

Camilla

AUSTRALIA PTY LIMITED

MODERN SLAVERY
STATEMENT 2022

REPORTING PERIOD:
FOR THE YEAR
ENDING 3-JULY 2022



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INTRODUCTION – THE REPORTING ENTITY

This is the inaugural modern slavery statement lodged by Camilla Australia Pty Limited (ABN 67 135 300 382 / ACN 135 300 382), in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Camilla Australia Pty Limited (Camilla) is an Australian based, global luxury fashion brand.

During the reporting period ending 3-July 2022, Camilla exceeded the statutory annual revenue threshold for the first time and became a mandatory reporting entity.

Approval & Review of this Modern Slavery Statement

This Modern Slavery Statement was approved by the Board of Camilla Australia Pty Limited in their capacity as the principal governing body of Camilla Australia Pty Limited on 22-December, 2022.

Pursuant to the requirements of the Modern Slavery Act 2018 (Cth), the contents of this Statement have been reviewed and confirmed as accurate by a duly authorised person.

This statement is signed by David Nolan, Director and Philip Corne, Director, on 22-December, 2022



David Nolan
Director
22-December, 2022





Philip Corne
Director
22-December, 2022

A LETTER FROM OUR CEO

We are pleased to present our inaugural Modern Slavery Statement for the period ending July 03, 2022. Driving the highest standards of Environmental and Social Governance is a key pillar of CAMILLA's strategic growth. We recognize that, as a fashion business, manufacturing in some high-risk areas for Modern Slavery, we have an elevated risk and responsibility. This statement outlines our actions to identify, assess and address the risk across our operations and supply chain.

This reporting period focuses on providing improved visibility. Our targeted approach has prioritised attention on our major suppliers, operational locations, and relationship transparency. We have a supply base concentration in India but continue to effectively identify and address issues beyond our primary supply chain.

Going forward our key activities and commitments include;

-  Improved transparency over supply chain and operations. Whilst we have successfully audited 84% of our Tier 1 supply chain during the reporting period, we are working to ensure 100% visibility of this tier in FY23. Mapping Tier 2 is well underway, continuing our focus on the highest risk areas.
-  Implementing more robust governance practices relating to modern slavery. We recognise that we are in the early stages of applying our formal response to modern slavery issues and are working hard to understand and embed throughout our business.

There is much important work ahead of us, but, together with our team members, our suppliers and business partners I am pleased with our progress to date and looking forward to further strengthening our practices over the next reporting period.



Jane McNally
CEO, Camilla Australia Pty Ltd



OUR VALUES



ADVENTUROUS SPIRIT

Embracing the freedom to innovate, being playful, creating beauty from the unexpected and challenging the status quo.



WITH LOVE

Inspiring people with our passion, leadership, positivity, care and integrity.



ONE TRIBE

We are united, honest & loyal. We respect and empower others while embracing our diversity.



WARRIOR ANGELS

We are courageous, resilient, accountable, and disciplined in our determination to colour the world.

OUR STRUCTURE, OPERATIONS & SUPPLY CHAIN

Camilla sells products, on both a retail and wholesale basis, to customers worldwide, using original prints. The core category of our business is women's clothing, with a range of categories for all genders and ages, with some non-clothing categories.

Our main operating entity and holding company is Camilla Australia Pty Ltd. This entity owns one international subsidiary, Camilla Corporation, which operates our retail stores in the United States and is registered in the state of Delaware. In accordance with the Act's requirements, appropriate consultation occurred with this US subsidiary in the preparation of this statement.

Camilla's head office is in Sydney, Australia. In the US, we have a Sales Showroom in Manhattan, New York City.

Camilla operated 25 Camilla Boutiques; 22 in Australia and 3 in the United States. We also have 3 websites and 55 online shipping destinations.

We employ 245 people across Australia and the United States.

