



WHITE FOX

MODERN SLAVERY STATEMENT

1ST JULY 2025 - 30TH JUNE 2026



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introduction

At White Fox Boutique, we are driven by a commitment to creating bold, on-trend fashion while conducting our business responsibly and ethically. As a global fashion retailer, we recognise the responsibility we have to respect and protect the people involved at every stage of our operations and supply chains.

White Fox Boutique maintains a zero-tolerance approach to modern slavery, forced labour, child labour and human trafficking and seeks to ensure that our products are made under fair and safe working conditions.

In the fast-moving fashion industry, we understand that global supply chains can be complex. We take a collaborative approach

with our suppliers and third-party partners to identify, assess and address potential modern slavery risks through engagement and due diligence.

We acknowledge that preventing modern slavery is an ongoing responsibility that requires vigilance, accountability and continuous improvement. This Modern Slavery Statement outlines our approach and actions to mitigate risks and promote transparency across our business and supply chain.

This Modern Slavery Statement was approved by the Board of Directors of White Fox Boutique in their capacity as principal governing body of White Fox Boutique in accordance with the *Modern Slavery Act 2018* (Cth).



Georgia Contos, Co-Founder & Director
30/06/26



Daniel Contos, Co-Founder & Director
30/06/26





mandatory criterion 2: business operations & supply chain

overview of supply chain

White Fox Boutique's supply chain is global and multi-tiered, reflecting the complexity of the fashion industry where products are often designed, manufactured and assembled across multiple countries and supplier tiers.

Our supply chain includes both trade and non-trade suppliers and can be broadly categorised as follows:

- **Manufacturing Suppliers** – Providers of goods and services directly related to the production of clothing, footwear and accessories; and
- **Non-Manufacturing Suppliers** – Providers of goods and services not directly related to product manufacturing, including packaging, logistics, professional services, technology and other business support services.

This Modern Slavery Statement focuses primarily on on Manufacturing Suppliers as these suppliers represent the highest inherent risk of modern slavery within the fashion supply chain.

mandatory criterion 3: risk assessment

industry and sector risk profile

The fashion and apparel sector is recognised globally as having an elevated risk of modern slavery due to factors including:

- Labour-intensive production processes;
- Short production timelines and frequent design changes;
- Cost pressures that may incentivise excessive overtime or unauthorised subcontracting; and
- A workforce that often includes women, migrant workers and other potentially vulnerable groups.

These characteristics increase the risk of practices such as forced labour, underpayment of wages, excessive working hours, restrictions on freedom of association and unsafe working conditions, particularly in upstream stages of production.





mandatory criterion 4: actions to address risks

Addressing modern slavery risks requires a structured, riskbased and evolving approach. While White Fox Boutique is continuing to develop a comprehensive modern slavery and ethical sourcing framework, it has existing practices in place across governance, due diligence, supplier engagement and internal capability, and is focused on strengthening these over time.

The following actions reflect measures that are in place or under development to assess and address modern slavery risks within White Fox Boutique's operations and supply chain, informed by the risk assessment described in Mandatory Criterion 3.

mandatory criterion 4: actions to address risks

supplier onboarding

White Fox Boutique maintains a structured supplier onboarding process designed to identify potential human rights risks at an early stage and to set clear expectations prior to commencing production.

As part of the onboarding process, prospective manufacturing partners are required to:

- provide transparency regarding production facilities involved in manufacturing;
- participate in the Sedex platform and complete relevant self-assessment information;
- provide evidence of recent ethical audits; and
- acknowledge and commit to White Fox Boutique's ethical sourcing expectations, including requirements relating to prohibitions on forced labour, child labour and unauthorised subcontracting.





mandatory criterion 4: actions to address risks

addressing non-compliance

While no confirmed instances of modern slavery have been identified through current due diligence processes, White Fox Boutique recognises the importance of having mechanisms in place to respond appropriately should concerns arise.

Where potential issues are identified, the company's preferred approach is to engage with suppliers to understand the underlying causes and work collaboratively towards improvement. This approach reflects an emphasis on remediation and capacity-building, recognising that responsible sourcing outcomes are often achieved through sustained engagement.

Escalation pathways would be applied where issues cannot be resolved through engagement alone.



mandatory criterion 5: assessing effectiveness

The company assesses whether the actions taken to address modern slavery risks are operating as intended and supporting meaningful risk mitigation over time. As this is White Fox Boutique's first Modern Slavery Statement, the focus during the reporting period has been on establishing baseline processes, improving visibility and building internal capability, rather than implementing complex or prescriptive performance metrics.

The effectiveness of actions taken to date is assessed through the following focus areas and review mechanisms:

focus areas	how effectiveness is assessed	current approach/status
Governance and Oversight	Periodic review of governance arrangements, roles and internal oversight mechanisms.	ESG responsibility has been assigned to a senior manager with oversight arrangements in place and subject to review.
Supplier Engagement	Level of supplier participation in onboarding and ethical sourcing processes.	Tier 1 manufacturing partners engaged through onboarding process and participation in Sedex platform.
Supply Chain Transparency	Progress in mapping and understanding supply chain tiers.	Supply chain mapping undertaken, with full visibility at Tier 1 and early progress at Tier 2.
Issue Identification and Response	Identification and review of any modern slavery-related concerns or reports.	No confirmed instances of modern slavery identified during the reporting period. Issues addressed through supplier engagement where required.
Training and Internal Capability	Development and delivery of training and awareness initiatives.	Initial awareness-raising activities undertaken, with more structured training initiatives under development.

As White Fox Boutique's modern slavery framework continues to mature, we will refine how it measures effectiveness over time and aim to introduce more structured indicators to support continuous improvement and informed decision-making.

mandatory criterion 6: consultation

White Fox Boutique does not own or control any other entities with separate operations for the purposes of the *Modern Slavery Act 2018* (Cth). Accordingly, consultation with controlled entities was not required.

In preparing this Statement, relevant internal stakeholders, including senior leadership and teams responsible for product design and production, and operations were consulted to support an accurate reflection of the company's operations, supply chain and current approach to managing modern slavery risks.





mandatory criterion 7: additional information

At this time, White Fox Boutique has no additional information to disclose beyond that set out in Mandatory Criteria 1 to 6 of this Statement.

A woman with long, wavy brown hair is posing against a solid pink background. She is wearing a light blue, halter-neck, wrap-style dress that is open at the waist. She is leaning back slightly, with her right arm extended and her left leg bent. The text "WHITE FOX" is overlaid in the center of the image in a white, serif font.

WHITE FOX