

An aerial photograph of a tropical landscape. The left side shows terraced rice fields with intricate, winding patterns. The right side is dominated by a dense forest of palm trees. The overall scene is vibrant green and lush.

PANGAIA

Subcontractor Policy





PANGAIA Subcontractor Policy

PANGAIA is committed to transparency across our supply chain and understanding where all our products are sourced and produced. We believe in being fair and honest in the way we do business, this includes maintaining strong relationships with our suppliers throughout our supply chain, including with any subcontracted facilities or with any Homeworkers.

This policy is the minimum standard that applies to all PANGAIA partners - vendors, suppliers, agents, distributors, factories, mills, processing facilities, farms and any associated subcontractors, subsidiaries and other suppliers who contribute to PANGAIA's products (henceforth referred to in this policy as 'Suppliers').

Our Commitment

We have an open approach to subcontracting on the basis that PANGAIA is notified, and approval is given prior to any production taking place at the proposed subcontracted facility. It is essential we know where our goods are being made.

PANGAIA has an open and positive approach to using Homeworking in the manufacturing process and recognises that this non-standard type of employment is a valuable source of income for some workers.

PANGAIA will provide written consent that each subcontracting site is approved for production of our products. Our written consent will be subject to the process set out below being followed by our Suppliers.

Supply Chain Responsibilities

If Supplier's wishes to subcontract any part of the manufacturing of PANGAIA goods, including the use of Homeworkers, they must have written permission and consent from PANGAIA.

At the time of onboarding all new PANGAIA Suppliers that wish to subcontract any production aspect of PANGAIA products must disclose the subcontracting site name, address, contact details and processes to PANGAIA before any sampling or bulk production starts.

If an existing Supplier wishes to subcontract any production aspect of PANGAIA products they must request and receive written approval from PANGAIA prior to any production occurring. Suppliers must provide the following information for each Subcontractor site: facility name, address, contact details, processes or services provided, social assessment or audit, all environmental or material certification

If permission is granted, then Suppliers must provide the Subcontractor with a copy of the Code of Conduct and ensure that all PANGAIA policies are fully understood by the Subcontractor and complied with. Suppliers are responsible for communicating all social, environmental, material, quality, and other production expectations to Subcontractors.

Suppliers are responsible for ensuring compliance and carrying out due diligence in any factories or subcontractors making goods for PANGAIA. Suppliers should keep records of their due diligence including how working conditions, labour practices and environmental protection have been verified to comply with PANGAIA's policy expectations. If any critical breaches of PANGAIA's Code or policies are uncovered then production and any PANGAIA goods must be removed immediately, and the Supplier must ensure that the non-compliance is remedied. If there are any serious ethical, environmental, production or quality issues then PANGAIA may request at any time that the Subcontractor is no longer used.

If unauthorised subcontracting is discovered the Suppliers will be escalated to PANGAIA leadership team for review which could result in orders being cancelled (at the Supplier's cost) or business relationship terminated. PANGAIA reserves the right to cease operations with Suppliers that violate this policy immediately on written notice.



DEFINITIONS

Principal facility: The main factory, mill or manufacturer where materials or finished products are shipped to PANGAIA or where purchase orders are raised.

Cut Make Trim (CMT) Subcontractor: All Subcontractors conducting primary product processes including assembly, packing, cutting, sewing, and making.

Process Subcontractor: All Subcontractors with a process onto the products including printing, washing, garment dye, embroidery, embellishment

Subcontractor: Facility (or domestic premises for Homeworking) where production aspects are undertaken and work directly with the principal facility.

Unauthorised subcontracting: Any facility used for outsourced production without expressed permission from PANGAIA therefore puts quality, brand reputation and ethical due diligence at risk.

PANGAIA is committed to working collaboratively with Suppliers and will provide guidance, support and encouragement to Suppliers working towards becoming more sustainable. For any queries, feedback, disclosures, or whistleblowing please contact: impact@thepangaia.com