

The Oodie – FY2024-2025 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 2024 until 30 June 2025.

This Statement outlines Oodie's ongoing commitment to addressing and managing its human rights responsibilities, both within its own operations and in its relationships with third-party suppliers.

This Statement marks our continued efforts to identify and reduce the risk of modern slavery across our operations and supply chains. We are committed to making ongoing improvements in this area.

Since its launch in 2018, Oodie has grown to become a prominent online clothing retailer in Australia, with its success driving expansion into international markets.

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 Ormond Street, Hindmarsh SA 5007 Australia. The product range includes wearable blankets, blankets, sleepwear, beachwear, loungewear, footwear, accessories, and pet accessories (**Products**). Oodie offers its Products online and in store from retailers and resellers both domestically and overseas.

Oodie employs 55 employees.

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 Jackets	China
Outdoor Zip Thru Jackets	China
Sleep Tees	China, Cambodia
Oodie wearable blanket	China, Cambodia
Travel Jackets	China
Robes	China
Hair Turbans	China
Sleep Sets	China

Blankets	China
Socks	China
Poncho Towels	China
Slippers	China

TABLE 2:

Supplier	Percentage of Products
BRIGHTIME	0.98%
DH	64.11%
ECICO	11.78%
EVERBRIGHT	16.25%
HENGTAI	0.17%
JACK'S INTERNATIONAL	0.55%
LINDE	0.84%
LIYANG	5.31%

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.

Operations

As an e-commerce-focused company, Oodie has evaluated its internal operations and identified a low risk of modern slavery within its business.

Our operations primarily consist of employees performing various business and administrative roles that support the delivery of our online services. We have comprehensive human

resources policies in place and adhere strictly to Australian laws, including the Fair Work Act 2009 (Cth).

Due to the digital nature of our business, Oodie does not run any physical retail stores. Our headquarters in Adelaide mainly handles administrative and corporate functions.

We regularly conduct compliance reviews to ensure alignment with relevant legal standards. These measures help safeguard employee rights, maintain safe working conditions, and actively prevent the occurrence of modern slavery within our Australian operations.

At The Oodie we were proud to pursue Great Place to Work Certification™ as part of our commitment to building an inclusive, empowering, and high-performing workplace culture.

This certification reflects the experience we strive to create for our people every day. Through an employee survey and culture questionnaire, GPTW provides a clear and research-backed view into how our team feels about trust, leadership, growth, and belonging. We see this process as an opportunity to both celebrate what we are doing well and hold ourselves accountable to continuous improvement. Being certified reinforces our employer brand, helps us attract purpose-driven talent, and most importantly, ensures that we are listening to our people — and evolving in ways that matter most to them.

We have created a learning and development framework and are continuing to embed our values through two-way review processes, open and respectful communication and learnings.

Supply Chains

Oodie currently maintains a moderate level of visibility across its supply chain. We have successfully mapped the supply chains of our key suppliers and their subcontractors (as detailed in Table 2), allowing us to trace the production process and support the enforcement of modern slavery prevention standards.

However, some areas—such as the sourcing of packaging and raw materials—have not yet been fully mapped. This lack of complete transparency presents a potential risk to the ethical standards we aim to uphold.

We have identified possible exposure to modern slavery risks further down our supply chains, particularly in relation to the labour practices of raw material suppliers. In particular, sourcing products and services from countries such as China and Cambodia has been flagged as potentially high risk, given concerns about the use of exploitative labour in those regions. As a result, we are committed to maintaining vigilance and taking proactive steps in managing and monitoring our supply chain.

Oodie's subsidiaries share the same supply chain as the parent company.

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.

During the reporting period, Oodie has implemented several key initiatives, including the review and update of internal policies, the refinement of our supplier engagement practices, and the formation of an internal team dedicated to managing our obligations as a reporting entity.

We recognise the potential risks of modern slavery within our manufacturing operations, particularly in countries such as China and Cambodia. To address these risks, we work exclusively with factories that have undergone SEDEX/SMETA 7.0 or equivalent social compliance audits.

Our suppliers are also required to meet specific compliance standards set by recognised enterprise-level licensing bodies. This approach helps ensure that social responsibility benchmarks are upheld throughout our supply chain.

A critical part of our risk management strategy involves maintaining detailed knowledge of our suppliers and their subcontractors. For our core products, including wearable blankets and sleep tees, we have full visibility into the suppliers and their printing facilities. However, we acknowledge the current lack of transparency regarding the origin of packaging materials, which remains a focus area for further investigation.

To strengthen our ability to detect and manage risks, we conduct regular audits and inspections. All suppliers must complete an Amfori BSCI or equivalent audit before onboarding and meet our enterprise partners' licensing criteria. Once engaged, suppliers are required to undergo an annual SMETA 7.0 4-Pillar audit.

Third-party quality control agents are responsible for conducting routine factory inspections, reviewing audit findings annually, and are trained to identify and escalate any concerns. To date, no modern slavery issues have been identified or reported within our supply chain.

These measures collectively demonstrate our commitment to ethical sourcing and continuous improvement in supply chain governance.

5. Effectiveness of Our Actions

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

We have begun implementing processes to enhance oversight of high-risk areas within our operations, with the goal of identifying and mitigating modern slavery risks across both our business activities and supply chains. By requiring our suppliers to undergo the SMETA 7.0

4-Pillar audit—one of the most comprehensive audit frameworks available—we have significantly strengthened the impact of our risk management efforts.

Additionally, by incorporating our Supplier Code of Conduct into all supplier agreements, we have reinforced our commitment to ethical practices and clearly communicated our expectations to our supply partners.

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.

During the reporting period this Statement covers, 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. FY2026 Goals

Mandatory Criteria 7: Provide any other relevant information.

We remain deeply committed to combating modern slavery by holding our suppliers to the highest ethical audit standards available. In line with this commitment, we will continue to require our factories and all subcontractors to undergo the SEDEX/SMETA 7.0 audit, which is among the most rigorous. We have also increased the frequency of on-site factory visits by our team to maintain oversight and ensure consistent standards.

Looking ahead, we aim to continuously enhance our internal systems to ensure we meet our obligations as a reporting entity. This will involve developing new internal policies and providing training to build awareness and strengthen our ability to identify and respond to modern slavery risks and potential grievances.

To support this, modern slavery will be a standing item in our monthly executive team meetings. This will ensure ongoing review of our objectives, allow discussion of any newly identified risks or incidents, and maintain accountability. All relevant updates and findings will be reported to the Board.

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 11 June 2025

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David Thomas Fogarty

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David Thomas Fogarty

Director