 suppliers as follows:

Tier 1	Final product manufacturing and assembly
Tier 2	Material manufacturing, such as suppliers of our fabrics and trims
Tier 3	Raw material processing, such as mills that create the yarn for fabrics
Tier 4	Raw material production, such as farms for cotton
Tier 5	Manufacturing of associated materials such as business and customer packaging

ZIMMERMANN does not own or operate any factories. Our suppliers range from medium-sized facilities employing approximately 100 people to small artisan workshops that specialise in traditional methods of craftsmanship.

Garments represent the largest product category, accounting for 93% of our FY 2024 spend, while accessories and footwear account for the remaining 7%.

We also partner with logistics service providers and other organisations providing professional services.

OPERATIONS AND SUPPLY CHAIN

Our supply chain distribution in FY 2024:

<i>Country of origin of finished goods</i>	<i>% of spend by country</i>	<i>Country of origin of fabrics and trims</i>	<i>% of spend by country</i>
China	82%	China	93%
Vietnam	5%	Italy	3%
Italy	4%	Portugal	2%
Portugal	3%	Türkiye	1%
Sri Lanka	3%	India	0.5%
India	1%	France	0.1%
Türkiye	0.7%	Vietnam	0.04%
Spain	0.7%	Spain	0.04%
Madagascar	0.3%	USA	0.03%
Indonesia	0.2%	Australia	0.02%
Australia	0.1%	Taiwan	0.003%
Morocco	0.02%		

Number of suppliers and production facilities:

	<i>Number of Suppliers</i>	<i>Number of Production Facilities</i>
Tier 1 Garments	30	44
Tier 1 Accessories & Footwear	21	28
Tier 2 Fabrics & Trims	60	128

GOVERNANCE

Ultimate responsibility for ZIMMERMANN's adherence to ethical business practices resides with the Board of Zimmermann Wear Pty Ltd and COO. Our COO is personally involved in the day-to-day work on modern slavery prevention, which reflects the importance of the issue within the business.

ZIMMERMANN also employs a full-time Global Sourcing Manager and a full-time Sustainability and Social Compliance Manager who have day-to-day responsibility for assessing and managing modern slavery risks and work closely on this issue with a cross-functional team from the following ZIMMERMANN departments: Sourcing, Production, Human Resources, Legal, Logistics and Procurement.

MEMBERSHIPS AND PARTNERSHIPS

ZIMMERMANN is a member of the UN Global Compact (UNGC) and is committed to upholding the Ten Principles related to human rights, labor, the environment, and anti-corruption.

Our participation in workshops and multi-stakeholder convenings, including policy dialogues and other events organized by the Global Compact, both globally and locally, allows us to engage with peers and stakeholders, fostering meaningful collaboration and making a positive impact.

We are also members of the Modern Slavery Community of Practice, hosted by the Global Compact Network Australia (UNGCNA). This forum provides a space to discuss and address the opportunities and challenges Australian businesses face in identifying, managing, and communicating modern slavery risks.

In addition to our formal memberships and partnerships, we regularly connect with peers and external experts to explore opportunities for collaboration.

RISKS OF MODERN SLAVERY IN OPERATIONS AND SUPPLY CHAIN

ZIMMERMANN follows the UN Guiding Principles on Business and Human Rights to guide its due diligence approach.

ZIMMERMANN's Human Rights Working Group, chaired by our Chief Operating Officer, convenes bi-annually to oversee the ongoing Human Rights Due Diligence process. Established in November 2023, the group is responsible for assessing ZIMMERMANN's salient human rights impacts, developing action plans to address potential or actual impacts, and setting targets to monitor progress.

The Working Group members include business unit leaders from the following departments:

- + Human Resources
- + Legal
- + Production and Sourcing
- + Logistics and Supply Chain
- + Brand & Content
- + Sustainability and Social Compliance

ZIMMERMANN's salient human rights impacts are assessed in relation to various stakeholder groups, including our employees, value chain workers, customers, suppliers, business partners, and the broader communities in which we operate. Further details regarding the identified impacts, which include forced and child labour, are provided in our [Human Rights Policy](#).

In our current assessment methodology for evaluating modern slavery risks, we consider both country risks, such as political, socio-economic, and environmental factors, and sector risks, including supply chain complexity, the employment of vulnerable workers, recruitment practices, and purchasing practices.

In the supply chain, we also use audits and Worker Sentiment Surveys as assessment and tracking tools to identify any risk indicators and monitor the implementation of mitigation strategies at the site level. We also typically conduct site visits to evaluate firsthand the site's alignment with our values and expectations.