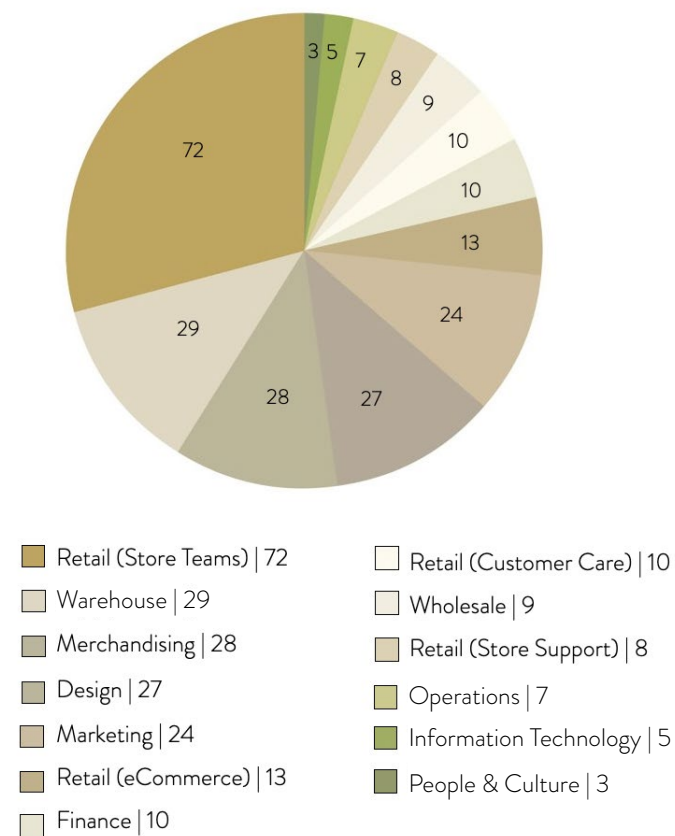
Camilla engages contractors, primarily for short-term roles across our business operations. In FY22 Camilla used contractors in Design (nine), Marketing (four), Garment Technicians (two) and Administration (one).

All contractors receive a contractor agreement that details the nature of their engagement, the duration of their contract, the fees and services mutually agreed by Camilla and the contractor and other legalities around confidentiality, intellectual property and privacy.

We also use casual contractors in our Warehouse (four). These contractors enter into an agreement directly through a recruitment agency with clear commitments to ensure employees are paid per the Modern Award, receive all entitlements, rights and working conditions per Fair Work Australia.

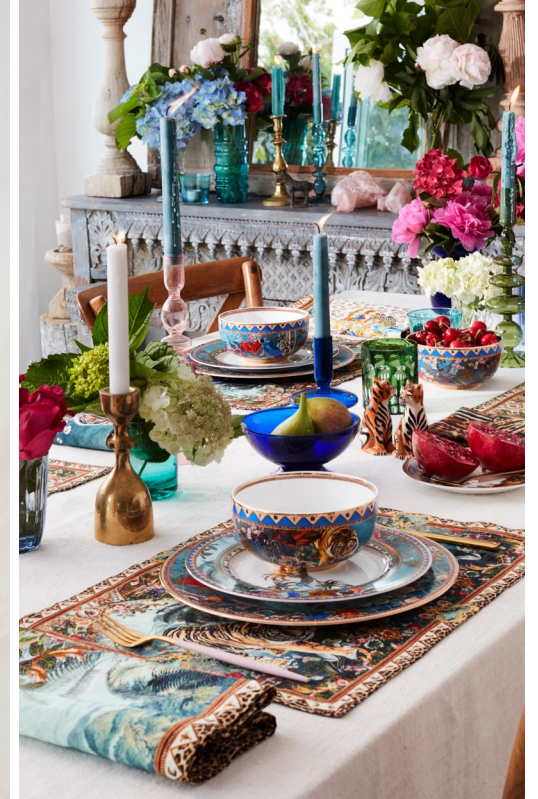
Our brand is stocked in 400 wholesale doors and 264 stockists in 65 countries.

FY22 - AU & USA (245)



OUR BRANDS

Camilla operates under the following brand names:



Camilla

WOMENSWEAR
& SWIMWEAR

HOTEL FRANKS
BY Camilla

MENSWEAR

milla
BY Camilla

CHILDRENSWEAR,
BABYWEAR & SWIMWEAR

VILLA
Camilla
XXL

HOMEWARES,
HARD & SOFT

OUR PRODUCT LINES

The main product lines we sell are:



