

The Oodie – FY2020-2021 Modern Slavery Statement

1. Introduction

Mandatory Criteria 1: Identify the reporting entity.

This Modern Slavery Statement (**Statement**) is made by Davie Clothing Pty Ltd T/A *the oodie* (ACN 629 766 703) (**Oodie, we, us or our**) in accordance with its obligations under the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**). This Statement is made for the period of 1 July 2020 until 30 June 2021.

This Statement sets out Oodie's ongoing efforts to mitigate and manage its human rights responsibilities within its internal operations, structure and when engaging with third party suppliers.

We wish to advise a delay in reporting due to an oversight. Statements were due 31 December 2021 and this statement was submitted 10 April 2024.

We submit this delayed Statement to demonstrate compliance and take accountability for our failure to publish a modern slavery statement in line with our obligations. Oodie has seen rapid expansion over the past few years and did not anticipate the level of success that we have been afforded.

Oodie launched in 2018 and has become a leading Australian online clothing retailer. Our rapid success in Australia has seen it expand to international markets. Oodie first recorded an annual consolidated turnover of \$100 million in FY2020-2021, within 2 years of our launch.

2. Structure, Operations & Supply Chains

Mandatory Criteria 2: Describe the reporting entity's structure, operations and supply chains.

Structure

Oodie is an Australian private company with the following structure:

Davie Group Trading (Australia) Pty Ltd (ACN 646 762 745), which is an Australian private company and holding company of:

1. Davie Holdings No 2 Pty Ltd (ACN 632 202 263), which is an Australian private company and holding company of:
 - a. Davie Clothing Pty Ltd T/A *the oodie* (ACN 629 766 703), which is an Australian private company responsible for the Australian retail of clothing garments and holding company of the following entities;

- i. Davie Clothing Canada Inc (Registry number 3334602), which is responsible for the retail of Oodie products in North America; and
- ii. Davie Group Payments NZ Ltd (NZBN 9429050689422), which is New Zealand Limited Company responsible for the retail of Oodie products in New Zealand.

Davie Group Trading (Australia) Pty Ltd is also a holding company to 5 Australian private companies and a Dutch company that is not trading. Oodie itself does not own or control other entities.

Operations

Oodie is a global clothing ecommerce brand based out of South Australia, with its registered office at 39 Orsmond Street, Hindmarsh SA 5007 Australia. The product range includes wearable blankets, sleepwear, beachwear, loungewear, footwear, accessories, pet accessories and toys (**Products**). Oodie offers its Products online and in store from retailers and resellers both domestically and overseas.

Oodie employs 61 employees in Australia and 1 employee in the United States of America.

Our main operations are the design, marketing, sales, and distribution of our Products.

Supply Chains

Oodie suppliers assist with manufacturing, packaging and delivering our Products. Oodie does not itself own or operate any factories.

All of our direct suppliers are based in China and Cambodia. Each supplier manufactures and packages the relevant Products. The following tables represent the Products and the locations where they are manufactured (**Table 1**) and the breakdown of our 5 major suppliers and the percentage of products each supplier manufactured over the last 12 months (**Table 2**).

TABLE 1:

Product	Country of Manufacture
Outdoor oodie	China
Outdoor zip thru oodie	China
Sleep Tees	China, Cambodia
Oodie wearable blanket	China, Cambodia

Travel oodie	China
Robes	China
Hair Turbans	China
Sleep sets	China
Blankets	China
Socks	China
Beach oodie	China
SLIPPERS	China

TABLE 2:

Supplier	Percentage of products
DH Textiles	56%
Qianshun Technology	13%
Li Yang Group	7%
Ecico Group	3%
Jack's International	19%

The production process for the Products includes knitting, weaving, printing, sewing, and cutting. Majority of the Products use textiles such as polyester, cotton, bamboo fibres, and elastane. After production, the packaging stage involves the attachment of labels and swing tags, vacuum packaging, placing products into mailers, packing into cartons, and loading into containers.

Oodie also partners with various logistics service providers and other organisations providing professional services.

3. Risks of Modern Slavery Practices

Mandatory Criteria 3: Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.

Although Oodie had ethical procurement and risk mitigation strategies in place during this reporting period, we had not actively conducted a modern slavery risk identification process for our operations and supply chains.

4. Actions Taken to Address Risks

Mandatory Criteria 4: 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.

Oodie acknowledges the risks associated with modern slavery in our manufacturing operations based in countries like China and Cambodia. As part of our efforts to assess and manage these risks, our strategy involves working exclusively with factories subjected to amfori Business Social Compliance Initiative (**BSCI**) or equivalent audits.

Additionally, these suppliers are required to meet the compliance prerequisites set by enterprise-level licensing entities. By adhering to these requirements, we aim to ensure the upholding of social responsibility standards within our supply chain.

Knowledge of our suppliers and sub-suppliers is paramount in this risk management strategy. We maintain a list of our key suppliers and some of their sub-suppliers. For our major Products like wearable blankets and sleep tees, we have full visibility over our supplier's sources and printing facilities. However, we acknowledge that we do not currently have insight on the origins of the raw materials used by these printing factories, and consider this as an area for further scrutiny.

To bolster our capabilities in the identification and mitigating measures of risk, regular audits and inspections are conducted. All our suppliers are required to have BSCI or equivalent audits, and must meet the approval standards set by our enterprise partners' licensing requirements. Third-party quality control (**QC**) agents are tasked with routine inspection of factories. They closely monitor and review BSCI reports on a yearly basis and are trained to flag any issues. So far, no actions regarding modern slavery concerns have been necessary due to no reported cases or claims from our supply chain assessments.

5. Effectiveness of Our Actions

Mandatory Criteria 5: Describe how the reporting entity assesses the effectiveness of these actions.

At this early stage we have been unable to assess the efficacy of our initial measures.

6. Consultation with Associated Entities

Mandatory Criteria 6: 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). Mandatory reporting criteria six requires statements given by single reporting entities to describe how they consulted in the preparation of their statement with any entities they own or control. In the case of joint statements, the reporting entity must describe how they consulted with each entity covered by the statement in the preparation of their statement and with any entities they own or control.

In preparing this Statement, we actively engaged and consulted with all companies we own or control in the development of this Statement. We discussed details of the Modern Slavery Act's reporting requirements; information regarding the actions we intend to take to address these requirements; and provided them with relevant materials and updates.


7. FY2024 Goals

Mandatory Criteria 7: Provide any other relevant information.

For a more detailed description of our intentions to address modern slavery risk, please see our statement for FY2022-2023.

8. Approval of Statement

In accordance with section 13 of the Modern Slavery Act, this statement was approved by the Board of Davie Clothing Pty Ltd (ACN 629 766 703) on 10 April 2024

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David Thomas Fogarty
Director