



Bisley Sales Pty Ltd

Modern Slavery Statement

We recognise that as a global apparel company, we are responsible for our supply chain and partners working in an Ethical, Legal and Sustainable way. We have long standing, well established relationships with our supply partners. As a result, we believe that we can work collaboratively with them to ensure that Bisley's values and stipulated standards are not only shared with but also, agreed to by our supply partners.

Bisley Sales Pty Ltd (Bisley) has a zero-tolerance policy to Modern Slavery. The definition of Modern slavery is any act of:

1. Forced labour,
2. Involuntary servitude,
3. Human trafficking,
4. Debt bondage
5. Child Slavery
6. or any other form of slavery exploitation
7. Forced prostitution

This statement outlines the steps taken by Bisley to mitigate and address the risks of modern slavery and human trafficking within our operations and supply chain, in accordance with the following Governing Laws:

- Australian Modern Slavery Act 2018
- NSW Government Modern Slavery act 2018
- International Covenant on Civil and Political Rights (ICCPR) 1976
- Modern Slavery Act 2015 in the United Kingdom

As per Bisley's Supplier agreement, our supply partners must provide documents to qualified independent auditors proving that staff are being paid minimum wage and working hours are not excessive on an annual basis. During the annual audits, the independent auditors will randomly select employees and conduct interviews without supervisors being present. This will ensure that no Modern Slavery practices are present at the facility. The independent auditors are trained to identify when false or misleading information is being provided. The annual audits will also include inspections of living quarters, communal dining areas, sleeping quarters, bathroom facilities, exits and fire escapes.

Bisley Organisational Structure

Bisley Workwear has been a strong part of the Australian clothing industry since the 1950's.

Australian owned and operated, Bisley offers a comprehensive range of Workwear, Safetywear and Protective wear, Health Care, Hospitality and Corporate clothing for both men and women. Long regarded as one of Australasia's most trustworthy, solid and honest brands, Bisley is the market leader in specialist branded Workwear apparel.

Bisley employees 80 Staff across Australia and New Zealand. Our Sydney Head office consists of Senior Management Team, Product Development, Production, Sales, Marketing, Finance, and Customer Service Teams, with sales offices in

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every state employing Territory Sales Managers. We have four warehouses in Sydney, Perth, Darwin and Auckland dispatching over 15,000 units each day.

Bisley Workwear manufactures and distributes more than 4 million garments per year.

Bisley has an office in Shanghai, China with 4 full time employees who support the Sydney Head office with Quality Assurance, Factory Visits, Production and Supplier Relationship management.

Bisley operates a joint venture partnership through BSA Brands in the UK. They have permanent staff of 8 people and distribute stock through a 3PL warehouse partner in the UK who has a number of dedicated staff.

Bisley also distributes products through third parties into Africa, the USA, the Middle East, Asia and even to regions as remote as Kazakhstan.

Bisley's operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley to operate with efficiencies and that our high Quality systems and processes are audited and assessed every year for possible improvements.

The Majority of our Manufacturing Supply partners are located in China. However, we also have suppliers in Laos and Sri Lanka. In Australia, we partner with local suppliers to add reflective tape, embroider, screen print, and heat seal garments with our customers logos as required. We also purchase a range of protective sprays from a reputable Australian supplier.

Bisley Policies and Supply Assessment

Bisley acknowledges the clothing industry is High Risk in terms of Modern Slavery and Human Rights abuses. As a result, we have recalibrated the way we formalise our relationships and contracts with our Suppliers. Our suppliers must comply with our policies, and manufacturing requirements as outlined below.

We have high moral and ethical standards and expect that our business partners share these values. There are a number of values that are so important to us that we have formalised them by way of contracts and policies that are signed and agreed to by all of our Supply Partners.

1. Supplier Agreement and Statement
2. Bribery and Corruption Policy
3. Human Rights and Ethical Sourcing Policy
4. Child Labour Policy
5. Forced Labour Policy
6. Unauthorised Subcontracting Policy
7. Modern Slavery Policy
8. Environmental Policy- including a banned chemical list
9. Sustainability Targets and Initiatives

In addition, all new Bisley supply partners must agree to our Policies and agreements and supply Audit Reports prior to Bisley considering them as a supplier.



Suppliers must comply with all Anti-Slavery and Modern Slavery Laws and must not engage in any modern slavery practices. All Bisley suppliers are being audited for Workplace Conditions Assessment (WCA) annually, which will ensure that there are no forms of slavery, forced labour, or human trafficking at our Supply Partners Facilities. Any act or practice where freedom is taken away from the employee is considered modern slavery. Bisley's Modern Slavery Policy must be signed and adhered to by our supply partners, in addition to the Supplier Agreement.

Unauthorised Subcontracting- Highest Risk

In addition to the above, we also recognise that the area of highest risk of Modern Slavery and Human rights abuses within apparel manufacturing, is Unauthorised Sub-Contracting. Bisley does not permit any Unauthorised Subcontracting. All stages of manufacture, branding and packing of Bisley product must occur in a Bisley authorised, accredited and known factory.

We believe that by working together to see these policies and standards enforced our company and its suppliers and their factories, contractors and business partners can help achieve a genuine improvement in the lives of working people around the world.

However, in the event that any Modern Slavery or Human rights abuses are identified, Bisley will immediately seek to rectify the issue with our suppliers and in the result of the issue not being resolved in the agreed timeframes, Bisley will terminate the contract with the supplier.

This mission has been at the very core of the company's values and principles and will continue in the future, with our ongoing relationships.

Our intention is to be completely open and transparent in relation to our supply chain and we intend to share this with our consumers.

