

the
sussan
group



suzannegrae Sportsgirl **sussan**

MODERN SLAVERY STATEMENT

— RETAIL HOLDINGS PTY LIMITED | 2025



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Retail Holdings Pty Limited (RHPL) (ABN 71 093 246 032) is the legal entity of The Sussan Group, a privately owned company established in Australia over 80 years ago and incorporates the businesses of Sussan Corporation (Aust) Pty Ltd (ABN 79 772 682 378), Sportsgirl Pty Ltd (ABN 77 090 049 415) and Suzanne Grae Corporation Pty Ltd (ABN 11 580 943 436).

This Modern Slavery Statement has been prepared pursuant to the requirements of the Australian Modern Slavery Act 2018 (Cth) as a joint statement by Retail Holdings Pty Limited after consolidation with its subsidiary companies Sussan Corporation (Aust) Pty Ltd, Sportsgirl Pty Ltd and Suzanne Grae Corporation Pty Ltd for the year ended 31st July 2025.

GETTING TO KNOW US

As a responsible retail brand committed to ethical business practices, we recognise our obligation to respect and uphold human rights across all facets of our operations and supply chains. This Modern Slavery Statement outlines the actions we have taken during the reporting period to identify, assess, and address risks of modern slavery.

We remain dedicated to fostering transparency, accountability, and continual improvement in our efforts to prevent modern slavery and protect the dignity of all individuals connected to our business.

The Sussan Group story began in Melbourne in 1939, offering high-quality lingerie. From these humble beginnings, we have grown into a global leader in fashion, known for our stylish, high-quality clothing and unwavering commitment to community care.

With over 430 stores, located across 7 Australian states and an incredible workforce of over 3000 dedicated people - 99% of whom are women, our team are employed in various roles including administration, distribution, E-commerce, and store teams within our retail outlets.

**OUR JOURNEY
HAS NEVER
VEERED FROM A
DEDICATION TO
ETHICAL BUSINESS
PRACTICES AND
SUSTAINABILITY.**





OPERATIONS

Retail Holdings Pty Limited (RHPL) is an Australian company headquartered in Melbourne, Australia, operating as a proprietary limited company trading under the retail names of Sussan, Sportsgirl, and Suzanne Grae. RHPL also operates retail outlets and digital E-commerce platforms.

The entity is governed by a Sole Director and supported by an executive management team responsible for the day-to-day running of the business.

The company operates its principal office in Melbourne with a satellite office in Sydney and has a network of retail stores located across multiple states and territories throughout Australia.

Our distribution model has a warehouse located in Melbourne which supports our replenishment and e-commerce operations.

Our supply chain includes the procurement of finished goods, packaging and logistics, and facility management services. Through our sourcing model, 81% of our products are manufactured in China, through a combination of direct sourcing and using local and offshore trading agents. In addition to China, we also source products from suppliers based in other sourcing markets such as Australia, Bangladesh, India, Pakistan, and Vietnam.

Our extensive range of products are transported to our distribution centre and on to our retail outlets or online customers via various types of freight movement including sea vessels and road or rail transport options.

While we may at times use air freight, we aim to keep this to a minimum and our overall air freight movement represents a small percentage of our total freight movements.

The core operations of RHPL include the retail sale of consumer goods, such as apparel, accessories, and a small quantity of footwear to customers through both brick-and-mortar stores and online E-commerce platforms. Our activities encompass merchandising, marketing, product sourcing, warehousing, distribution, and after-sales customer service.

Employment practices across Australia are governed by Australian workplace laws and policies, with staff working in stores, offices, and distribution centres employed and protected under industry awards.

RHPL also undertakes activities such as product development, brand marketing, in-store promotions, loyalty programs, and partnerships with third-party service providers for logistics, cleaning, and maintenance across our operations.

Sportsgirl

suzannegrae

sussan



SUPPLY CHAIN

OUR SUPPLY CHAIN IS A GLOBAL, MULTI-TIERED OPERATION, REFLECTING THE COMPLEX NATURE OF MODERN RETAIL. WE SOURCE A WIDE RANGE OF PRODUCTS AND MATERIALS FROM BOTH DOMESTIC AND INTERNATIONAL (OFFSHORE) SUPPLIERS.

Key supply chain activities include the procurement of finished goods, raw materials, and packaging from manufacturers and wholesalers located in Australia, the Asia-Pacific region, and other parts of the world.

Suppliers may include factories, workshops, and farms involved in the production of textiles, garments, footwear, accessories, and other materials. We also engage third-party logistics providers for freight forwarding transportation, customs clearance, and warehousing services.

