

A fashion show runway with models in white dresses walking behind a glass barrier. The models are blurred, suggesting motion. The background shows a cityscape through the glass.

AJE COLLECTIVE MODERN SLAVERY STATEMENT

1 JULY 2024 – 30 JUNE 2025

ADOPTED BY THE BOARD ON 31/12/2025

Acknowledgement of Country

AJE acknowledges the Traditional Custodians of the land on which we work, live, and learn.

We pay our respects to their elders' past, present and future.

AJE recognises Australia's First Nation people's deep connection to the land and understanding of trade and sustainability. We look to them and seek to build relationships to deepen our understanding of what sustainable fashion truly means.



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REPORTING ENTITY

This Modern Slavery Statement is prepared for and on behalf of AJE Wholesaling Pty Ltd (ABN 26 130 160 753), which encompasses the brands AJE, AJE ATHLETICA and AJE STUDIO ('**AJE**', '**we**', '**our**' or '**us**'), in accordance with the Modern Slavery Act 2018 (Cth) (**the Act**).

This is the third Modern Slavery Statement for AJE and covers the period 1 July 2024 to 30 June 2025 (**Reporting Period**). The statement applies to the brands 'AJE', 'AJE ATHLETICA' and 'AJE STUDIO', which together form the AJE Collective.

At AJE, we remain committed to conducting our business ethically, responsibly, and in alignment with our core values of integrity, respect, and accountability. We recognise the significant role we play in identifying, addressing, and mitigating the risks of modern slavery and human trafficking within our operations and supply chains.

We acknowledge that modern slavery remains a global issue, and we are committed to continuous improvement. This statement highlights our actions to:

- Understand risks in our operations and supply chains;
- Strengthen policies and governance;
- Engage stakeholders; and
- Build collaborative partnerships that promote fair and ethical practices.

ABOUT

Aje is an Australian fashion house dedicated to raw beauty, tough femininity, and effortless cool.

Founded in 2008 by Adrian Norris and Edwina Forest, the brand champions a distinctive coastal-to-urban style through its collections: AJE, AJE ATHLETICA, and Aje STUDIO.

- AJE delivers statement occasionwear and elevated essentials with handcrafted finishes.
- AJE ATHLETICA, launched in 2021, combines functionality and fashion to empower movement and wellbeing.
- Aje STUDIO, introduced in 2024, reimagines wardrobe staples through a lens of minimalism and timeless design.

Our design philosophy is underpinned by a commitment to ethical and sustainable practices, believing fashion should be a catalyst for positive change.



OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

OUR STRUCTURE

The trading company for AJE is AJE Wholesaling Pty Ltd (ABN 26 130 160 753) (ACN 130 160 753). This company is responsible for design, sourcing, procurement, manufacture, production, Australian and New Zealand online, retail and wholesale operations and sales, international wholesale operations and the Australian Head Office.

AJE Wholesaling Pty Ltd is required to report under the Act.
There have been no structural changes to AJE Wholesaling Pty Ltd during this reporting period.

OUR OPERATIONS

Our operations encompass the entire process, from product design and procurement to distribution and order fulfilment. This integrated model provides enhanced control and ensures greater consistency throughout every stage of our operations.

AJE has 42 retail stores; 40 in Australia and 2 in New Zealand. AJE operates an international online store that ships to over 60 countries and has 97 wholesale partners.

AJE is headquartered in Sydney, New South Wales and employs approximately 500 people in Australia, New Zealand on full-time, part-time and casual agreements across all departments, including Production, Design, Finance, Marketing, HR, Merchandise and Trade.

AJE engages third-party distribution centres to ensure efficient and responsible management of inventory. In New South Wales, the local partnership centres are located in Greenacre, Bankstown Aerodrome and Padstow. The international partnership centre is located in Hong Kong.

OUR SUPPLY CHAIN AND SUPPLIERS

We divide our supply chain and operations into two categories, namely, Manufacturing Partners and Non-trade Procurement Suppliers. These categories are discussed in detail below.

MANUFACTURING PARTNERS

At AJE, supply chain traceability remains central to our approach, as we recognise its critical role in preventing modern slavery.

We work closely with a range of partners to manufacture our products, navigating the complexities of multi-tiered supply chains. We categorise our suppliers across five tiers, with Tier 1 being the manufacturing site and Tier 5 being the suppliers we have the least oversight of:

TERM	DEFINITION	EXAMPLE
Tier 1	Final Stage Manufacturing and Assembly	Garments are sewn or assembled
Tier 2	Fabric Mills	Wet processing facilities (prints, dyes and washes), embellishment facilities
Tier 3	Raw Material Processing	Mills where yarn is spun and processed ready to be turned into fabric.
Tier 4	Raw Material Production	Farms for fibres such as cotton.
Tier 5	Ancillary Inputs	Material is sourced; Trims, Buttons, Zips etc and packaging.

