

FY2023 MODERN SLAVERY STATEMENT



INTRODUCTION

This is the 4th published Modern Slavery Statement by our Group, Mosaic Brands Limited.

The Group continued to emphasise four key initiatives in our FY23 business commitments: Training, Protocols, Traceability & Transparency, and Engagement.

In this statement our Group would like to focus on the progress we've made since our first statement in FY20. This progression is highlighted in the Action Plans & Measuring Due Diligence section, which gives an overview of how our program has evolved since our first statement was published in FY20.

Mosaic Brands is proud to celebrate the success we've had in our ongoing program development, and we remain motivated to continue our Group's development.

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In FY23 our Group launched two impactful programs; Signatory of the International Accord for Worker Health & Safety, and membership to the Open Supply Hub. The addition of each new program strengthens our ability to make positive impacts in eradicating Modern Slavery.

As the retail industry continues to adapt to the ever-shifting global supply chain, Mosaic Brands will strive to keep pace with these changes.

Mosaic Brands continues to adhere to a zero-tolerance approach to prohibiting all forms of Modern Slavery:

- Human trafficking
- Slavery
- Servitude
- Forced labour
- Deceptive recruiting
- Debt bondage
- Forced marriage
- Child labour

As this is Mosaic Brand's fourth Modern Slavery statement, it has been prepared in accordance with the Modern Slavery Act 2018.

This statement describes the following for the Financial Year 2023 (29th June 2022 to 30th of June 2023):

1. Our Company
2. Our Structure, Operations and Supply Chain
3. Identified Risks
4. Action Plans
5. Assessing and Measuring the Effectiveness of Actions
6. Consultation Process and Journey

This Modern Slavery Statement describes the minimum requirements in FY2023 mandated to Mosaic Brands' product supply chain and are adhered to by working in partnership with each respective vendor.

Prevailing risks found in both international and domestic retail supply chains and details on Mosaic Brands' actions to overcome these risks are further detailed in this statement.



OUR COMPANY

Millers • NONI B • W·LANE • KATIES •  rockmans • CROSSROADS • AUTOGRAPH • beme • 

Mosaic Brands is a publicly listed company on the Australian Stock Exchange (ASX:MOZ).

Mosaic Brands Limited owns and operates ten retail clothing brands throughout Australia and New Zealand, predominately within women's apparel and accessories sold via its national network of circa 800 stores and on its 10 digital platforms. Throughout its store portfolio the Group employs approximately 3300 team members and has six warehouses, two distribution service providers, and a Support Centre employing approximately 220 people.

The following companies covered by this statement will be referred as "The Group" or "Mosaic Brands":

- Mosaic Brands Ltd: ACN 003 321 579
- Noni B Holdings Pty Ltd: ACN 614 340 537
- Noni B Holdings 2 Pty Ltd: ACN 626 335 760
- Pretty Girl Fashion Group Holdings Pty Ltd: ACN 089 304 941
- W Lane Pty Ltd: ACN 003 115 124
- Pretty Girl Fashion Group Pty Ltd: ACN 051 283 900
- Rivers Retail Holdings Pty Ltd: ACN 626 380 934
- Millers Retail Pty Ltd: ACN 626 380 309
- Autograph Retail Pty Ltd: ACN 626 380 390
- Katies Retail Pty Ltd: ACN 626 380 158
- Crossroads Retail Pty Ltd: ACN 626 380 541
- Noni B Holdings NZ Ltd: ACN 689 1755



Further information about our Groups' business and operations, including its corporate governance, are available at; <https://www.mosaicbrandslimited.com.au/corporate-governance>

“
EVERYTHING SHE WANTS.
WHERE SHE WANTS IT.
WHEN SHE WANTS IT.
”

OUR CUSTOMER & BRANDS



OUR STRUCTURE & POLICIES

Our Group continues to rely on our company Whistleblower Policy, while our vendors continue to follow the Mosaic Brands 10 Ethical Sourcing Policies and Vendor Code of Conduct.