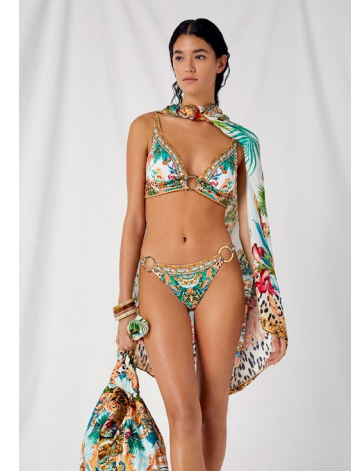
WOMENSWEAR



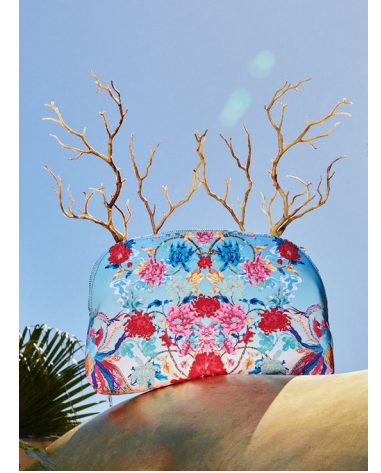
MENSWEAR



KIDS & BABYWEAR



SWIMWEAR



GIFTING



FOOTWEAR



BAGS & SOFT
ACCESSORIES



TABLEWARE
& NAPERY



BED LINEN



TOWELS

SUPPLY CHAIN

During the reporting period, Camilla engaged a total of 25 manufacturers.

Given our core business activity in the apparel industry and in recognition of the inherently elevated modern slavery risks associated with that industry on a global scale, we have focused on the supply chain features that directly relate to the production of such goods that we produce for sale (both on a retail and wholesale basis). This is described throughout this statement as our 'primary supply chain'.

Our primary supply chain comprises, in general terms, the following tiered characteristics:



TIER 1

Finished goods
manufacturers, print
& artisan producers

Primary Manufacturers:
finished product / final assembly
factories including cut,
sew, & assembly

Input Subcontractors:
printing, layering,
embellishers, embroiders

All Tier 1 has been mapped



TIER 2

Fabric mills,
tanneries, trim suppliers

Input Processors & Suppliers:
fabric mill, leather tannery,
trim producer, embellishment
manufacturer, laundry,
dye house

**Of our primary supply chain
we have mapped 12 fabric and
tannery facilities, 3 major trim
producers, and 5 major finishing
suppliers (including packaging).**



TIER 3

Raw material
processors & suppliers

Including cotton, silk, wool farm,
spinning and ginning mills

TIER 1

During the reporting period, the first tier of Camilla’s primary supply chain was comprised of **25** individual manufacturing factories. This includes **14** direct factory suppliers, **8** agent partnerships, **2** license agreements and **1** sale or return agreement.¹

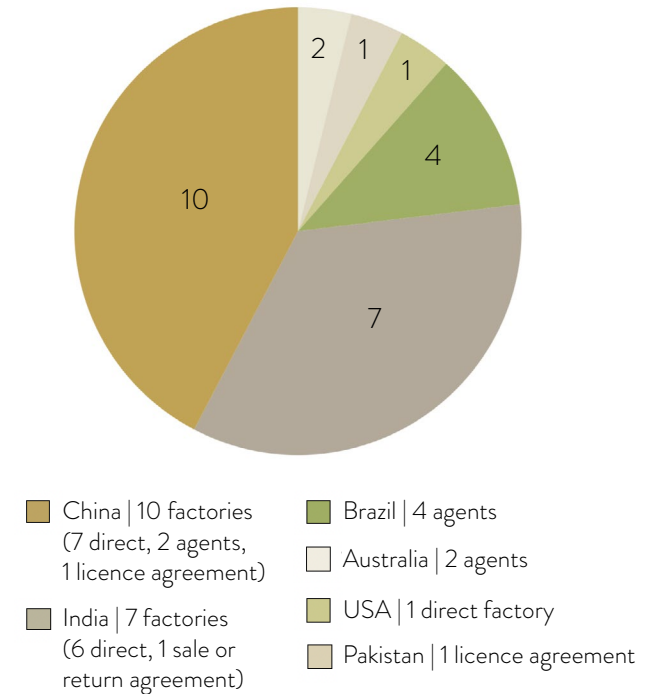
Of these Tier 1 facilities, 84% (21 out of 25 factories) provided us with current social audits, which address working conditions including health and safety and other key modern slavery risk indicators. The social audits are actioned by certified third party auditors, Sedex, Amfori BSCI and WRAP.

In terms of total number of facilities, most of these individual Tier 1 factories are located in China.

However, a significantly higher proportion (75%) of the overall value (by total direct procurement spend) of manufacturing activity occurs in India. This is reflective of Camilla’s longstanding (more than 14 years) commitment and relationship with a single key partner that is based in Gurugram, India.

This key partner owns three of our main Tier 1 manufacturing facilities and the one main printing factory. During the reporting period, 73% of Camilla’s total garment and accessory production by value, was produced by these core entities.