Table 1: Tier structure of Aje Manufacturing Suppliers.

During the Reporting Period, AJE sold various products, including clothing, accessories, and footwear.

During the Reporting Period (FY25) AJE, AJE ATHLETICA and AJE STUDIO shared:

NUMBER OF DIRECT SUPPLIERS	NUMBER OF MANUFACTURING PARTNERS	NUMBER OF WORKERS IN TIER 1 FACILITIES	LOCATION BREAKDOWN
39	50	Over 10,000 workers in tier 1 factories	China (90%) India (8%) Indonesia (2%)

Our garment suppliers range from small to medium enterprises, with the smallest employing around 29 workers and the largest approximately 2,700 workers.

The manufacturing techniques used include:

- Hand work such as patternmaking, cutting, hand sewing, beading and embroidery;
- Machine work such as digital printing and embroidery; and
- Large-scale machine work including fabric cutting, garment sewing, pressing, denim laundering and fabric inspections.

Our suppliers are responsible for producing women's clothing across categories including wovens, cut-and-sew, knitwear, denim, and leather. We use fabrics such as cotton, silk, linen, polyester, rayon, wool, and leather, often in blended forms and, in some cases, in recycled, organic or sustainable options. Garments are commonly trimmed with embellishments, embroidery, or fabric manipulation techniques such as ruching, pleating and gathering.

Footwear and accessories account for a smaller portion of AJE's product mix. These categories typically involve specialist suppliers skilled in handcraft techniques such as leatherwork, mould casting and jewellery finishing.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS (CONT'D)

NON-TRADE PROCUREMENT

Non-Trade Procurement refers to the acquisition of goods and services not directly related to AJE's core product manufacturing or sales. AJE's non-trade procurement activities are primarily based in Australia and New Zealand and cover a broad range of operational and support services that enable the business to function effectively.

During the reporting period (1 July 2024 – 30 June 2025), non-trade procurement was concentrated in key operational categories including property and facilities (such as rent), distribution and logistics services, and marketing, PR, and content development.

Other notable categories included store fit-outs, professional services, IT services, travel, packaging, and general operational support.

During this reporting period, AJE engaged with 921 NTP suppliers. Of these, five suppliers accounted for 27% of overall NTP expenditure, reflecting a moderate concentration of spend among key service providers.

Our primary operations continue to be centred around rent, distribution, and marketing/PR/content development, which remain the most significant non-trade categories for AJE's business operations.

The increase from 752 to 921 suppliers highlights the growing complexity of AJE's non-trade supply chain, which we recognise requires ongoing monitoring and stronger due diligence to identify and mitigate potential modern slavery risks.

AJE remains committed to continuously improving its visibility and oversight of this supplier group, ensuring responsible sourcing practices are upheld across all non-trade categories.