Among the stakeholder groups assessed in relation to modern slavery risks, the supply chain has been identified as the main risk area, particularly in segments located in Asia and those employing decentralized work.¹

- + Some of our suppliers engage home workers in relation to accessories, trims and hand-crocheted garments. The decentralised nature of home working may result in the adoption of weaker labour standards and increased worker vulnerability to unethical practices.
- + Textile supply chains are often complex, and the lack of transparency may prevent effective risk management and access to remedy in the lower tiers. In our supply chain, this applies to Tiers 3 and 4, and especially to commodities like cotton.

¹ Predominantly home-based artisan work.

ACTIONS TAKEN TO ADDRESS THOSE RISKS

ENGAGEMENT, TRAINING AND CAPACITY BUILDING

OPERATIONS

We have deployed training for our internal teams and supply chain to raise awareness of human rights risks and to communicate our expectations regarding adherence to human rights and labor standards.

Mandatory modern slavery training is provided to all employees globally, with additional sessions tailored for teams with procurement responsibilities. Our Human Rights Policy is given to all employees upon joining the organisation.

Our cross-functional Human Rights Working Group, chaired by our Chief Operating Officer convenes bi-annually to oversee the ongoing Human Rights Due Diligence process.

SUPPLY CHAIN

Our latest Modern Slavery training for Tier 1 and nominated Tier 2 suppliers was delivered in China in June 2024. We collaborated with local ethical trade specialists to co-develop the training modules and deliver the training in the local language. Attendees included suppliers and agents, as well as factory and mill owners.

Additionally, we run a Capacity Building Programme for our Tier 2 production facilities delivered in partnership with third-party experts. The experts train the management teams at our production facilities to guide the implementation of corrective action and continuous improvement strategies in the areas of labour, health & safety, environment, business ethics and management systems.

The mills enrolled in the programme since FY 2022 now account for approximately 78% of ZIMMERMANN's Tier 2 spend.

ACTIONS TAKEN TO ADDRESS THOSE RISKS

Our suppliers are expected to sign our contract, which integrates our [Supplier Code of Conduct](#) and the human rights principles stated therein.

% of suppliers that have signed our Supplier Code of Conduct:

	FY24	FY23	FY22	FY21	FY20
Tier 1 Garments	98% ²	100%	100%	98%	96%
Tier 1 Accessories & Footwear	100%	100%	100%	92%	86%
Tier 2 Fabrics & Trims	98%	94%	98%	98%	82%

Our production sites are audited on ZIMMERMANN’s behalf by independent auditors.

In addition to verifying that the site operates in compliance with local regulations, the auditors assess the implementation of appropriate measures to ensure the site’s adherence to the principles stated in our Supplier Code of Conduct. Where issues are identified, we work closely with our suppliers to ensure continuous improvement.

RESPONSIBLE PURCHASING PRACTICES

We have established strong commercial relationships with many of our suppliers, some of whom have worked with us for over ten years and account for approximately 70% of our Tier 1 spend (Primary Suppliers).

A significant proportion of our Primary Suppliers’ business is for ZIMMERMANN. We have a regular dialogue with them regarding forward planning and workflow, which assists the Primary Suppliers with ensuring adequate staffing for busier periods.

In our interactions with suppliers, our focus is on building strong, long-term partnerships which are mutually beneficial. Our suppliers are encouraged to provide feedback, which helps us evaluate our purchasing practices. All suppliers are paid on time.

When we contract new suppliers or production facilities, they are asked to complete a self-assessment questionnaire that looks at labour standards and specific modern slavery risk indicators.

² During the reporting period, only one Tier 1 Garment supplier did not sign the Supplier Code of Conduct. We only worked with this supplier for one season in FY 2024. Although ZIMMERMANN is no longer sourcing from this supplier, it was active during the reporting period and is therefore, included in our calculations.

ACTIONS TAKEN TO ADDRESS THOSE RISKS

SUPPLY CHAIN MAPPING AND TRACEABILITY

As outlined in our Traceability Policy, supply chain transparency and traceability of the materials used in our products are mandatory requirements for ZIMMERMANN's supply chain partners.

Traceability refers to the ability to track each material and process back to its origin and processing facility throughout the supply chain. It is crucial for assessing and managing modern slavery risks, especially in the lower tiers of the supply chain.

ZIMMERMANN requires its suppliers to make every reasonable effort to map their own supply chains and to share with ZIMMERMANN information related to the sourcing and processing locations of the materials used in ZIMMERMANN's products.