LOCATIONS OF FACILITIES IN TIER 1 OF PRIMARY SUPPLY CHAIN



¹*Direct factory supplier:* The relationship is directly with the manufacturing source. All communication and transactions are conducted directly with the factory teams.

Agent Partnership: The agent works as a mediator between Camilla and the manufacturers. They provide a service as a ‘middle-man’ to the supply chain.

License agreement: The Licensee enters into the agreement with Camilla for design assistance, production, packaging, dispatch and marketing assistance as specified, approved and agreed. The licensed product is sold via a wholesale agreement with department stores in addition to being sold in our channels.

Sale or Return Agreement: The agreement is with the brand to design and make product and Camilla agrees to stock in our stores on a sale or return basis.

Our key partner in India manages our main warehouse in India, employing nine staff. This warehouse has undergone a third party Sedex social audit. Our production and logistics team engage directly with the warehouse staff through what is essentially daily communication. Our top 5 suppliers produce over 90% of our total product at value and unit volume.

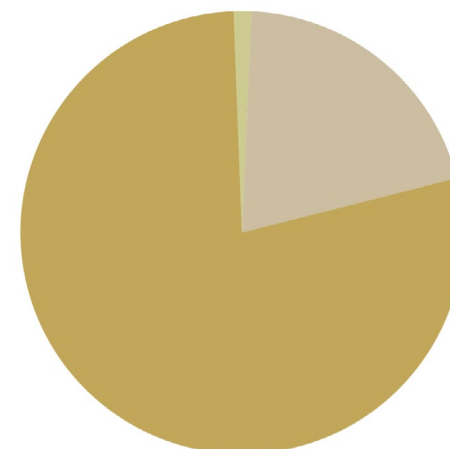
Many of our other manufacturing partners are longstanding relationships. Our China clothing manufacturer has been engaged for six years, and our swim/activewear suppliers for five years. Outside of our top five suppliers, we average a four year relationship with our partners, most of whom supply newer categories for Camilla.

A new state-of-the art print mill facility in India that forms part of the primary supply chain opened in 2020. Third-party certifications have been obtained from Sedex, OEKO-TEX® and LEED. It features a 230-person total workforce and operates 16 digital machines.

Four print houses, representing 92% of the total value of printing procurement in our primary supply chain, provided us with current Sedex and WRAP social audits during the reporting period.

Accessories that form part of our primary supply chain are made in Australia, USA, Brazil and Pakistan.

FY22 INTAKE AT VALUE
BY COUNTRY OF ORIGIN*



- India | 75%
- China | 23%
- *Note: Brazil, Pakistan, Australia and USA make up < 2%



TIER 2

The main fabric input for Camilla's product lines is silk, which is sourced from two mills located in the Shandong Province and Guangxi Zhuang Autonomous Region in China. Both mills source raw material from the same farms they have been in business relationships with for between 20 and 30 years. One of these mills has BSCI Amfori social audit program in place. During the next reporting period we will be undertaking further due diligence of the remaining mill.

Locations of material sourced for primary supply chain also includes Brazil, Italy, Spain, South Africa and the United States. This includes woven and knitted fabrics, leather, feathers, footwear and bag components, and packaging materials.

Our trims / hardware accessories are predominantly produced at one facility in Shenzhen, China. For hand-crafted trims and hardware for small volume orders we also occasionally source from local markets.

Fabric suppliers in the 2nd tier of our primary supply chain originate from six mills, located in Italy, Turkey and China.

Our leather supply chain includes three Brazilian tanneries that are managed through a single agent. These facilities have been certified to the 'Gold' standard by the leading global industry body, the Leather Working Group.

We also engage with a leather supplier in India (Chennai) that has 'Gold' standard certification with the Leather Working Group.

Our packaging is produced in two plants, one in Australia (Adelaide) and one in China (Heshan). Both facilities are owned and run by Australian-based entities with published modern slavery statements.

Labelling, including swing tags, is produced at two sites in Guangdong, China.

Camilla has a relatively limited collection of bed linen, which is sourced under a license agreement and manufactured in Pakistan. This represents a very small (< 1%) part of our overall business. We have a limited production of towels from China. Both these minor suppliers of towels and bedding products have been confirmed as having current social audits under Sedex 4P and BSCI Amfori. The Sedex 4P social audit for the manufacturer in Pakistan, found minor non-compliances in Health & Safety. They included having a safety nozzle installation, improved hygiene conditions in the canteen and work permits being available at point of use. These non-compliances have now been corrected and are now closed.