Within RHPL, we maintain a strict supplier onboarding process, which includes due diligence measures to assess modern slavery risks.

We take our responsibility seriously and are committed to collaborating with all suppliers and stakeholders to uphold human rights and ethical standards across our operations and supply chain.



B CORP CERTIFICATION

OUR GROUP'S PURPOSE:

TO MAKE A POSITIVE IMPACT IN EVERYTHING WE DO... IN THE LIVES OF AUSTRALIAN WOMEN, OUR TEAM, OUR SUPPLIERS, OUR COMMUNITY, AND THE SUSTAINABILITY OF OUR PLANET.



We are extremely proud that RHPL, incorporating the brands Sussan, Sportsgirl and Suzanne Grae achieved B Corp Certification in June 2024.

Balancing profit and purpose in our business is not something new. We believe aligning with the B Corp program assists to identify how we consider the impact of our decisions on all stakeholders across our business operations in everything we do.

We continue to identify and better understand our stakeholders and how they interact with our business operations daily such as employees, customers, suppliers, community, and the environment. We see this important alignment as a key to assisting our decision-making processes.

B CORP PRINCIPLES & REQUIREMENTS

The B Corp certification allows us to focus on 3 key principles and requirements:

SOCIAL AND ENVIRONMENTAL PERFORMANCE

We must demonstrate standards of social and environmental performance including considering the impact of our operations on employees, customers, suppliers, community, and the environment.

PUBLIC TRANSPARENCY

We are required to publish an annual Benefit Report that details our social and environmental performance. This report is made available to the public via our B Corp profile, allowing stakeholders to assess our company's impact and hold us accountable for our commitments.

LEGAL ACCOUNTABILITY

We must consider the impact of our decisions on all stakeholders, not just shareholders. This legal framework ensures that as a B Corp certified company, we prioritise purpose alongside profit and make decisions that benefit society and the environment.

The B Corp certification process was a rigorous in-depth process that used the B Lab assessment tool to measure our company's performance across 5 key pillars (governance, workers, community, customers, and the environment).

While we are extremely proud to have achieved B Corp certification, we recognise this is only the start as we continue to work towards recertifying under the new B Corp standards in 2027.



IDENTIFYING POTENTIAL RISKS

As an Australian based retail brand, we recognise the significant risks that modern slavery practices may present within our operations and particularly the offshore supply chain of both our Company and the entities or partner with.

RHPL defines modern slavery as any situation where one person has taken away another person's freedom through threats, violence, coercion, abuse of power or deception so they can be exploited.

We further define forced and compulsory labour within our supply chain as “any work or service that is extracted from any person under the menace of a penalty for which that person has not offered themselves voluntarily.”

Using this definition, we recognise Modern slavery can manifest in various forms, including forced labour, debt bondage, human trafficking, deceptive recruitment, and child labour. These practices may be concealed within complex, global supply networks, particularly in sectors and regions where regulatory oversight and enforcement are limited.



RETAIL HOLDINGS PTY LIMITED STRICTLY PROHIBITS ANY TYPE OF MODERN SLAVERY WHICH INCLUDES ANY FORCED AND/OR COMPULSORY LABOUR ACROSS OUR ENTIRE BUSINESS OPERATIONS.

We recognise we need to maintain a clear understanding of the diverse types of relationships and risks that exist across our sourcing model at each level of production and how these relate to modern slavery risk. To assist, we have split the risks into three categories – Operational Risks, Supply Chain Risks and Entity Risks.



OPERATIONAL RISKS

Within our direct operations, risks of modern slavery are generally lower due to robust Australian labour laws and our strong internal policies regarding recruitment, workplace rights, and ethical conduct.

However, risks may still arise through the engagement of labour hire agencies, third-party contractors, and service providers, particularly where there is reliance on low-skilled, migrant, or temporary workforces.

We acknowledge the potential for exploitation in circumstances where workers may be less aware of their rights, face language barriers, or are dependent on a single employer for their livelihood.



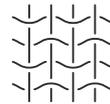
SUPPLY CHAIN RISKS

WE RECOGNISE THAT DIVERSE AND COMPLEX SUPPLY CHAINS, BOTH DOMESTIC AND INTERNATIONAL, MAY EXPOSE US TO THE RISK OF MODERN SLAVERY, INCLUDING FORCED LABOUR, CHILD LABOUR, AND DECEPTIVE RECRUITMENT.