We expect our suppliers to provide traceability information upon request for any material used in ZIMMERMANN's products.

Traceability information for Priority Materials, those deemed high-risk for environmental or human rights reasons, should always be provided for every style.

% of key natural fibres' weight traceable at each stage:

Tier 4 (Country)	Tier 3 (Yarn supplier or mill)	Tier 2 (Fabric weaving or knitting mill)	Tier 3 (Yarn colouration) or Tier 2 (Fabric colouration)	Tier 1 (Garment factory)
51%	59%	87%	79%	100%

Key natural fibres are linen, cotton, silk and wool when they account for 50% or more of the product composition.

Traceability to Tiers 4, 3 (yarn supplier and/or mill), and 2 (fabric weaving or knitting mill) has increased. In FY 2023, the traceability percentages for these tiers were 48%, 25%, and 86%, respectively.

Last year, colouration data only included Tier 2 (fabric colouration). This year, yarn colouration has also been included, resulting in a decrease in traceable volumes from 98% to 79%.

ASSESSING THE EFFECTIVENESS OF THOSE ACTIONS

AUDITS

Prospective suppliers in Tier 1 and Tier 2, where nominated, are asked to complete a self-assessment questionnaire for each facility they wish to use for ZIMMERMANN. The process also applies to existing suppliers who wish to onboard a new facility.

As part of the self-assessment, suppliers must provide a recent audit report (not older than one year) for each site they wish to onboard.

Sites that have never been audited or do not have a recent audit report will undergo a ZIMMERMANN audit conducted on our behalf by independent auditors.

New sites undergo a ZIMMERMANN audit during the onboarding period in the following cases:

1. The site has never been audited or does not have a recent audit.
2. The site has a specific risk profile, irrespective of the availability of a recent audit report. The risk profile of the new site is assessed according to the following criteria:
 - + Location
 - + Tier
 - + Self-assessment outcomes
 - + Site visits conducted by our staff

3. Sites used by our primary Tier 1 and 2 suppliers by spend, irrespective of their risk profile. These suppliers account for over 70% of ZIMMERMANN's spend.

Sites with specific risk profiles or those used by our primary suppliers are audited annually. All other sites are audited bi-annually if the most recent audit did not identify any critical issue. In this case, we accept audits commissioned by third parties to avoid audit fatigue.

When our suppliers employ home workers, our independent auditors assess their working conditions using a framework that is tailored to the specificities of decentralised work.

In cases of critical issues in Tier 1, shorter audit cycles are adopted to ensure that corrective action has been effectively implemented. We work with our suppliers to remedy these breaches. In very rare circumstances, we may suspend or terminate our arrangements with that supplier. The response depends on the severity of harm or potential impact.

In Tier 2, suppliers are onboarded in the ZIMMERMANN Ethical Capacity Building Programme,³ which helps them implement corrective actions and continuous improvement strategies effectively. This programme was introduced in Tier 2 to support sites that are typically less experienced with audits and need additional training to achieve long lasting improvements.

³ The Capacity Building Programme is delivered in partnership with third-party experts who provide training to the mill management to guide the implementation of corrective action aimed at the resolution of non-compliance. The most common types of non-compliance addressed span minor health and safety issues, overtime and wage-related non-compliances. The facilities are expected to implement the necessary corrective actions by the end of the programme. Where issues remain, the facility may be re-enrolled in the programme for a second year.

ASSESSING THE EFFECTIVENESS OF THOSE ACTIONS

Sites Audited in FY 2024:

	Tier 1 Garments	Tier 1 Accessories & Footwear	Tier 2 Fabrics & Trims
Total number of sites	44	28	128
Sites audited in FY24	38	14	24
Sites audited in the past 2 years	40	20	40
New sites in the reporting year	2	3	36
% of new sites audited in the reporting year	100%	33%	36%
% of suppliers terminated as a result of the audit	0%	0%	0%

Audit-based risk assessment:

Audit performance: Needs significant improvement ⁴	17%
Audit performance: Needs improvement	5%
Audit performance: Satisfactory	27%
Audit performance: Good	52%
Percentage of female workers	61%
Percentage of foreign migrant workers	0.02%
Transparency rate ⁵	53%
Incidents relating to forced or child labour or abuse	None Identified
Freedom of association and collective bargaining violations	None Identified

⁴ These are sites found to have non-transparent record keeping, being unable or unwilling to provide some of the documents necessary to evaluate wages, benefits and compliance with overtime limits. These sites, if unable to remediate within the required timeframe, will be enrolled in our Capacity Building Programme.