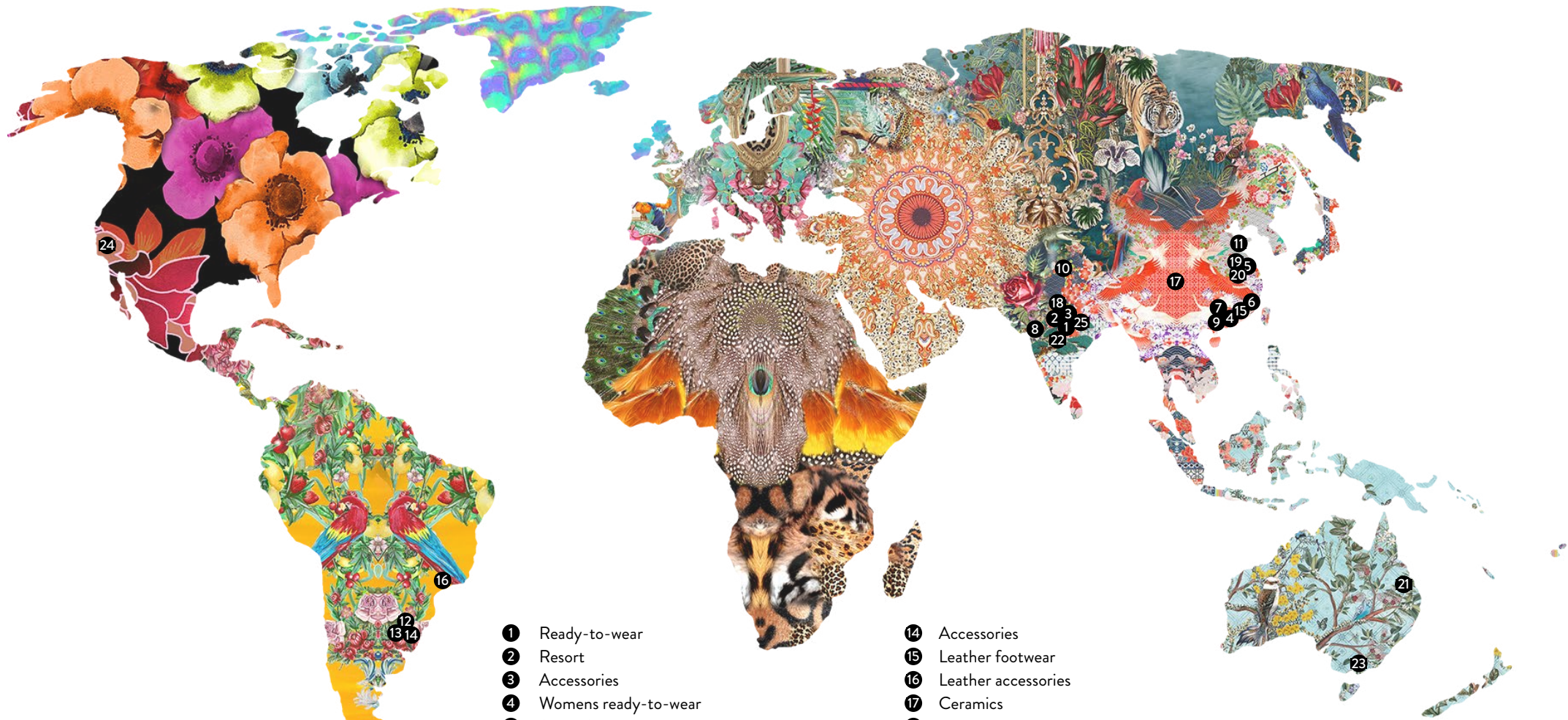


OTHER OPERATIONAL SUPPLY CHAINS

Like all businesses, we have a range of operational procurement activities that, although ancillary, nonetheless form part of the picture of our overall supply chain. Goods and services are procured for our head office activities, retail stores, distribution, and warehousing. This includes office and store equipment, stationery and marketing materials, cleaning services, packaging, and maintenance/facilities contractors.

Computers and other key advanced electronic componentry, which are virtually universal features of all office-type working environments are also commonly linked with potentially elevated modern slavery risks. For instance, advanced lithium-ion batteries used in laptops, mobile phones, tablets, and other advanced electronics devices are globally recognised as being at a high-risk of supply chains that involve child labour, forced labour and other exploitative modern slavery practices. We only source from reputable global companies and brands with their own supply chain due diligence practices.