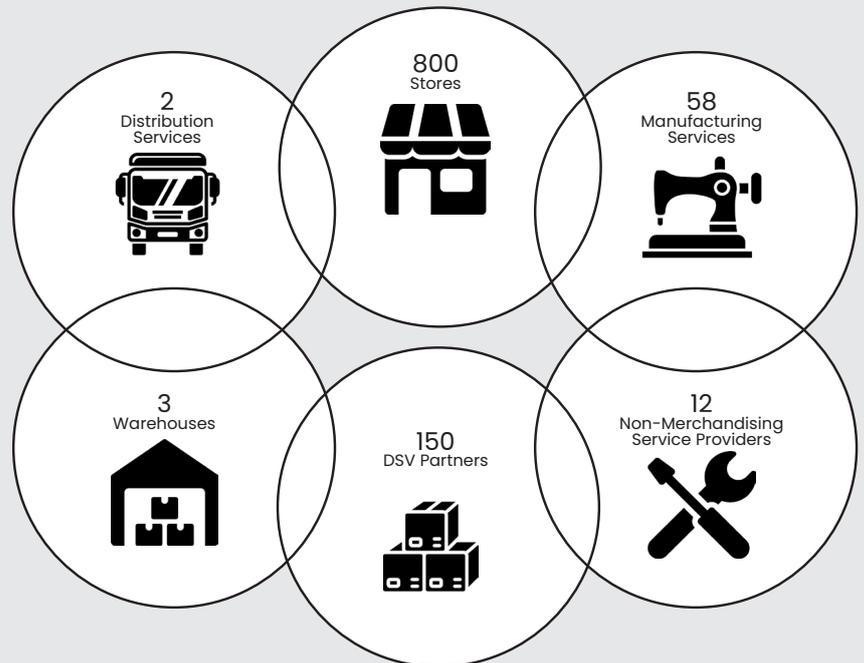
Taking on feedback from Baptist World Aid, our Anti-Discrimination & Gender Equality policy has been updated. More emphasis has been made on how vendors can promote gender equality in their workplace.



OUR ETHICAL SOURCING POLICIES

- 1.1 Vendor Code of Conduct
- 1.2 Anti-Fraud and Corruption Policy
- 1.3 Chemical Restrictions – Notice of Acceptance
- 1.4 Child Labour, Young Worker, and Forced Worker Remediation Policy
- 1.5 Cotton Sourcing Policy
- 1.6 Factory Assessment Audit – Notice of Understanding
- 1.7 Intellectual Property & Confidentiality Agreement
- 1.8 Subcontracting Form
- 1.9 Anti-Discrimination Policy
- 2.0 Modern Slavery Protocol for Remediation

OUR OPERATIONS & SUPPLY CHAIN



IDENTIFIED RISKS

INHERENT RISKS

The urgency of eradicating Modern Slavery globally remains a priority for our Group's industry, domestic and international governments, as well as numerous multi-stakeholder initiatives.

The multi-faceted scope of Modern Slavery continues to present many risks. Domestically our Group has taken a closer look at our internal team procedures, and has identified training as key area for improvement.

Mosaic Brands remains focused on similar international risks this reporting period, and has seen some progress being made across our international supply chain.



Past statements have focused on the identified risks found in our garment manufacturing supply chain, with these risks remaining similar this reporting period.

DOMESTIC RISKS

Contracted Services & Visa Holders

Higher risk services that are typically contracted out such as cleaners, property maintenance & offshore IT services do not pose an issue for the Group. Our Support Centre utilises cleaning services operated by the building's property management. Shopping Centre cleaning services have been identified as a risk for Modern Slavery by the Australian Human Right Commission. All brand locations are maintained by internal team members, and no contracted cleaners are used. Another area of known high risk is the off-shoring of IT services. Our Group's talented Information Technology department is based in our Sydney Support Centre.