⁵ Sites that have demonstrated transparent practices, including accurate recordkeeping. Due to varying transparency assessments by different audit frameworks, this indicator includes only audits arranged by ZIMMERMANN.

ASSESSING THE EFFECTIVENESS OF THOSE ACTIONS

WORKERS' VOICE

Audits are a useful monitoring tool, but they alone may not identify hidden issues that only become apparent when considering workers' perspectives.

Worker engagement is integral to our audit process as we use technology-supported anonymous surveys to collect the workers' viewpoints across the following indicators: Labour, Health and Safety, Environment and Management System. The survey results are reviewed alongside the audit reports and inform decisions regarding corrective actions or the site's enrolment in the ZIMMERMANN Capacity Building Programme.

Since the programme launched in 2020, 2,192 surveys have been completed. 1,173 supply chain workers responded to the survey in the reporting period, 65 % of whom were women.

<i>FY 2024 Survey Results:</i>	Strong Performance	Satisfactory Performance	Needs Improvement	Needs Significant Improvement	Average Score FY 2024
Labour ⁶	48%	36%	16%	0%	Satisfactory Performance
Health and Safety ⁷	92%	8%	0%	0%	Strong Performance
Environment ⁸	56%	40%	4%	0%	Satisfactory Performance
Management System ⁹	12%	64%	24%	0%	Satisfactory Performance

⁶ Workers are asked to give their perspective on the availability and effectiveness of grievance mechanisms, equal treatment between women and men, wages, benefits, and hours of work.

⁷ Workers feel safe working in the facility and are aware of the procedures to follow in case of an emergency.

⁸ The perceived environmental impact of the site.

⁹ The perceived effectiveness of policies and procedures.

GRIEVANCE MECHANISMS AND ACCESS TO REMEDY

Impacted stakeholders can seek remedy through the process outlined in our [Whistleblower Policy](#).

Additionally, we have implemented a supply-chain-focused grievance mechanism in key factories in China, providing workers with a confidential channel to raise complaints. The hotline is currently available in eleven factories, which represent approximately 50% of our finished goods spend.

To align with the effectiveness criteria described in the UN Guiding Principles on Business and Human Rights, we have partnered with an organisation with over a decade of experience in designing and implementing grievance mechanisms and supporting remediation.

Workers have received in-person training to familiarise themselves with the grievance mechanism. Posters and handouts have been provided to ensure all workers have access to the hotline.

Beyond offering insight into working conditions and access to remedy, the independent grievance mechanism is integral to our capacity-building efforts. It can drive continuous improvement in the factory by equipping management with the tools to proactively address issues before they escalate and, ultimately, prevent their recurrence.

When there is a risk to workers' safety or a critical breach of workers' human rights, the issue must be addressed without delay, prioritising the worker's well-being.

Depending on the severity of the issue, our approach may involve:

- + Discussing the matter with the supplier, if safe for the workers, to agree on a plan and timeframe for rectification, and then checking in with the supplier to monitor progress.
- + Enrolling the site in our Capacity Building Programme to train and support the site management through continuous improvement while monitoring progress.
- + Engaging local NGOs, trade unions, community organisations, or authorities (where appropriate and safe).
- + Facilitating workers' access to restitution or compensation.

We also take into account situational challenges and adjust our approach accordingly to ensure workers' safety throughout the process.

The challenges we evaluate include:

- + Lack of law enforcement and legal protection
- + Consent from the victim on the type of action that is being undertaken
- + Lack of local expert organisations
- + Potential unintended consequences of the remediation pathway identified

GRIEVANCE MECHANISMS AND ACCESS TO REMEDY

All grievances received during the reporting period were successfully resolved by the factory management, with support from the ZIMMERMANN team and the grievance mechanism provider. The issues were primarily related to incorrect compensation, which was promptly rectified by the factory management.

In one instance, a worker employed in our supplier's garment factory contacted the hotline to report delayed payments and the absence of employment contracts and payslips. This grievance was promptly escalated to both the ZIMMERMANN team and our supplier.

In collaboration with ZIMMERMANN and the hotline team, the supplier developed and implemented a strategy to ensure that all payments are made on time, always accompanied by payslips, and that all workers are provided with employment contracts. Arrears payments were also made to workers who had not been paid on time.

The worker confirmed that the factory had rectified the issue and expressed satisfaction with the steps taken. We continue to monitor the factory to ensure that these measures are consistently implemented.