Our supply chain is global and multi-layered, involving the sourcing of raw materials, manufacturing, logistics, and distribution. We recognise that the greatest risk of modern slavery exists in the upstream tiers of our supply chain, especially in countries with weak governance, poor labour protections, and a high prevalence of vulnerable populations.

We also review modern slavery risk by factoring in the types of products we source and the geographical locations the products are made in.

SOME OF THESE MODERN SLAVERY RISKS (BY CATEGORY) INCLUDE:



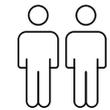
TEXTILES & APPAREL

From countries with known labour challenges, such as Bangladesh, Vietnam, and China.



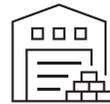
COMPONENTS

Components and accessories from regions with reported child and forced labour.



PEOPLE

The use of contract or migrant labour, particularly via third-party service providers for logistics and warehousing/freight forwarding.



UPSTREAM SUPPLIERS

The use of Upstream suppliers from countries with weak enforcement of labour protections for manufacturing packaging and raw materials.



The apparel and retail sector are particularly exposed to risks associated with subcontracting, unauthorised outsourcing, and informal employment. These factors increase the likelihood of exploitative practices such as excessive working hours, underpayment, unsafe working conditions, and the withholding of identity documents.

In addition, some product categories, such as textiles, footwear, and accessories, may be particularly exposed to heightened risks due to the prevalence of forced or child labour in the production of fibres (such as cotton), assembly, and finishing processes.

Furthermore, the complexity and opacity of global supply chains may make it challenging to identify, track, and remediate instances of modern slavery, especially beyond Tier 1 or end stage manufacturing.

Over the last year, RHPL have continued to focus on tracing our end-to-end supply chain, particularly in the deeper stages of manufacture as we remain committed towards achieving our goal of 100% traceability across all stages of production. To assist in this process, we have broken our manufacturing into Tiers based on activities undertaken at each stage of manufacture. This has enabled us to establish specific tier-based traceability targets within each level of manufacturing.

Using these targets, we measure our level of traceability across each tier and activity within our manufacturing processes globally and report our progress to the Senior Leadership Team quarterly.

In addition to gaining a deeper understanding of manufacturing activities across our supply chain, we also continually assess our supplier base which includes adding new Suppliers when required. These additions generally occur to support new product development or finishes to compliment our existing range of products.

Over the last year, we have seen our supplier base reduce 9%, decreasing from 93 to 84 suppliers. This decrease compliments our conscious decision to move to a more direct sourcing model to drive stronger engagement with our supply chain directly.

AS WE WORK TO CONSOLIDATE OUR SUPPLIER BASE, WE ACKNOWLEDGE OUR ABILITY TO INFLUENCE CHANGE IS GREATER WHEN WE HAVE A DIRECT RELATIONSHIP WITH OUR SUPPLIERS RATHER THAN USING AN AGENT MODEL.



We have continued to refine our internal onboarding process where suppliers must give evidence and reports to provide RHPL with a level of assurance that the supplier and their supply chain meet our compliance expectations prior to approval before use is granted. We will not onboard or work with a supplier or factory that does not meet our requirements for social and regulatory compliance.

