

A woman with her hair pulled back, wearing a white, long-sleeved, form-fitting dress, is floating on her back in a body of water. The water is dark blue with intricate, golden-brown ripples and reflections, creating a shimmering effect. The woman's head is above water, and she is looking directly at the camera with a neutral expression. The overall mood is serene yet somber.

Aje.

AJE.ATHLETICA

Modern Slavery Statement

1 JULY 2022 – 30 JUNE 2023

ADOPTED BY THE BOARD JUNE 2023

Acknowledgment of Country

AJE acknowledges the Traditional Custodians of the land on which we work, live, and learn. We pay our respects to their elder's 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.



Contents

1. Introduction
2. Our Operations and Supply Chains
3. Risk in our Supply Chains and Operations
4. Approach to Addressing Risks
5. Measuring our Effectiveness
6. Consultation



Introduction

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 and AJE ATHLETICA ('AJE', 'we', 'our' or 'us').

This is the first Modern Slavery Statement for AJE and has been prepared in accordance with the Modern Slavery Act 2018 (Cth) (**Act**) and covers the period 1 July 2022 to 30 June 2023 (**Reporting Period**). This statement encompasses the 'Aje' and 'AJE ATHLETICA' brands which form part of the AJE.

AJE opposes slavery in all its forms. Our annual review process includes proactive measures to detect, address, and reduce the risk of modern slavery within our operations and supply chains. These efforts are integrated into our governance and operational structures.

ABOUT

AJE is a contemporary Australian fashion brand dedicated to raw beauty, tough femininity and effortless cool.

AJE are the pioneers of Australia's quintessential coastal to urban style. The AJE signature collection is a curated mix of effortless women's ready-to-wear clothing, statement occasion pieces, active apparel, accessories, and children's wear, each crafted with luxurious sensibilities.

Best friends Adrian Norris and Edwina Forest founded the brand in 2008. The duo's coveted creations illustrate a pure reflection of their learnings and

background, with Adrian's training at the acclaimed Venetian Art School, Liceo Artistico Venezia, and Edwina's tenure at leading fashion magazine, RUSSH. At AJE, we believe that fashion can be a catalyst for positive change. AJE is dedicated to ethical and sustainable business practices and strongly opposes slavery in all forms.

Introduced in 2021, AJE ATHLETICA was designed to embody a lifestyle of confidence and wellness, offering customers a statement of individuality and testament to their unwavering commitment to self-expression, style and wellbeing. Under joint creative direction, AJE ATHLETICA collections are meticulously crafted for people who are constantly on the move – seamlessly blending style and functionality.

From our responsibly sourced materials to our ethical manufacturing processes, AJE are dedicated to ensuring that every aspect of our business aligns with our values.

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.



Our Operations and Supply Chains

AJE has 45 retail stores; 42 in Australia and 3 in New Zealand. AJE operates an international online store that ships to 62 countries and has 96 international 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, Minto, Eastern Creek & Auburn. The international partnership centre is located in Hong Kong.

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

MANUFACTURING PARTNERS

Supply chain transparency is a priority for AJE, and we recognise its role in the prevention of modern slavery.

AJE collaborates with various partners to manufacture their products which have complex supply chains, we describe our tier 1 to tier 5 suppliers as follows:

TERM	DEFINITION	EXAMPLE
Tier 1	Final Stage Manufacturing and Assembly	Garments are sewn or assembled
Tier 2	Fabric (Material) Manufacturing	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	Material Sourcing	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 Fiscal year 2023 AJE and AJE ATHLETICA shared:

NUMBER OF DIRECT SUPPLIERS	NUMBER OF MANUFACTURING PARTNERS	NUMBER OF WORKERS IN TIER 1 FACILITIES	LOCATION BREAKDOWN
27	34	Near to 10,000 workers in tier 1 factories	China (74%) India (18%) Indonesia (6%) Australia (3%)

AJE engages a total of 27 suppliers across China, India and Indonesia. Two of those suppliers are engaged for the Active Product forming part of AJE ATHLETICA's ranges, while the balance is utilised by the 'Aje' brand.