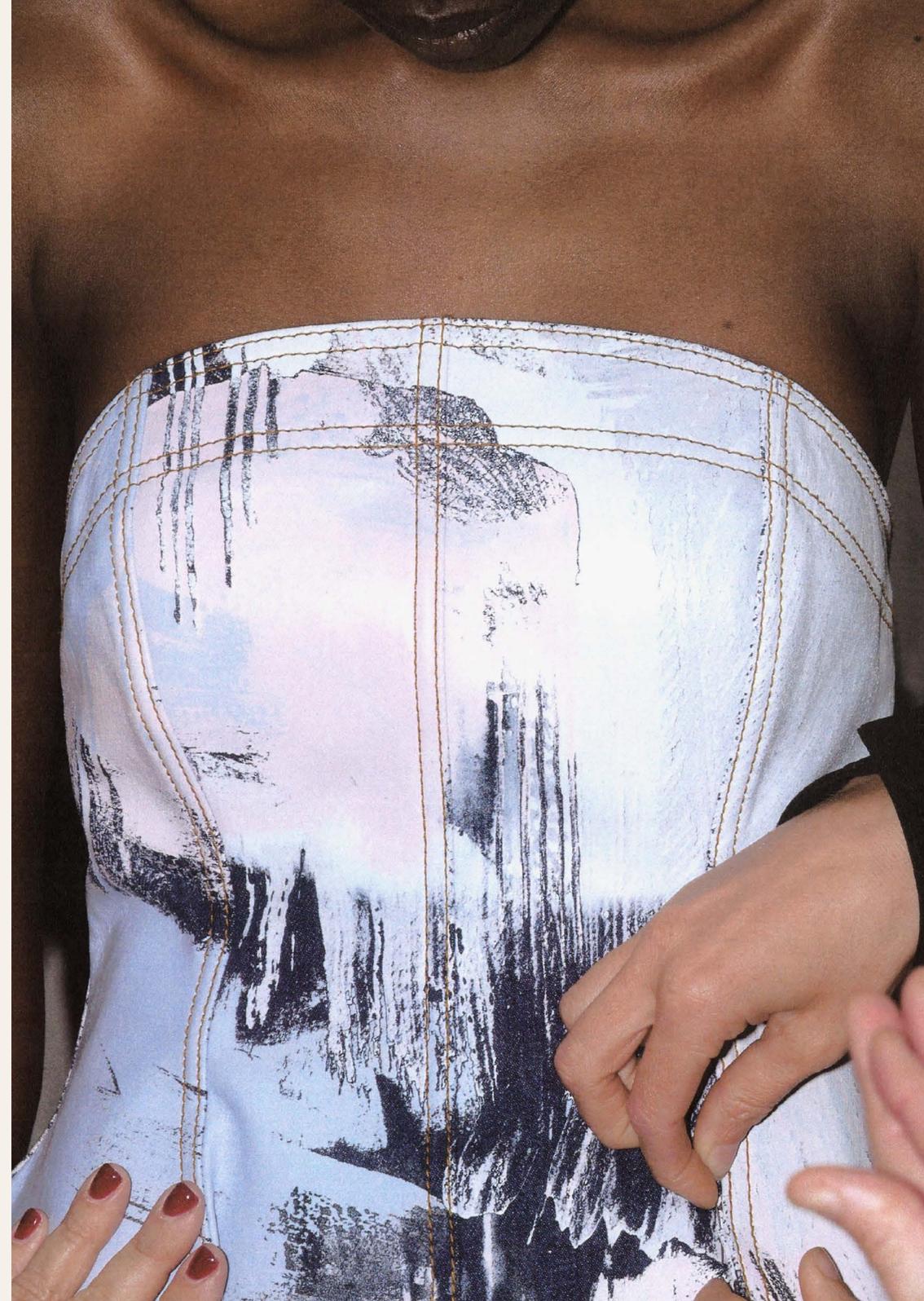
RISKS IN OUR SUPPLY CHAINS AND OPERATIONS

In evaluating modern slavery risks within our supply chains, AJE acknowledges the inherent challenges of operating in the global fashion industry, the nature of the products we sell, and the regions in which they are manufactured. As a result, we adopt a proactive and vigilant approach to identifying, assessing, and mitigating these risks across our operations and extended supply chain.

We recognise three ways in which AJE may be connected to modern slavery:

1. **Cause** – when our own operations result in modern slavery practices
2. **Contribute to** – when our actions or omissions within our supply chains enable or incentivise modern slavery practices.
3. **Directly Linked to** – when our operations, products, or services are connected to modern slavery through the activities of a supplier or business partner.

Our current risk assessment procedures indicate that while the likelihood of AJE directly causing or contributing to modern slavery risks within our own operations is low, there remains a material risk of association through our supply chain, particularly in higher-risk regions and industries.



RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (CONT'D)

OPERATIONAL RISKS

Within Australia and New Zealand, AJE's operations are considered low risk compared to the rest of our supply chain, due to robust legal and regulatory frameworks. Nonetheless, risks remain in outsourced services, such as logistics and cleaning, where subcontracting and labour-hire arrangements may expose vulnerable workers. While these domestic risks are acknowledged, they are not a primary focus of our modern slavery program given their lower likelihood and severity relative to international sourcing. Our due diligence is therefore prioritised where risk is highest in the supply chain.

SUPPLIER RISK PROFILE

Our supply chain data highlights that modern slavery risks are concentrated among our Tier 1 and Tier 2 suppliers. According to SEDEX ratings, 44% of suppliers are medium risk, 18% high risk, and 7% low risk, with 31% unclassified due to incomplete data. Audit results show similar trends: 64% of suppliers are medium risk, 27% high risk, and 9% low risk.

This means that almost two-thirds of classified suppliers fall into the medium or high-risk categories, while nearly one-third remain unrated - underscoring the need for stronger visibility and traceability.

Together, these indicators suggest risk is concentrated among manufacturing partners, with visibility gaps where suppliers remain unrated.

WORKFORCE VULNERABILITY

Demographics within our supply base further amplify risks. Women account for 59% of the workforce, concentrated in lower-paid and less secure roles such as sewing and finishing. In addition, 21% of workers are migrants, who face heightened risks due to language barriers, recruitment fees, and dependency on employers. Together, these factors create conditions of vulnerability that increase exposure to exploitation.