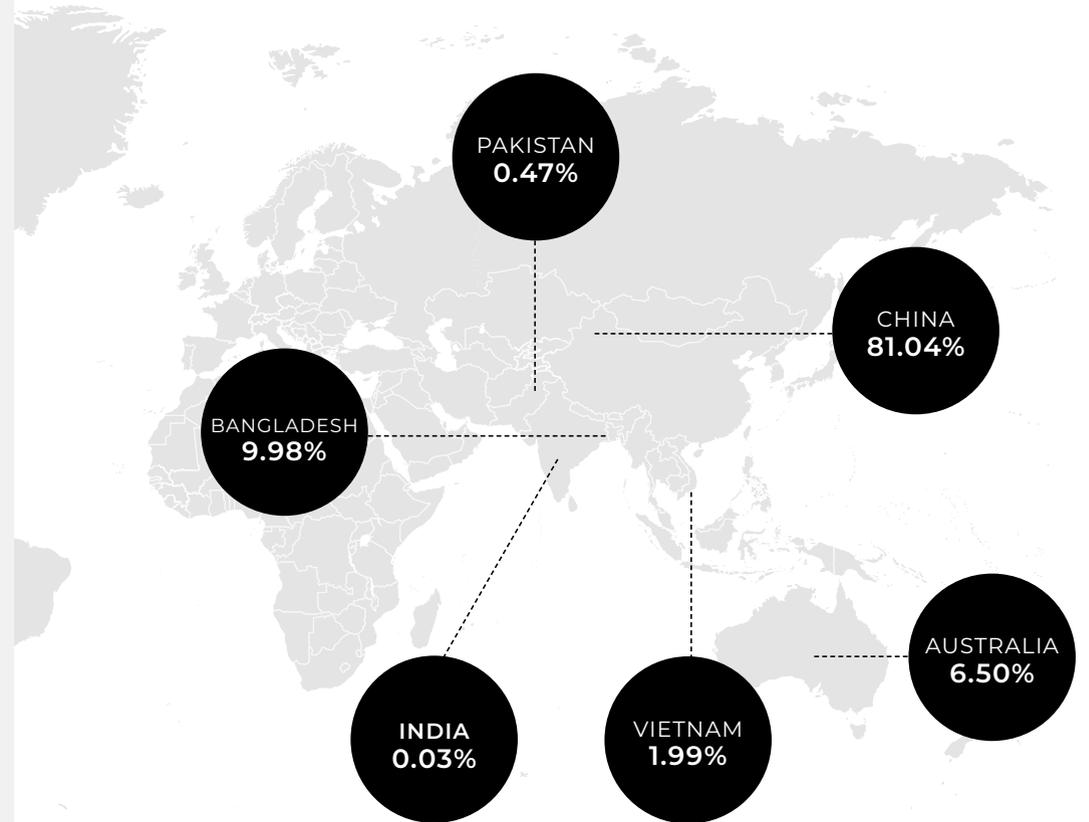
While our supplier count reduced by 9% during the year, our end-to-end supply chain traceability grew by 4% during the same period, continuing to expand our depth of understanding of our end-to-end supply chain.

The growth was most prevalent in the lower stages (tiers) of manufacture, particularly across our tier 3 supply chain (fabric mills, spinners, weavers etc) and raw materials suppliers across our more 'Responsible Fibres' range of suppliers.

This increase in both our tier 3 & 4 supply chain also supports our move to continue increasing our use of more 'Responsible Fibres' such as Better Cotton, Australian Cotton, and Traceable Linen.

We also monitor sourcing by country and have sourced products from the following regions during the reporting period (FY25).

% OF PURCHASES BY FACTORY LOCATION:





During the year, team members travelled to selected sourcing locations, enabling us to visit suppliers and factories personally. These visits allowed us to see firsthand the conditions in factories and speak personally with factory management and workers.

These visits are a key mechanism in assisting us to better understand workplace conditions and where we may need to work with suppliers and their partners to further reduce modern slavery risk across the supply chain.

We also held a number of face-to-face meetings with our suppliers who travelled to Australia to meet with us. At each meeting, suppliers spent time with our Ethical Sourcing function to discuss each factory's audit/inspection results and corrective actions taken, and our expectations moving forward.



At RHPL, our sourcing model requires suppliers to source the raw materials needed to manufacture our products on our behalf. As the suppliers act at our request, RHPL does not maintain a direct link to the raw materials suppliers. We recognise this 'arm's length' relationship increases our risk of being linked to potential cases of modern slavery through the actions of the supplier or subcontractors involved.

As a result, we rely on our suppliers to engage and enforce our sourcing expectations including our Ethical Code of Conduct in their own supply chains and across all areas of production for products supplied to RHPL.

Our expectation is that all suppliers and sub-contractors across our entire global supply chain will always adhere to our governance principles and expectations. As a business, we utilise a number of identifying factors to help us focus our attention on where the risk of modern slavery is most prevalent for our business/operations.

This focus includes using tools that identify known cases of child labour, forced labour or modern slavery in specific geographical locations or countries and other modern slavery risk factors (migrant workers, worker fees etc). We recognise these tools alone are not sufficient to safeguard us against modern slavery risk across our business operations nor confirms modern slavery does not exist in our supply chain. For these reasons, we utilise these tools and other risk measurements to aid in identifying modern slavery risk in countries we source our products from.

TO SUPPORT THE ONGOING GOVERNANCE OF OUR SUPPLY CHAIN, WE WILL CONTINUE TO IMPLEMENT STRONG PRACTICES AND EXPECTATIONS WHICH ASSIST TO MITIGATE THE RISK OF MODERN SLAVERY WITHIN OUR BUSINESS OPERATIONS.



RISKS RELATED TO OWNED OR CONTROLLED ENTITIES

For entities that we own or control, similar risks may arise depending on their geographic location, sector, and the nature of their operations. Where these entities source products and services from high-risk regions, we recognise the risk of modern slavery increases and we remain committed to working collaboratively with these entities to ensure consistent standards are applied across our group, and to identify and address risks in their respective operations and supply chains.

