



Code of Conduct

For any questions regarding our codes, policies or our wider Aje Aware program, please contact ajeaware@ajeworld.com

Introduction to 'Aje Aware' – Our Code of Conduct

Aje Wholesaling Pty Ltd trading as "Aje" (Aje, us, we) is proud to introduce "Aje Aware" – our Code of Conduct and associated program for ensuring we meet our objectives in the areas of:

- Diversity, Inclusion and Equality
- Labour Practices
- Environmental Impacts
- Animal Welfare
- Responsible Sourcing and Procurement

This Aje Aware Code of Conduct (Code or Code of Conduct) applies to Aje and wherever possible, we seek to ensure its application to our supply chain, retail partners, employees, contractors and other stakeholders (collectively, our broader Aje World Partners).

Aje is on a journey to be more "Aware". We understand we are not perfect, but aim to be more aware of the impacts of our business on those around us, and the opportunities we have to convert this awareness into impact.

Our mantra is:

"Minimising Our Impact On Earth, Maximising Our Impact On Humanity"

Diversity, Inclusion & Equality

We are a brand with integrity and conscience, reflected in the individuals and culture of our company. We have a responsibility to protect and nurture each individual within our Aje World.

We recognise that different cultures, legal and ethical systems exist in the countries in which we do business. This Code sets out the fundamental requirements that we expect within our business and within each of our Aje World Partners in respect of diversity, inclusion and equality for all individuals.

At Aje we are passionate about creating an all-encompassing and nurturing workplace that promotes and values diversity and multiplicity. We encourage all within the Aje family to express their individuality, creativity, authenticity, and passion.

We strive to build and nurture a culture where inclusiveness is not an initiative. We are committed to providing equal opportunities and the principle of equality in accordance with relevant legislative provisions.

At Aje we will continue to support diversity in race, ethnicity, age, gender identity, gender orientation, physical and mental abilities. More importantly, creating an environment where each individual is supported to achieve their potential with encouragement, fostering and nurturing.

At Aje, we commit that we will, and we expect that our Aje World Partners will:

- abide by Federal and State based Australian laws in respect of discrimination and equal opportunity in respect of our Australian operations.
- comply with local discrimination and equal opportunity legal requirements for our Aje Partners based abroad.
- place particular focus on ways we can support our indigenous Australian communities and Aje World members' local first nation people.
- prioritise diversity in recruitment across the Aje network.
- have zero tolerance on racism and discrimination, bullying and harassment.
- encourage all Aje World Partners to participate, contribute and align with our Diversity, Inclusion & Equality commitments.

- ensure Aje World Partners have a policy against discrimination and harassment which has been communicated to all workers employed.
- implement additional training within Aje to educate our team on the importance of diversity and equality.

In the event there is a violation of our Code or an Aje World Partner does not demonstrate a willingness to comply with our diversity, inclusion and equality stance, Aje reserves the right to review our business partnership with such party (entirely or in part). Aje also reserves the right to present a remediation plan to such Aje World Partner.

Labour Practices

At Aje our commitment to nurturing and protecting individuals within our Aje World which means each individual within the Aje World is to be treated fairly within their place of work. This goes beyond our head office and extends to all Aje World Partners, particularly those within our supply chain who make our beautiful clothes and accessories.

Our Code requires our Aje team and our Aje World Partners to focus on their labour practices to ensure that all workers are treated respectfully, with dignity and in accordance with the laws of their location. This includes adopting the principles set out in the ETI Base Code, founded on the conventions of the International Labour Organisation, such principles being:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

In applying our Code for Labour Practices, Aje:

- expects all Aje World Partners, particularly our vendors and manufacturers to comply with this Code and adopt the principles of the ETI Base Code.
- requires all Aje World partners to be transparent, honest and open in their dealings with Aje and to allow Aje to validate compliance with this Code and the ETI Base Code as and when required. For the avoidance of doubt, Aje (or its representatives) may require information about Aje World Partners' workplaces and supply chains, including physical access and audits.
- requires its Aje World Partners to comply with local laws in their place of work at all times and adopt and apply standards that meet or exceed this Code and the ETI Base Code. Each Aje World Partner must achieve this within their business, and within their own supply chain network more broadly.

In the event there is a violation of our Code or an Aje World Partner does not demonstrate a willingness to comply with our labour practices stance, Aje reserves the right to review our business partnership with such party (entirely or in part). Aje also reserves the right to present a remediation plan to such Aje World Partner.