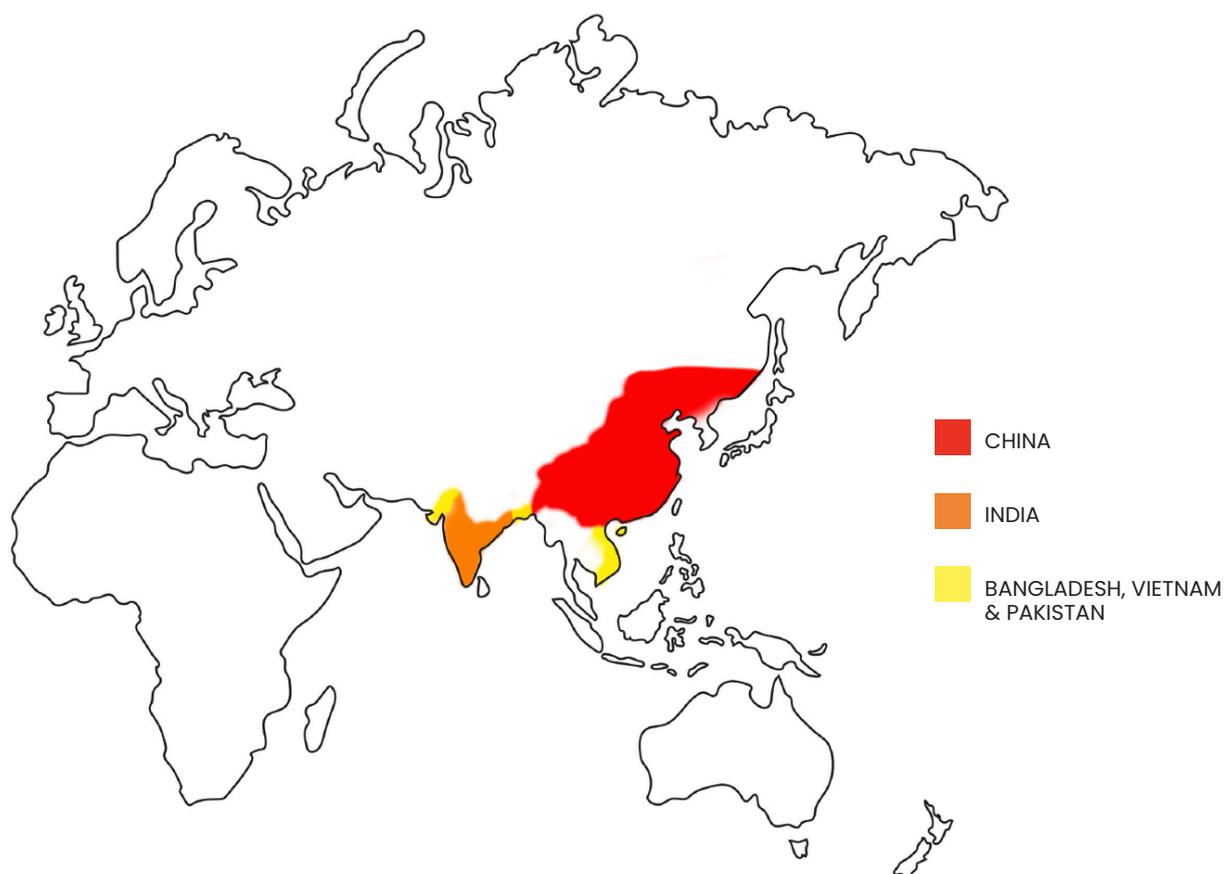
As migrant workers are a risk for Modern Slavery, our Group has identified that out of our total team members 3,200, 114 are currently working on a Visa issued by the Australian Government's Department of Home Affairs. All employees have their working rights checked during initial employment and are regularly monitored when changes to visa statuses occur.

Logistic Service Providers

A recent report published by the Mekong Club Guide to Minimising Modern Slavery Risk in Shipping Supply Chains prompted our Group to evaluate our nominated shipping partner's Modern Slavery policies. The report highlighted that 40% of shipping crew workers report paying recruitment fees, which is a common

sign of debt bondage. Our International logistics partner confirms that shipping lines engaged have their own anti-slavery policies in place & are operating within said policies. In conjunction with our logistics team based in Sydney these modern slavery risks will continue to be monitored with our nominated shipping partner.

INTERNATIONAL RISKS



COUNTRY	PO INTAKE	DOMESTIC MIGRANT WORKERS	EXTERNAL IDENTIFIED RISK	LEVERAGE RISK LEVEL
China	78%	20%	Union busting, no guarantee of rights, forced labour	HIGH
Bangladesh	16%	18%	Forced labour, forced marriage, low wages	LOW
India	4%	5%	No guarantee of rights, laws restricting collective bargaining, union busting	MEDIUM
Vietnam	1%	0%	Systematic violation to human rights	LOW
Pakistan	0.1%	0%	No guarantee of rights, debt bondage	LOW

China – remains high

- Team unable to visit factories due to continued lockdowns
- Largest PO intake

China remains as a high risk country for our Group due to team unable to visit factories because of continued lockdowns, and the largest portion of PO intake remains with our Chinese vendors. Internationally heightened monitoring of Chinese exported goods provides increased industry insight. While Australia does not have laws in place like the United States' Uyghur Forced Labour Prevention Act, our vendors are aware of these requirements and remain diligent in their prevention of forced labour.

Bangladesh – update to low

- Signatory of the ACCORD
- Team had the opportunity to visit key factories in FY23

The risk status for Bangladesh has been updated in this reporting period to low. Mosaic Brands proudly became a signatory of the International Accord for Garment Workers Health & Safety in September, 2022. 100% of our vendors' factories are members of the Accord, providing additional due diligence regarding worker health and safety.

In-line with our Groups signatory to the International Accord and commitment to country expansion. Our team had the opportunity to visit our key suppliers first hand, and were welcomed on factory tours showcasing the positive impact of the International Accord.