Internally, we maintain a training platform which enables us to provide our team with up to date, relevant online training which can be conducted on a periodic schedule as required. We frequently review our online training content which includes areas such as social compliance, governance, and modern slavery as part of our team member induction program.

We recognise training is important and acknowledge a lack of training may contribute to an increased risk of modern slavery. We also recognise our decision making is a key aspect of reducing modern slavery risk where workers may be forced to work an excessive and unsafe number of hours because of decisions we may have made.

While we are mindful of these concerns, our continued focus moving forward is to ensure our team adhere to our internal Responsible Sourcing policy which provides our team with guidance on how to operate ethically, and the behaviours expected of them.

As a team, we acknowledge that the risk of modern slavery is not static and may evolve in response to changes in market dynamics, supplier relationships, and geopolitical events. Accordingly, we remain vigilant in our assessment of risk, and we are committed to ongoing monitoring, engagement, and continuous improvement of our systems and processes to prevent and address modern slavery throughout our operations and those of the entities we own or control.

WE COMPLETE AN ANNUAL REVIEW OF OUR RESPONSIBLE SOURCING POLICY TO ENSURE THE POLICY REMAINS CURRENT AND FIT FOR PURPOSE.

OUR STEPS

At RHPL, our suppliers are more than just suppliers. We believe they are our partners, some of which we have worked with for over 20-25 years. Ensuring we have the right tools and guidance in place to support our suppliers, and their factory workers is at the core of our sourcing mindset.

Our supply chain partners, and our internal team members have been key in enabling us to provide clear and concise governance expectations to all factories and sub-contractors used.

We have continued our participation in a number of multi stake holder initiatives (MSI's) during the last year to assist in building a stronger sourcing program and protecting workers across the supply chain while working towards reducing social and environmental impacts our products may have.

These programs include our continued alignment with Australian Cotton, our Better Cotton Initiative membership, continuing to source Traceable Linen and the International RSC Program for Building Safety in Bangladesh and Pakistan.

The Better Cotton Initiative (BCI) has a mission to help cotton communities survive and thrive, while protecting and restoring the environment. We see this partnership as a key step towards increasing our use of more sustainable cotton as part of our overall Group 'Responsible Fibres' Strategy.

BCI works to assist farmers who grow cotton by educating and training farmers in more sustainable farming practices, delivering environmental, social, and economic benefits to farmers and their families. As a signatory to the BCI program, RHPL has committed to purchase a growing annual percentage of cotton grown by farmers who are part of the program.



WE BECAME A MEMBER OF THE BETTER COTTON INITIATIVE IN 2023

Our supply chain selection remains an ongoing, dynamic process that considers a number of factors when identifying or continuing to work with our supply partners. Internally, we use software (OSC – Our Supply Chain) that assists us to manage our entire supply chain (across both suppliers and factories) including to map our supply chain visually.

The following outlines specific actions taken by us to assess and address the risks of modern slavery in accordance with the Commonwealth Modern Slavery Act 2019 (Cth):

RISK ASSESSMENT

- **Mapping Supply Chain –**
We continued our comprehensive mapping of our end-to-end supply chain including all direct suppliers and their sub-contractors, to identify areas with heightened risks of modern slavery.
- **Risk Identification –**
We utilised our internal modern slavery risk assessment tool and external metrics to evaluate geographical locations, industries, product categories and the types of labour most susceptible to modern slavery practices, prioritising high-risk sectors for further scrutiny.
- **Auditing –**
We assessed every Tier 1 Factory using an external, independent social compliance audit tool which included to obtain more detailed information about suppliers and their workforce composition such as male to female ratio, male manager to female manager ratio, % of workers living in dormitories, wage profiles etc).

DUE DILIGENCE PROCESSES

- **Supplier Code of Conduct –**
We reviewed our Supplier Code of Conduct that prohibits forced labour, human trafficking, and all forms of modern slavery. All suppliers are required to comply as a condition of working with RHPL.
- **Supplier Audits –**
Required our Suppliers to submit annual factory audit reports in line with our Audit Framework to monitor compliance across areas such as modern slavery standards.
- **Supplier SOP's –**
Reviewed and updated our Supplier SOP documents (Standard Operating procedures) to ensure our expectations are clearly communicated to our supply chain partners.
- **Training & Capacity Building –**
Provided training to our team via an online platform to raise awareness of modern slavery risks and promote ethical practices and behaviours throughout our supply chain.
- **Ongoing Monitoring –**
Established ongoing supplier monitoring and review processes, including the use of third-party verification where appropriate to ensure continued compliance.