PRIMARY SUPPLIERS MAP



- | | | | |
|---|----------------------------------|---|---------------------|
| ① | Ready-to-wear | ⑭ | Accessories |
| ② | Resort | ⑮ | Leather footwear |
| ③ | Accessories | ⑯ | Leather accessories |
| ④ | Womens ready-to-wear | ⑰ | Ceramics |
| ⑤ | Swim, Active, Body | ⑱ | Gifting |
| ⑥ | Kidswear, womens resort | ⑲ | Gifting |
| ⑦ | Womens swim | ⑳ | Wallpaper |
| ⑧ | Knitwear, clothing & accessories | ㉑ | Jewellery |
| ⑨ | Accessories | ㉒ | Fragrances |
| ⑩ | Bedding | ㉓ | Magnets |
| ⑪ | Towels | ㉔ | Accessories |
| ⑫ | Leather accessories | | |
| ⑬ | Leather accessories | | |

IDENTIFYING & ASSESSING MODERN SLAVERY RISK

The fashion apparel industries are widely recognised on a global scale as having significantly elevated modern slavery risks, particularly in the forms of forced labour, child labour and debt bondage. Low and underpayment of wages may be an indicator of forced labour. Low wages are common in the garment industry due to the fast turnarounds and low costs of clothing.

Several of the countries that feature in a primary supply chain are all geographies of particular concern in relation to modern slavery risk. Based on the Walk Free's Global Slavery Index, China and India are among the most at-risk countries when it comes to modern slavery in the garments (apparel & clothing accessories) industry. With our supply base concentrated in India, Camilla understands the importance of effectively identifying, addressing and assessing modern slavery risks. Our key partner in India employs skilled workers to execute the meticulous print placement for which our products are known. Hand cutting of silk garments is a highly involved process and requires precision to ensure perfect placement. In addition, a team of specialist artisans create bespoke embroidery and crystals designs that are all attached by hand.

Our key partner started its business with one factory and 20 workers. It now employs approximately 1200 people on a full-time basis, who work across three factories, a print mill, and head office premises.




More than 30% of our key partner's entire workforce has been employed for five years, and in many cases, much longer. The workplace environment prioritises a strong social network, support with medical/insurance and other benefits, and the adoption of a "family culture for open feedback in a comfortable workplace".



ASSESSMENT FOCUS TO DATE

Camilla recognises that we are still in the relatively early stages of developing and implementing our formalised response to modern slavery issues, with this being our inaugural reporting period and modern slavery statement under the Act.

To date we have focused on mapping Tier 1 and Tier 2 suppliers in our primary supply chain. Our targeted assessment approach is driven by a number of key (and often interrelated) factors:

-  Major suppliers (by total value) – being those with which there is likely to be the most influence, commercial leverage, and capacity for long-term partnership in responding to modern slavery issues
-  Location of operations with the highest recognised industry risk factors
-  Pre-existing relationship with suppliers and extended track record of operational transparency

When it comes to new supplier onboarding, Camilla's standard practice is, wherever practicable, for our product management team to directly attend and observe the operations at the prospective supplier's facility. When we enter a new supplier partnership, we ensure that our intent, requirements, and values are clearly aligned. This includes our zero-tolerance position in relation to all forms of modern slavery practices.

We welcome the global media and international human rights spotlight that has, in recent years, been pointed at the forced labour exploitation of the Uyghur people (and other ethnic minorities) in Xinjiang and beyond. We understand that one of the most significant raw materials linked to such modern slavery practices is cotton. Whilst cotton is not a fibre that is used in high volumes by Camilla, we have conducted due diligence with our primary supplier base for the purpose of confirming that we are not sourcing cotton (or any other product or material) that is known to be originating from the Xinjiang region.

Our jewelry maker (under a sale or return agreement for a manufacturer located in India) is due to complete an independent 3rd party social audit in the next reporting period (January 2023). Any significant results (from a modern slavery perspective) arising out of that audit process will be described in our next statement.



LIVING WAGE AUDIT

A 'living wage' is the minimum income necessary for a worker to meet the basic needs for themselves and dependant family members, based on calculated earnings from a standard working week.

Camilla is committed to undertaking a living wage audit for the workforce of our primary supply chain. Our next planned action is to undertake analysis to understand our supply chain living wage position. We intend to update our progress in our statement for the next reporting period.