India – remains medium

- Highest population in the world
- Increase in Order quantity
- Team had the opportunity to visit key factories in FY23

Risk level for our India vendors remains at medium. India now has the largest population in the world, which presents an inherent risk based on population size. Our team had the opportunity to visit our key vendors in India this reporting period, while also increasing our order quantity in the region.



ACTION PLANS & MEASURING DUE DILIGENCE

- In FY23 our Group has reflected on the progression of our programming over the past 4 years.
- Feedback from; MSIs, vendors, and internal teams has guided our Group to adjust programming for continued development both overseas and domestically.
- After a one year partnership with QIMA-run Worker Voice Hotline, no complaints have been raised. Similarly not discrepancies were found during the annual factory social audit review via worker interviews.
- As a part of our continued commitment to transparency, Mosaic Brands became a brand member of the Open Supply Hub in FY23. By becoming a member of the Open Supply Hub, both MSIs and our customers can learn even more about where Mosaic Brands products are made, providing more detail in traceability and transparency.
- Utilising a variety of training methods within our Support Centre ensures that all team members have access to the proper training. Newcomers continue to be offered an in-person workshop lead by our Compliance team. Remaining team must complete a bi-annual online training module via our internal platform ICON.

MEASURING ACTION PLANS – 4 YEAR REVIEW

ACTION	Ethical Sourcing Policies	Vendor Code of Conduct	Factory Social Audit	Supply Chain Traceability	Traffic Light System	Grievance Mechanism	Internal Training	External Training	Vendor Survey	NGO&MSI Engagement	Cotton Pledge	Living Wage Data	Intl. ACCORD
FY20	Launched 7 policies	Launched	Launched QUALSPEC		Launched	Launched e-mail service & Whistle Blower Policy	Launched 4 in-person topics	Launched 1 vendor lead Workshop	Launched	Participated in 2 surveys & webinars			
FY21	2 new policies added: 1.8 Factory Subcontracting Form 1.9 Anti-Discrimination and Gender Equality	Launched Poster 5 native languages	Launched QIMA	Launched Public Factory List	Maintained	Maintained	Launched 2 online courses	Maintained	Maintained	Maintained	Launched		
FY22	1 new policy added: 2.0 Modern Slavery Remediation Protocol	Launched in Tier 2&3 factories	Maintained	Maintained	Maintained	Launched QIMA Worker Voice	Maintained in-person & online	Launched 2 Webinar Workshops	Maintained	Participated in 3rd Survey	Updated	Launched	
FY23	1 new policy added: 1.9 Anti-Discrimination and Gender Equality	Maintained	Maintained	Member of Open Supply Hub Stage 1	Maintained	Maintained		Maintained	Update 1: Environmental Sustainability Launched 2: - Know your supplier - Social Adult Preference	Maintained	Maintained	Completed Year 2 of 5 Year Roadmap	Signed

PROCESS OF CONSULTATION

This statement covers the financial year of 2023. During the process of drafting this statement the Group engaged with all parties to clearly outline its values, policies, and strategies as well as requirements under the Modern Slavery Act 2018. Mosaic Brands' action plans, strategies, and accomplishments were provided to all relevant teams, partners, and external consultants to ensure understanding. The CEO and the Executive Team remain entrusted with the responsibility of ensuring Mosaic Brands achieves the Modern Slavery requirements enshrined in the Modern Slavery Act 2018.

This individual statement was prepared by the Production and Compliance departments of Mosaic Brands and was approved by the Board of Directors on **20th of December, 2023**.



Mosaic Brands would like to extend our appreciation of the continued support from the following NGOs; Baptist World Aid, Oxfam Australia, and the committee of the International Accord for Garment Workers Health & Safety. Mosaic Brand's growth has been positively impacted by all of these partnerships due to their key areas of expertise.

CONTINUED COMMITMENT

Our journey continues in solidarity with the Australian Government, multi-stakeholder initiatives, and our supply chain to address Modern Slavery. Our Group remains aware that hard work still needs to be done. While our internal structure continues to strengthen around our improved actions plans, external progress still needs to occur. Mosaic Brands will continue to actively monitor the requirements outlined by the Australian Government to maintain our due diligence.

In FY24 our focus will be on closing the living wage gap with our overseas suppliers. Mosaic Brands understands that this will be a difficult task, but will continue to seek support from MSI's and other retailers.

This individual statement was prepared by the Production and Compliance departments of Mosaic Brands and was approved by the Board of Directors on 20th of December, 2023.

Scott Evans
CEO, Mosaic Brands Limited