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REMEDIATION & GRIEVANCE

- Grievance Mechanisms – Maintained accessible and confidential channels for our team members and suppliers to report concerns or incidents related to modern slavery
- Incident Investigation – Reviewed our procedures for investigating alleged or suspected cases of modern slavery, as required.
- Maintained a clear remediation process for any substantiated modern slavery case if identified in our operations or supply chain.

POLICY & GOVERNANCE ENHANCEMENTS

- Reviewed and updated the RHPL Supplier Code of Conduct to ensure it adequately covers modern slavery governance.
- Ensured our Supplier Code of Conduct and our Modern slavery Policy aligns with international standards, including the UN Guiding Principles.

SUPPLIER ENGAGEMENT & DUE DILIGENCE

- Strengthened our risk-based due diligence for new and existing suppliers, focusing on high-risk sectors and countries.
- Issued self-assessment questionnaires to our Tier 2- Tier 4 suppliers and factories which includes labour practices and worker protections.

TRAINING & AWARENESS

- Conducted mandatory training on modern slavery for all team members via an internal online portal.



PROTECTING OUR HEAD OFFICE, DISTRIBUTION AND RETAIL TEAM MEMBERS FROM ANY ELEMENT OF MODERN SLAVERY WHICH MAY ARISE THROUGH THEIR EMPLOYMENT IS ALSO PART OF THE WAY WE DO BUSINESS.

As a Group, we maintain a range of policies and procedures which govern the Group's behaviour to protecting our team members from any type of modern slavery while holding ourselves to the same expectations we have of those across our supply chain.

We encourage all team members to raise any concern they have through our whistleblower program to ensure grievances, problems or complaints are resolved confidentially and in a timely manner. If a team member raises an issue, every report made by a team member is investigated and if required, an external investigator may be appointed.

Our expectations include protecting those workers who provide diverse services to our business through our contractor partners. As a rule, we seek to align our business with internationally recognised service providers and operators who have modern slavery governance programs in place where possible.

At times, we also work with smaller based domestic contractors who provide services across our operations. We expect that these operators also implement measures that protect their own workers who may work in different areas of our business. We see this governance as an area of opportunity for the Group as we continue to focus on these operators in the coming years.

RHPL is committed to the ongoing improvement of our modern slavery risk management practices. Regular reviews of our policies, procedures and risk assessment methodologies are undertaken to adapt to evolving risks, regulatory requirements, and stakeholder expectations.

Our commitment to transparency and ethical conduct remains central to our business, and we continue to work collaboratively with stakeholders to uphold the highest standards of human rights and social responsibility.

We value all team members in our business and strive to ensure that modern slavery risks are effectively identified, assessed, and addressed throughout all operations and our supply chain and remain committed to ensure our team members are always protected and supported.

Our commitment extends to both external and internal stakeholders as we continue to grow our knowledge and further reduce modern slavery risk by making more informed sourcing decisions. This approach aligns to our Group Responsible Sourcing Policy.

ENSURING WE'RE ON TRACK

TO ENSURE CONTINUOUS IMPROVEMENT AND MEANINGFUL IMPACT, RHPL EMPLOYS A VARIETY OF MEASURES TO EVALUATE THE SUCCESS OF OUR MODERN SLAVERY RISK MANAGEMENT APPROACH INCLUDING:

INTERNAL & EXTERNAL AUDITS

We require all Tier 1 factories to undergo annual (periodic) independent social compliance auditing. Where possible, we encourage auditing of Tier 2 – Tier 4 factories however where these have not been completed, we complete periodic self-assessments which focuses on worker protections and safety. These audits and self-assessments measure a Supplier and Factory's adherence to RHPL's Modern Slavery Policy, Supplier Code of Conduct and relevant legal or regulatory requirements. Findings are systematically reviewed, and corrective actions are monitored for completion and effectiveness.

REMEDIATION

We use our supply chain assessments (audits) to help us identify any concerns and where required, we have worked with our supply chain partners to implement remediation programs. We then follow up in a timely manner to ensure these corrective actions have been actioned and corrected within the required timeframes.

WORKER INTERVIEWS

Every audit conducted includes anonymous worker interviews conducted in both single and group environments. Worker identities are protected, and workers are encouraged to answer questions freely.