Environmental Impacts

Aje believes that we have a responsibility to protect and nurture the planet. In Australia, Aje acknowledges the traditional Aboriginal and Torres Strait Island owners and custodians of the land on which we walk.

Water pollution, air pollution, increased waste, depletion of natural resources, loss of biodiversity, destruction of ecosystems, impacts on traditional custodians of lands and global climate change are all areas Aje seeks to have an impact. We recognise that there are various local and international environmental guidelines which exist in countries in which we operate. This Code sets out the fundamental requirements that Aje expects of itself and its Aje World Partners, when considering our environmental impact.

At Aje, we commit to designing and manufacturing our products with sustainable consideration and the aim of reducing our waste and the use of non-recyclables.

As part of our Environmental Impacts Code, Aje will and expects that Aje World Partners will:

- Comply with all applicable environmental laws in their relevant jurisdictions.
- Exercise compliance with International Environment Management Standards like or similar to ISO: 14001:2015 Environmental management systems.
- Minimise the use of plastics within our supply chain.
- Ensure any materials, dyes or chemicals used in the manufacture of our products do not contain harmful substances.
- Measure, analyse and manage the carbon footprint of our business activities and expect our Aje World Partners to do the same.
- Mitigate and reduce our energy consumption, waste, greenhouse gas emissions, biodiversity impacts and carbon footprint.
- Reduce water usage throughout our supply chain, focusing on a considered approach to natural fibre farming, fabric and denim dyeing, fabric and denim washing, and disposal of substances within negative environmental impacts in an appropriate manner.
- Prevent pollution and waste, while reducing consumption of all natural resources wherever possible.
- Implement waste management strategies that promote a circular economy. Recover, reuse & recycle.
- Continue to educate & invest in technologies which provide alternatives to travel and movement of freight.
- Adopting a procurement programme which considers the environmental impact of products and services we offer while supporting the development and purchase of sustainable products.
- Educate and train our staff of the environmental impacts of their work activities and encourage regular awareness and training to minimise impacts.

As guidelines adapt in the future, we expect Aje World Partners to comply with any new environmental regulations and updates to this Code. In applying our Code for Environmental Impacts, Aje:

- expects all Aje World Partners, particularly our vendors and manufacturers to comply with this Code.
- requires all Aje World Partners to be transparent, honest and open in their dealings with Aje and to allow Aje to validate compliance with this Code as and when required. For the avoidance of doubt, Aje (or its representatives) may require information about Aje World Partners' workplaces and supply chains, including physical access and audits.
- requires its Aje World Partners to comply with local laws in their place of work at all times and adopt and apply standards that meet or exceed this Code. Each Aje World Partner must achieve this within their business, and within their own supply chain network more broadly.

In the event there is a violation of our Code or an Aje World Partner does not demonstrate a willingness to comply with our Environmental Impacts stance, Aje reserves the right to review our business partnership with such party (entirely or in part). Aje also reserves the right to present a remediation plan to such Aje World Partner.

Animal Protection & Welfare

We have a responsibility to protect and care for all species in our ecosystem. Aje recognises the importance of our protecting the welfare of all animal species. We recognise that there are various local and international animal welfare guidelines which exist in countries in which Aje operates. We believe animal welfare is equally linked with responsible sourcing.

Our Code sets out the fundamental requirements that Aje will work towards and which all Aje World Partners will be expected to adhere to and work towards.

Our Animal Protection and Welfare Code defines minimum standards we expect of ourselves and of our Aje Partners, including ensuring:

- guidance from **CITES - Convention on International Trade in Endangered Species** is followed, to ensure endangered species are not selected for the development and production of any Aje merchandise.
- products we manufacture are labelled correctly, defining accurate composition of material used.
- products where imitation animal matter materials may be used must include "Faux" on label or other such designation sufficient to indicate the product is not made from animal derivatives.
- animals must be treated humanely, ensuring harmful processes are not employed during farming and care. All animals must be free from hunger, thirst, discomfort, pain, disease, and distress.
- animals are not used for any type of testing on any type of Aje products.