AUDIT FINDINGS

Audit data indicates that overtime management continues to be the most frequent area of non-compliance, observed at approximately 57% of supplier sites. Other findings included concerns related to worker accommodation and welfare, management system gaps, and instances of delayed wage payment.

RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (CONT'D)

PROGRESS AND REMEDIATION

Corrective action progress is ongoing across the supplier base. As of the reporting period, around one-third of findings have been fully resolved, with a further 21% undergoing review or verification. The remaining cases are in various stages of follow-up or reassessment through new audits. While this indicates that many issues are still being addressed, it also reflects AJE's commitment to actively monitoring and driving continuous improvement across its supply chain.

MANAGEMENT SYSTEM GAPS

While many suppliers have policies on paper, implementation is inconsistent.

Assessments show that:

- 87% of suppliers have robust policies and procedures,
- 83% demonstrate senior-level oversight,
- Yet only 61% provide robust worker training, and just 60% effectively monitor compliance.

Training and monitoring remain weak points, suggesting that governance systems are not always translating into practical worker protections.

INDUSTRY RISKS - COTTON

Cotton continues to represent a sector-wide risk due to systemic issues of forced and child labour in global production. This year, AJE has traced 66% of Tier 2 fabric mills, an improvement from the previous year that strengthens visibility into upstream risk, though challenges remain.

GEOGRAPHIC RISKS

China (90% of supplier sites): High-risk due to systemic issues of forced labour, complex subcontracting, and traceability challenges. The UFLPA adds additional compliance pressure.

India (8%): Risks include debt bondage, withheld wages, and excessive overtime, where enforcement of protections is weak.

Indonesia (2%): Smaller exposure, but vulnerabilities persist due to socio-economic pressures and limited protections for women workers.

RISKS IN OUR SUPPLY CHAINS AND OPERATIONS (CONT'D)

OVERALL RISK INSIGHTS

- 18–27% of suppliers are consistently rated high risk, with the majority medium risk and 31% unrated.
- Excessive overtime remains the most common red flag and proxy indicator for forced labour.
- Workforce vulnerabilities—female concentration in low-wage roles, migrant dependency, and in some regions, child/young workers—remain a key concern.
- Management systems exist, but weak training and monitoring reduce their effectiveness.
- Cotton sourcing remains a systemic risk, though progress has been made with 66% of Tier 2 fabric mills now traced.





ADDRESSING MODERN SLAVERY RISK

AJE continues to invest in the assessment and mitigation of modern slavery risks within its supply chain. While no major new initiatives were introduced this year, we maintained a consistent focus on robust due diligence, supplier engagement, and continuous improvement. This reflects our approach of steady reinforcement rather than rapid expansion, ensuring that existing systems remain strong and effective.

SUPPLY CHAIN DUE DILIGENCE

Tier 1 and Tier 2 Supplier Tracing

Visibility has been extended to 66% of Tier 2 fabric mills, building a stronger foundation for identifying risks in cotton and other raw materials

SEDEX-Based Risk Assessments

SEDEX continues to be our primary platform for analysing audit data, identifying non-compliances, and tracking remediation progress.

Supplier Self-Assessments and Audits

All suppliers complete the SAQ and undergo third-party audits. This year, 100% of suppliers were audited, with 90% approved for production. 11 facilities remain on hold due to either critical issues or expired audits.

ADDRESSING MODERN SLAVERY RISK (CONT'D)

Audit Priorities

Given that excessive overtime was identified as the most common compliance issue, corrective action plans this year placed additional emphasis on working hours and rest day monitoring.

Supplier Grievance Reporting

Channels remain open through the SCOC for suppliers and workers to report risks confidentially.

Corrective Actions

AJE continues to prioritise remediation and improvement plans over disengagement, although persistent non-compliance can result in termination.

GOVERNANCE

Supplier Code of Conduct (SCOC)

100% of suppliers have signed, committing to freely chosen employment, fair wages, reasonable hours, non-discrimination, and no sourcing from Xinjiang. The SCOC aligns with ETI, ILO, and the UFLPA.

ESG Manager Oversight

The ESG Manager provides daily monitoring and serves as the central

accountability point for supplier engagement and risk management.

Continuous Monitoring

Compliance is tracked through SEDEX and periodic checks.

Cross-Functional Framework

The cross-functional governance framework remains in place and is activated as required to coordinate action across functions.

MEMBERSHIPS AND PARTNERSHIPS

SEDEX

AJE is an active member of SEDEX, which provides the primary platform for supplier self-assessments, risk profiling, and audit management across our supply chain.