FACTORY WORKER DEMOGRAPHICS

As part of our factory auditing program, we also capture specific metrics related to every factory such as:

- Male/female workers
- Male/female managers/supervisors
- Domestic migrant workers
- International migrant workers
- Apprentices or workers in training roles
- Wage profiles
- Worker wage gap analysis
- Availability of 'Freedom of Association' mechanisms such as Workers Representative Groups

ONGOING REVIEW OF POLICIES & PROCEDURES

The effectiveness of policies and procedures designed to prevent and address modern slavery risk is reviewed at least annually. Adjustments are made in response to emerging risks, regulatory changes and lessons learned from reported incidents or audits conducted.



DUE DILIGENCE OF SUPPLIER & FACTORIES

Our due diligence process includes rigorous supplier and factory screening prior to approval for use across the Group. All direct suppliers are required to acknowledge and comply with the RHPL Supplier Agreement and Supplier Code of Conduct which also includes alignment to all sourcing Policies and Procedures (including the RHPL Modern Slavery Policy).

KEY PERFORMANCE INDICATORS (KPI'S)

As a business, RHPL has set KPI's related to supplier and factory performance including compliance, audit results, remediation response/completion time frames and engagement. We regularly track and review supplier and factory performance through quarterly KPI reporting to the Senior Leadership Group.

INCIDENT/GRIEVANCE TRACKING

While we have had zero cases of suspected or reported modern slavery raised, we do maintain a register for any case if it is raised. This is shared with the senior management of the Group for follow up and management.

INTERNAL STAKEHOLDER TRAINING

Each team member undergoes online training which is recorded and maintained by our internal Training department. This training covers areas such as purchasing and ethical behaviours and modern slavery risk identification.

While we undertake a number of actions to assess our effectiveness in this area, social compliance auditing is the primary tool we use to ensure we protect workers against any type of modern slavery. This also provides us the opportunity to identify further opportunities in our social compliance auditing program.

Over the last year, 159 independent social compliance audits have been completed across our network of manufacturing units and facilities globally. Further results can be seen in our 'Supply Chain in Numbers' below:



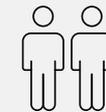
84 TOTAL SUPPLIERS
654 TOTAL FACTORIES
146 TIER 1 FACTORIES



100% TIER 1 FACTORIES AUDITED
159 AUDITS COMPLETED



50,586 TOTAL SUPPLY CHAIN WORKERS
529 AVERAGE WORKERS PER SUPPLIER
288 AVERAGE WORKERS PER FACTORY



99% FACTORIES HAVE AN ELECTED WORKERS REPRESENTATIVE
94% FACTORIES HAVE A WORKERS GRIEVANCE MECHANISM IN PLACE



58% FEMALE FACTORY WORKERS
42% MALE FACTORY WORKERS
35% FEMALE FACTORY MANAGEMENT
65% MALE FACTORY MANAGEMENT



In addition to the steps we take internally, we also require factories to ensure workers have a mechanism to voice their concerns confidentially. We support freedom of association in all aspects and have an expectation that all factories will work towards implementing a workers representative committee in addition to any other worker grievance mechanism (such as a confidential hotline, suggestion box, committee, open door policy etc).

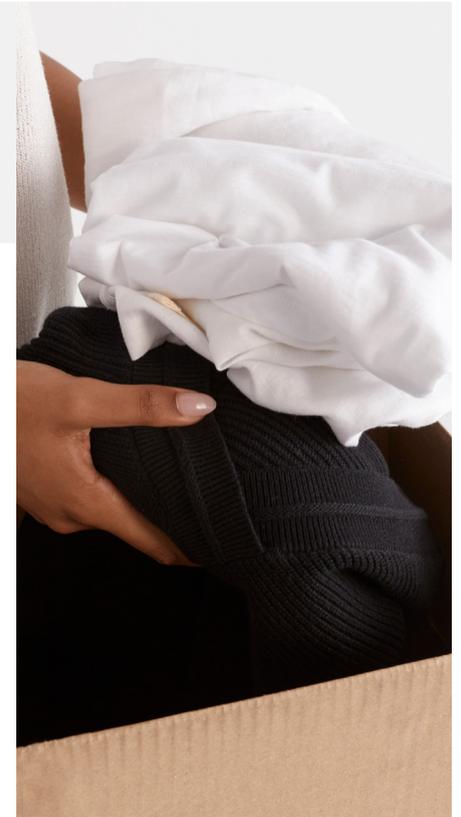
99% OF OUR FACTORIES HAVE WORKER ELECTED WORKERS REPRESENTATIVES IN PLACE (INCREASED FROM 94% IN 2024).