ONGOING IMPACTS OF COVID-19 PANDEMIC

Camilla recognises the significant impact that the COVID-19 pandemic had (and, in some areas, continues to have) on key aspects of our supply chain. We have worked (and will continue to work) collaboratively to ensure all suppliers in our primary supply chain are supported. We did not cancel any orders with our suppliers. We have not imposed any penalties for late deliveries. We intend to continue our support as the effects on global production continue into the foreseeable future. We are committed to monitoring the ongoing situation and effectively managing any new or exacerbated risk areas.

ADDRESSING MODERN SLAVERY RISK

We did not become aware of any actual or suspected incidences of modern slavery in our supply chains or operations during the reporting period. Given the primacy of the relationship with our key partner in India (as described above), to date, we have prioritised the establishment of modern slavery risk due diligence practices with this entity.

As standard practice, each of our suppliers must undergo social audits conducted by independent, authorised third-party auditors. Camilla is committed to ensuring a fair and safe working environment for all workers in our supply chain and we require suppliers to provide a valid third-party social audit, and to agree to comply with our Supplier Code of Conduct. These audits must be renewed at least every 2 years.

During the reporting period, four of our manufacturers did not have social audits, they comprise 1% at cost value. Two have been exited from the business, the jewelry factory is due to complete the audit within FY23 and the remaining one manufactures in-home in USA where the risk of modern slavery is low.

Camilla imposes the following specific requirements for what we deem to be an acceptable social audit by active and prospective suppliers:

- Conducted by an independent third party,
- In the past 2 years,
- Uses the SMETA methodology,
- In line with the Ethical Trading Initiative (ETI) base code, and
- Ideally conducted on an unannounced or semi-announced basis

A Correct Action Plan Report (CAPR) must also be supplied along with the audit results. All non-compliances must be verified within the agreed timescale.

CAMILLA POLICIES & GOVERNANCE

Supplier Code of Conduct

All our direct suppliers (including agents, license and sale or return agreements) are required to abide by our Supplier Code of Conduct.

Suppliers are, in turn, responsible for ensuring compliance with our Supplier Code of Conduct is passed along their own supply chains. This includes their subcontractors, and their own suppliers.

Our Code of Conduct is based on the Ethical Trading Initiative (ETI) Base Code, Conventions of the International Labour Organisation (ILO) including the Declaration on Fundamental Principles and Rights at Work, as well as internationally recognised good labour practices.

Our Supplier Code of Conduct prescribes the following requirements:

- Employment is freely chosen
- No forced, bonded or involuntary prison labour
- Working conditions are safe and hygienic
- Child labour is not used
- Living wages are paid
- Working hours are not excessive
- No discrimination
- Regular employment is provided
- No harsh treatment

Our Supplier Code of Conduct conveys our zero-tolerance position towards any form of forced, bonded, trafficked or unlawful prison labour. Suppliers are required to have a written policy to reflect this and communicate it effectively.



Supplier Grievance Mechanism

The Camilla Whistleblower Policy has been communicated to all our primary supply chain. We have encouraged all suppliers to make the policy accessible to all workers, with a focus on conveying it as a means by which anyone can contact Camilla confidentially to communicate any concern. The policy has been translated into local languages and positioned in prominent, communal locations amongst the workplaces.

Our key partner also has its own governance procedures relating to Policy and Handling Mechanism. This documentation is produced in both English and Hindi.

The key partner's Grievance Handling Committee includes representatives from each factory. These representatives meet quarterly with the HR team. Complaint and suggestion boxes are placed prominent at every facility.

SUPPLIER ONBOARDING

During our on-boarding process, prospective new factories are briefed on Camilla policies and standards prior to commencing product sampling. Both the supplier and facilities are assessed for suitability for the Camilla production and responsible business practices (including worker protection and welfare).

CAMILLA POLICIES & EMPLOYEE EXPECTATIONS

The Camilla team are expected to adhere to our organisational values and ethical principles. Camilla has a process in place to support all new staff, aided by a suite of policies. This is available on the Go1 platform in Australia and ADP in the USA. These policies align with our commitment to ensuring legal compliance and promoting an ethical culture by observing the highest standards of fair dealing, honesty, and integrity in our business activities.

Camilla also has a suite of internal policies that are designed to address employee wellbeing and protection, whistleblowing (for any suspected misconduct or related concern), and responsible sourcing. Camilla team members are trained in relation to the content of our internal policies when they commence employment, as well as when these governance materials are periodically updated.

GOVERNANCE

The Camilla Board has ultimate responsibility for our response to modern slavery risks, including ensuring that an appropriate framework is developed, and continuously improved, for risk management practices and long-term strategies. All Board Reports include a section on Modern Slavery progress.