Covid-19 Safety Measures and Employee Entitlements

As the majority of our manufacturing occurs in China, we have been able to confirm that our supply partners pay their staff according to Chinese Government regulations. Specifically, all staff are paid their base salary by their employers if they contract Covid-19 or during self-isolation periods. Our supply partners pay sick leave as a normal practice, as per our Supplier Agreements and policies.

If staff who are living in quarters become ill with Covid 19, they are taken to a hospital until they regain health, they are paid sick leave during this time. Anyone with symptoms self isolates in safe locations as per government regulations.

Staff are provided with safety equipment such as masks, gloves and hand sanitizers. In addition, our supply partners are practicing social distancing in the common areas, as well as the factory floors. Staff temperatures are taken at a regular basis and prior to access into buildings, workstations and living quarters. Additional cleaning is conducted in all areas of the factories and living quarters.



Citizens in China must also present travel documents and health cards when requested. Anyone travelling outside of their region into another, for example Migrant workers, must self-isolate until they are safely Covid Free- approximately 14 days.

Should a factory or company fail to reopen or declare bankruptcy as a result of lost income due to Covid 19, the Chinese Government has set up a monthly payment to ensure that life essentials are covered.

As our factories are audited annually, our Independent Auditors are paying particular attention to documents relating to sick leave, entitlements and pay this year. They are also auditing and monitoring safety equipment and training provided to staff relating to Covid 19. This includes factory floors, common areas -such as dining rooms and sleeping quarters.

Ongoing initiatives and training

We have appointed an Ethical Sourcing and Sustainability team who meet fortnightly to discuss new initiatives, Non-Government Organisations (NGO) to consider partnering with and any issue or new development pertaining to Ethical sourcing, Modern slavery or sustainability. The team can be contacted at any time via ethicalsourcingsustainability@bisley.com.au. This email address is included on all of our Policies and Agreements to ensure that our Supply Partners are aware of whom to contact should any Modern Slavery, Corruption or any other breaches of our policies be identified. This can also be used by anyone wanting to report unethical behaviour as an anonymous "whistle blower". This will be listed on our Website to enable our potential and current customers to ask any questions they may have in relation to our Ethical and sustainable practices.

The Team consists of the Bisley Marketing Manager, a Senior Sales Executive, the Bisley Production Manager, a Bisley Senior Designer, and is championed by the Bisley Chief Merchandise and Marketing Manager from our Senior Management Team. The business has also appointed an Ethical Sourcing and Sustainability Manager to spearhead the initiative.

The Ethical Sourcing and Sustainability team regularly attend training and conferences in regards to Anti- Modern Slavery, Ethical Sourcing and Sustainable practices, to further their knowledge and understanding.

In October 2019, Bisley engaged with an Independent Ethical Sourcing Expert who has conducted a full deep dive assessment of our business and supply chain in relation to Modern Slavery. The outcomes and risks identified in this assessment, have resulted in the Annual audits of facilities and formalised documentation to which all Bisley suppliers must now agree. In addition to the Annual Audits, our Shanghai team constantly monitor factories to ensure the standard is the same throughout the year, as it was during the annual audit. We believe this change in how we manage our manufacturing partners, will reduce the likelihood of Modern Slavery and Unethical behaviours occurring in the Bisley supply chain.

The Ethical Sourcing Agency also conducted a full day education and training seminar to our business including the senior management team. Bisley is committed to continuing to educate and explore new methods and partnering with organisations that will further assist in eradicating Modern Slavery from our supply chain. We will continue to engage with the current Agency to conduct training and education seminars with our wider business in the future.



Our Ethical Sourcing Policy sets principles of ethical behaviour for all Bisley Workwear’s Supply partners, as well as Bisley directors and employees. It provides a framework for maintaining and enhancing Bisley Workwear’s reputation. It is about establishing common values and setting guidelines of acceptable behaviours for our supply partners and direct employees.

Ethical Sourcing , Modern Slavery Act and Sustainability

2019

- Ethical Sourcing review of vendors
- Engaged Intertek as Ethical Sourcing & Auditing partner
- Engaged in executive level ethical sourcing training
- Confirmed all vendor and business partner audits where commenced to be completed by June 2020
- All Supplier Agreements and Policies signed and agreed to by Supply Partners Jan 2020

Social and Environmental Impact

2020

July - Dec

- All Initial Vendor Audits completed
- Annual audits for 2020 commenced, as per expiry dates. Annual audits mandatory as per our Supply Agreements- ongoing Intertek
- Any corrective action plans in place with 3, 6, or 9 month completion targets- ongoing Intertek
- SAC HIGGS Analysis - Social and Environmental impacts on Supply Chain late 2020
- Introduce sustainable packaging and recycled fabrications into new ranges

Sustainability/ End of Life

2021 and Beyond

- Continually review and upgrade our Sustainability goals.
- Roll out sustainable/recycled ranges
- Build on suite of sustainable fabrics, recycled fibres, develop and enhance sustainable packaging
- Begin working with our sustainable ‘end-of-life’ uniform solution companies
- BLUESIGN supply chain chemical analysis rollout and action plans

Bisley Sales Pty Ltd, also known as Bisley Workwear, are owned by Parent Holding company DJG Corporation. David Gazal is the Sole Director, Owner and 100% Shareholder of DJG cooperation and Bisley Sales Pty Ltd. Please see supporting evidence from ASIC .

This statement was modified on 3 December with the above statement and ASIC attachments.

This statement was approved on behalf of Bisley Sales Pty Ltd by David Gazal

Sole Owner and Managing Director, David Gazal

3 Dec 2020