Our expectation is that 100% of our factories will have a worker elected representative in place and we are committed to continue to work with our supply chain partners to achieve this goal. It is also pleasing to see 94% of factories have a workers grievance mechanism in place however we see further opportunity in this space. These grievance mechanisms included Worker Suggestion Boxes, Workers Representatives, Health & Safety Committees and an Open Door Policy.

Where any potential use of modern slavery is reported, our expectation is the incident is reported to the Group Ethical Sourcing Manager, and our remediation plan put into place immediately. Our remediation process then requires an independent investigation to be conducted to ensure the worker is always protected.

At RHPL, we recognise the fight against modern slavery is ongoing and evolving. Accordingly, we are committed to regularly reviewing and refining our assessment, due diligence, and remediation processes.

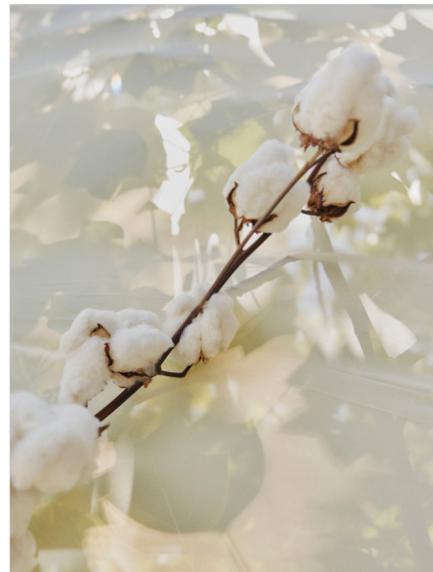
Lessons learned are integrated into business practices and transparency is maintained through our public Impact Report.



OUR APPROACH

AS PART OF OUR APPROACH, WE CONSTANTLY ENGAGE WITH THE SENIOR LEADERSHIP TEAM ACROSS THE GROUP AND THE GREATER BUSINESS TEAMS TO ENSURE WE HAVE A UNIFIED APPROACH TO EVERYTHING WE DO.

To ensure this unified approach includes modern slavery risk management, RHPL has established a framework for ongoing consultation and collaboration among our Brands.



THIS FRAMEWORK INCLUDES:

- Regular Discussions – progress or concerns are elevated to the Group Retail CEO during fortnightly 1 on 1 meetings. Overall sourcing progress including remediation KPI's are shared with the wider business through a formal Quarterly KPI Report.
- Annual SLT (Senior Leadership Team) Strategy Discussions which include KPI setting and review.
- Centralised Policy Development – Standard operating procedures and policies covering all sourcing expectations including modern slavery are centrally controlled and shared with stakeholders across the Group. This ensures each brand follows the same guidelines, policies and expectations across our entire business operations and supply chain.
- Record Keeping/KPI Recording – all records are kept at a Group level for follow up, action, feedback, and discussion. This includes maintaining records for any audit purposes as required.

Our team constantly works to grow and strengthen our internal sourcing program by aligning each brand to our suite of Group social compliance documents (such as our Ethical Code of Conduct, Sourcing policies, Responsible Sourcing policy, Supplier Agreement, and our mutual recognition factory audit program).

To further assist our business operations and supply chain, we have also continued to utilise external resources to educate and assist our team to implement actions we need to take towards building a world class supply chain. Ensuring we operate this way is our Group approach.



WORKING TOGETHER

RHPL recognises the risk of modern slavery remains high and we must continue to play our part in protecting workers as we grow with our valued suppliers for both our ongoing mutual success.

Through consultation, due diligence, and remediation, RHPL and its owned and partnered entities are committed to proactively identifying and addressing modern slavery risks across all aspects of its operations and supply chain. This comprehensive approach not only ensures compliance with the Commonwealth Modern Slavery Act 1028 (Cth) but also reflects our company values and commitment to ethical business practices.

We continually strive for improvement, transparency, and collaboration to achieve a supply chain free from modern slavery.

**FURTHER INFORMATION
ON OUR GROUP ETHICAL
SOURCING PROGRAM CAN
BE FOUND [HERE](#)**





APPROVAL

This Modern Slavery Statement has been approved after consultation with Sussan Corporation (Aust) Pty Ltd, Sportsgirl Pty Ltd and Suzanne Grae Corporation Pty Ltd.

The Statement has been approved by Naomi Milgrom AC, Sole Director, Executive Chair and Chief Executive Officer on 01/12/2025.



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Sussan, Sportsgirl and Suzanne Grae are part of The Sussan Group which is proud to be a Certified B Corporation™