PLANNED PROGRESS

KPIs we set last year	Progress update	KPIs for the next reporting period
DUE DILIGENCE AND REMEDIATION		
+ Continue the implementation of our Traceability Policy and report on progress	While maintaining the accuracy of Tier 1 and Tier 2 supplier mapping, we have expedited the mapping of Tiers 3 and 4 through the implementation of a Traceability Policy and a process to map the supply chain of key materials for each collection. Additional information on our progress regarding traceability is provided in this Statement.	+ Continue the implementation of our Traceability Policy and report on progress
+ Continue increasing the execution rate of our Supplier Code of Conduct in Tier 2 while maintaining 100% execution rate in Tier 1	We increased the execution rate in Tier 2, while the execution rate in Tier 1 decreased due to a supplier who did not sign the Code of Conduct. This supplier was active for only one season during the reporting period and no longer supplies to ZIMMERMANN.	+ Continue increasing the execution rate of our Supplier Code of Conduct in Tier 2 while maintaining 100% execution rate in Tier 1
+ Increase the percentage of production sites visited by at least one member of staff with social compliance responsibilities from a baseline of 60% in Tier 1 and 38% in Tier 2	<p>Sites visited in FY24 by members of staff with social compliance responsibilities:</p> <ul style="list-style-type: none"> - Tier 1 – 67% - Tier 2 – 27% <p>The percentage of Tier 2 sites visited has decreased compared to the baseline, due to an increased number of production sites. Although our team members with social compliance responsibilities have continued visiting both existing and prospective production sites, several sites have yet to be visited.</p>	+ Increase the percentage of production sites visited by at least one member of staff with social compliance responsibilities
+ Roll out the self-assessment questionnaire in indirect procurement	The self-assessment questionnaire is now a mandatory tool for onboarding new production sites, while the roll-out for indirect procurement is still in progress.	+ Continue the roll-out of the self-assessment in indirect procurement

PLANNED PROGRESS

KPIs we set last year	Progress update	KPIs for the next reporting period
DUE DILIGENCE AND REMEDIATION		
+Continue expanding the Capacity Building Programme to include additional sites	The mills enrolled in the programme since its launch account for approximately 78% of ZIMMERMANN's Tier 2 spend.	+ Continue expanding the Capacity Building Programme to include additional sites
MONITORING		
+ Maintain annual third-party audits for Tier 1 and Tier 2 suppliers	We continued auditing production facilities according to our risk assessment.	+ Maintain annual third-party audits for Tier 1 and Tier 2 suppliers
+Continue engaging the workers in our supply chain, ensuring the successful implementation of the grievance mechanism and advancing the use of anonymous surveys	We continued using anonymous surveys to gather workers' feedback in our supply chain and have implemented a hotline in 11 factories accounting for 50% of ZIMMERMANN's finished goods spend.	+ Continue engaging the workers in our supply chain, ensuring the successful implementation of the grievance mechanism advancing the use of anonymous surveys
EDUCATION AND TRAINING		
+Continue the engagement of ZIMMERMANN's staff and suppliers on the topic of modern slavery via training and continuous dialogue	Our modern slavery training continues to be mandatory for all employees and part of the induction for new staff members.	+ Continue the engagement of ZIMMERMANN's staff and suppliers on the topic of modern slavery via training and continuous dialogue
	We have continued supplier engagement through our capacity-building programme and training sessions.	

PROCESS OF CONSULTATION WITH OTHER ENTITIES

This statement was approved by the Board of AI Grace Aus HoldCo Pty Ltd, AI Grace Aus MidCo Pty Ltd, AI Grace Aus BidCo Pty Ltd, Oceania (TopCo) Pty Ltd, the Board of Zimmermann International Pty Ltd, the Board of Zimmermann Holdings Pty Ltd and the Board of Zimmermann Wear Pty Ltd on 10 September 2024. It is signed by Simone Zimmermann, who is a Director of each company, on behalf of each Board.

This statement was also the subject of considerable cross-functional input across the business prior to Board approval.

Signed



Simone Zimmermann

Director

Zimmermann Wear Pty Ltd
Zimmermann Holdings Pty Ltd
Zimmermann International Pty Ltd
Oceania (TopCo) Pty Ltd
AI Grace Aus BidCo Pty Ltd
AI Grace Aus MidCo Pty Ltd
AI Grace Aus HoldCo Pty Ltd

Dated: 10 September 2024





ZIMMERMANN

www.zimmermann.com