We stand by and will not seek, develop, or producing merchandise using the following animal matter or farming practices:

- **Fur** – * A fur item may be defined as anything made of or containing the actual fur of an animal, including trim. It does not include fleece (such as wool or shearling products) or skin (such as leather or calf-hair leather). It also does not include fake or faux fur.
- **Feathers** – * Animals are not subject to live plucking, if feathers are selected for use in merchandise all down must be responsibly sourced, ensuring feathers and down have been collected without causing undue harm.
- **Angora (Rabbit)** – * Animals are not subject to live plucking, if angora is selected for use in merchandise all angora must be responsibly sourced, ensuring angora has been collected without causing undue harm.
- **Mulesing** – * Animals are not subject to mulesing, if mulesing is evident, vendor must show phased approach to transition away from mulesing.
- **Exotic Skins** – * skins from exotic animals are not selected to use in development or manufacturing of our product such as but not limited to Snakes, Lizards, alligators, crocodiles, and other exotic reptiles.
- **Seashells & Pearls** – * must be sourced from sustainable farms only and not pulled from any coral or natural reefs

As guidelines adapt in the future, we expect Aje World Partners to comply with any new regulations and updates to this Code. In applying our Code for Animal Protection and Welfare, Aje:

- expects all Aje World Partners, particularly our vendors and manufacturers to comply with this Code.
- requires all Aje World Partners to be transparent, honest and open in their dealings with Aje and to allow Aje to validate compliance with this Code as and when required. For the avoidance of doubt, Aje (or its representatives) may require information about Aje World Partners' workplaces and supply chains, including physical access and audits.
- requires its Aje World Partners to comply with local laws in their place of work at all times and adopt and apply standards that meet or exceed this Code. Each Aje World Partner must achieve this within their business, and within their own supply chain network more broadly.

In the event there is a violation of our Code or an Aje World Partner does not demonstrate a willingness to comply with our Animal Protection and Welfare stance, Aje reserves the right to review our business partnership with such party (entirely or in part). Aje also reserves the right to present a remediation plan to such Aje World Partner.

Responsible Sourcing & Procurement

Our Responsible Sourcing and Procurement Code defines minimum standards of our responsible behaviour when sourcing products and materials. Aje seeks to ensure that our materials, development and production will not have an adverse impact on people or our planet. To encourage responsible sourcing and procurement at all levels of our business, Aje and its Aje World Partners must:

- exercise compliance with standards like or similar to **ISO 20400:2017 Sustainable Procurement — Guidance**.
- be committed to improving transparency and traceability through all tiers of our supply chain.
- not subcontract the production of finished goods to any third party without Aje's prior consent. Any Aje World Partner engaging a sub-contractor with our consent must include a contractual provision requiring compliance with our Codes.
- ensure responsible sourcing of key raw materials used in our products, namely cotton, linen, silk and leather, while increasing the use and selection of sustainably sourced materials.
- ensure that cotton within our supply chain is not sourced or purchased from Uzbekistan and Turkmenistan.
- provide supporting documentation similar to a Certificate of Origin validation for all cotton and wooden materials sourced when requested.
- ensure that all raw materials and materials purchased by Aje World Partners on behalf of Aje can be referenced to complete records showing Country of Origin, Name of Mill/vendor supplying, and Volume of item purchased.
- ensure responsible sourcing of materials for our retail store construction and fit out – such as natural stones, timber, metals, and paints.
- ensure all Aje World Partners exercise compliance with guidelines similar to or alike **SVHC (Substances of very high concern)** and **RSLs (Restricted substances lists)** aligned with **REACH** European Community Regulation on chemicals and their safe use.

- ensure that any materials, dyes or chemicals used in the manufacture of our product, fabrics, leather and/or textile related products should present no material risk to health or the environment during use or disposal.
- ensure that the use of water and power consumption throughout our supply chain is considered and environmental conscious, spotlighting on natural fibre farming, fabric and denim dyeing, fabric and denim washing, and disposal of harmful fabric dyes.

As guidelines adapt in the future, we expect Aje World Partners to comply with any new regulations and updates to this Code. In applying our Code for Responsible Sourcing and Procurement, Aje:

- expects all Aje World Partners, particularly our vendors and manufacturers to comply with this Code.
- requires all Aje World Partners to be transparent, honest and open in their dealings with Aje and to allow Aje to validate compliance with this Code as and when required. For the avoidance of doubt, Aje (or its representatives) may require information about Aje World Partners' workplaces and supply chains, including physical access and audits.
- requires its Aje World Partners to comply with local laws in their place of work at all times and adopt and apply standards that meet or exceed this Code. Each Aje World Partner must achieve this within their business, and within their own supply chain network more broadly.

In the event there is a violation of our Code or an Aje World Partner does not demonstrate a willingness to comply with our Responsible Sourcing and Procurement stance, Aje reserves the right to review our business partnership with such party (entirely or in part). Aje also reserves the right to present a remediation plan to such Aje World Partner.

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