Ethical Trading Initiative (ETI)

The ETI Base Code remains embedded in the SCOC.

Turkmen Cotton Pledge

AJE maintains its commitment to avoid sourcing from Turkmenistan until state-imposed forced labour is eliminated.

ADDRESSING MODERN SLAVERY RISK (CONT'D)

SUPPLIER ONBOARDING

The AJE Aware Social Compliance Program remains in place, requiring all new suppliers to:

- Sign and return the SCOC,
- Register on SEDEX and complete the SAQ,
- Provide valid third-party audit reports or schedule new audits if required.

This ensures that ethical standards are understood and embedded from the outset of all supplier relationships.

Overall position: AJE has maintained strong compliance systems, achieved 100% audit coverage, and reinforced supplier accountability. While progress this year was incremental rather than transformational, key priorities such as excessive overtime, supply chain traceability, and remediation, remain embedded in our program, providing a solid foundation for future improvements.

INITIAL SCREENING AND ENGAGEMENT

New suppliers receive introductory email outlining AJE's Social Compliance Program requirements and are invited to incorporate their Tier 1 production facilities into the AJE Social Compliance Program.



SUPPLIER ONBOARDING

Suppliers must: (1) Sign and return Aje's Supplier Code of Conduct (SCOC); (2) List all Tier 1 production facilities and fabric mills involved in production; (3) Register their facilities on SEDEX and complete the SAQ; (4) Upload a valid ethical audit report or schedule a new third-party audit if one hasn't been conducted in the last 12 months.



SUPPORT AND FOLLOW-UP

Suppliers are asked to confirm receipt of the onboarding email to ensure they are aware of the requirements and deadlines. Follow-up support may include further communication or phone calls to discuss any specific queries.



MEASURING THE EFFECTIVENESS OF OUR ACTIONS

We acknowledge that evaluating and mitigating modern slavery risks is an ongoing journey. Addressing these complex challenges requires sustained effort, adaptability, and collaboration. AJE remains dedicated to refining processes, strengthening policies, and engaging with stakeholders to ensure ethical practices are upheld across our operations and supply chain.

For this reporting period, we assessed the effectiveness of our actions against the following activities:

ACTIVITY	ASSESSMENT OF EFFECTIVENESS	FUTURE COMMITMENTS
Governance	Supplier Code of Conduct (SCOC) signed by 100% of suppliers. Policy frameworks remain aligned with ETI Base Code, ILO standards, and UFLPA.	Maintain 100% SCOC execution rate. Review policies periodically to reflect emerging risks and regulatory changes.
Supplier Engagement	All active suppliers (100%) have submitted a valid social compliance audit, with 90% currently approved for production. Eleven suppliers remain pending approval, primarily due to expired audit reports awaiting renewal or verification.	Support suppliers to close non-compliances and regain approval status. Strengthen communication around remediation expectations.
Risk Management	SEDEX SAQs completed by most suppliers, with some pending. Tier 2 tracing increased to 66%, strengthening visibility beyond Tier 1. 100% audit coverage maintained across a growing supplier base.	Follow up with outstanding suppliers to complete SAQs. Continue due diligence with Tier 1 and Tier 2 suppliers, prioritising high-risk regions.
Grievance Mechanism	SCOC grievance channel remains in place for suppliers and workers to report risks or breaches.	Explore strengthening the mechanism with greater accessibility and, where feasible, anonymous reporting options.



MEASURING THE EFFECTIVENESS OF OUR ACTIONS

OVERALL INSIGHTS

- Audit coverage is strong – 100% of suppliers were audited this year, providing assurance across ~39 direct suppliers, 50 Tier 1 manufacturing partners, and ~10,000 workers.
- Supplier approvals need improvement – 11 facilities remain unapproved, requiring remediation and follow-up.
- Supplier participation is high – SCOC has 100% uptake, but SAQ completion remains slightly below full coverage.
- Governance structures are stable – frameworks remain aligned with global best practice, supported by ESG Manager oversight.
- Grievance channels exist but can be strengthened – current reporting mechanisms provide a baseline but would benefit from more accessible or anonymous options.

CONSULTATION

All brands reporting to AJE are overseen by the same executive management team and operate under a common governance framework within AJE. This framework is specifically crafted to align with modern expectations, raise awareness, and facilitate the assessment and mitigation of modern slavery risks in our operations and supply chain. Substantial collaboration among the brands is required before Board approval.

This statement was approved by the Board of AJE Wholesaling Pty Ltd on 31/12/2025.

Adrian Norris, Group CEO, Aje Collective