In 2021, Camilla established its formal ESG Program as part of our broader approach for responsible business strategy. This started to formalise and document actions – many of which were already in place and creates a pathway for measurable impact. This program reviews the current business performance and future opportunities for improvement across the 5 critical areas of Governance, Workers, Community, Environment and Customers.

ASSESSING EFFECTIVENESS

At Camilla, we appreciate that true progress in addressing deep rooted and expansive modern slavery issues throughout global garment and textile industries can only be achieved through long term commitments and meaningful collaborative partnerships.

Our current CSR committee will oversee the modern slavery planned actions. This is a pre-existing team from across various departments of the business. As part of the process of preparing this, our inaugural modern slavery statement, this Committee is planned to be allocated the internal, day-to-day future responsibility of handling Camilla's key actions, responsibilities, and targets relating to its modern slavery response.

The actions related to our modern slavery response will be aligned to our environmental social governance (ESG) strategy. Day-to-day responsibility of integration across the business will be managed by the ESG leader with regular updates provided to the CSR committee and the Board on progress of ESG issues relating to our modern slavery progress.

To continuously improve our approach to addressing these risks and achieving constructive outcomes, we know that it is vital to work closely with our business partners, third party stakeholders, and industry bodies.



We recognise the value in establishing clear frameworks, including specific key performance indicators (KPIs) to review our modern slavery response in future reporting periods. Accordingly, Camilla has developed the following planned focus areas, which we intend to use as a benchmark of our progress and effectiveness over the next reporting period:

KEY OBJECTIVE	PLANNED ACTIONS FOR NEXT REPORTING PERIOD
IMPROVED OVERALL SUPPLY CHAIN VISIBILITY	<p>Maintain (and improve) Tier 1 visibility.</p> <p>Ensure complete coverage of current social audit results for all Tier 1 factories (84% achieved for this reporting period).</p> <p>Continue mapping of Tier 2 suppliers with primary focus on identified areas of highest potential risk.</p> <p>Implement alternative due diligence approaches for Tier 2 suppliers where visibility into factory locations and operations cannot be sufficiently verified via our usual mapping processes.</p>
DESIGN LIVING WAGE AUDIT METHODOLOGY	<p>For all suppliers in Tier 1, ensure social compliance process is supported and encouraged, and proactively monitor corrective action plans. Tier 2 where possible encourage a social compliance framework.</p> <p>Design an approach to the selection of key suppliers (covering both India and China) and a methodology that ensures the definition of 'living wage' to be applied in the audit is substantively aligned with current best practice.</p> <p>Carry out an analysis of our primary supply chain to understand our living wage position.</p>

KEY OBJECTIVE

PLANNED ACTIONS FOR NEXT REPORTING PERIOD

MORE FULLY DEVELOP AND IMPLEMENT INTERNAL GOVERNANCE PRACTICES EXPRESSLY RELATING TO MODERN SLAVERY

Finalise ESG Strategy development that is currently underway, including embedding within Camilla’s overall responsible business strategy.

CRS Committee to track modern slavery response. Regular Board reporting to include progress on modern slavery response.

Deliver tailored internal training to ensure awareness of modern slavery and potential risks in our business.

Closely monitor trends in reported supply chain risks in relevant geographic regions and industry categories.

Prompt and targeted due diligence to be undertaken if specific risk applies to Camilla’s primary supply chain.

Re-establish on-ground site visits to Tier 1 factories (assuming continued easing of applicable COVID-19-related restrictions).

Scoping and feasibility assessment to specifically investigate and report on the inclusion (and practical impact) of incorporating express contractual provisions relating to modern slavery in Camilla’s standard Supplier Agreement.

Actively promote Camilla’s Whistle-blower Policy to encourage suppliers to raise concerns regarding suspected unethical, illegal, or fraudulent conduct that may relate to, or otherwise indicate, potential areas of modern slavery risk.

A fashion advertisement featuring two models in elaborate, floral-patterned dresses. The model on the left wears a light blue dress with a multi-colored floral print, a high collar, and long sleeves. The model on the right wears a pink dress with a similar floral print, a V-neckline, and long sleeves. Both models are wearing large, ornate jewelry, including necklaces and earrings. They are positioned behind a large, white spiderweb that spans the entire frame. The background is dark, suggesting a night setting. The brand name 'Camilla' is written in a white, cursive font across the center of the image.

Camilla