The size of AJE's garment suppliers range from small to medium, with the smallest supplier employing 29 workers and the largest employing between 500 and 2,700 workers.

The Manufacturing techniques used to create our garments consist of:

1. Hand work such as patternmaking, cutting, hand sewing, beading and embroidery;
2. Machine work comprising of digital computer work for fabric printing and digitalembroideries; and
3. Machine works which cover larger fabric cutting tasks, garment sewing, pressing, denim laundering and fabric inspections.

Our Operations and Supply Chains (Cont'd)

AJE's garment suppliers are responsible for the development and manufacture of all types of women's clothing products including dresses, blouses, skirts, shorts, pants, jackets, coats and tailored pieces. Categories of clothing cover, Wovens, Cut and Sew, Knitwear, Denim, Leather and Polyurethane type product. We use fabrics in compositions like cottons, silks, linens, polyester, rayon, wool, acrylic, cow leather and buffalo leather. All compositions can also be found in blended versions and in some in recycled, organic and or sustainable options. Our garments are most commonly trimmed with embellishments and embroideries or fabric manipulation like ruching, pleating, tucking and gathering. If garments are trimmed with beading and embroidery the adornment is mostly commonly trimmings of glass, acrylic, polyester, pearl or metallic.

Our footwear and accessories account for a small portion of AJE's business. AJE engages a total of 6 suppliers for footwear and accessories, with 5 located in China and 1 in Indonesia. The size of our accessory suppliers are small and in total employ around 550 workers. The Manufacturing techniques used are predominantly by hand with specialties in leather work and mould casting. AJE accessory suppliers are responsible for the development and manufacture of products such as shoes, bags, small leather goods, hats and headwear. Other Accessories and Jewellery utilise materials like Leather, Polyurethane Leather (PU), Cotton, Canvas, and Brass. Our Jewellery is most commonly brass based with a Silver or Gold coating and sometimes trimmed with freshwater pearls.

Our commitment to combatting modern slavery extends throughout our supply chain, encompassing not only our primary manufacturing partners but also our accessory suppliers responsible for producing items such as socks, water bottles, and related accessories for AJE ATHLETICA. We recognise the importance of vigilance in these facets of our product line,

understanding that the responsibility for ethical practices spans across all our partners. In addition to continuous monitoring and assessments, we will maintain an open channel of communication and conduct regular site visits with these accessory suppliers. This proactive approach ensures that our dedication to eradicating modern slavery remains comprehensive and unwavering, reinforcing our standards and values across every aspect of our operations.

NON-TRADE PROCUREMENT

AJE's Non-trade Procurement (NTP) primarily focuses on operations within Australia and New Zealand, spanning a diverse range of services across eight significant sectors. The most prominent sectors in terms of service allocation are Freight and Logistics, which capture 38% of the services, closely followed by Rent and Outgoings at 33%, and Marketing, PR, and Content Development at 14%. The remaining service sectors, including Professional Services (3%), Computer Expenses (3%), Packaging (3%), and Travel (1%), make up the rest of the procurement process.

For the Reporting Period, AJE engaged with 824 NTP suppliers. Of which 26 of those NTP suppliers account for 30% of the overall NTP expenditure.

Our primary operations were centred around three main categories:

1. Freight and logistics;
2. Rent and outgoings; and
3. Marketing, PR, and Content Development.

AJE ATHLETICA



Risks in our Supply Chains and Operations

In assessing modern slavery risks in our supply chains, AJE acknowledges our prevalence in the fashion industry from which we operate, the products we sell, as well as the production locations where our products are produced. As a result, we adopt a proactive and vigilant approach to identify, assess, and effectively mitigate these risks throughout all aspects of our operations and within the fashion supply chain.

Our risk assessment procedure has revealed that while the likelihood of us directly causing or contributing to modern slavery risks within our operations and supply chains is low, there exists a potential risk of association within the broader expanse of our supply chains. This acknowledgment underscores the necessity for AJE to remain alert and vigilant, particularly considering evolving circumstances, as any actions or behaviours that might transpire could potentially shift us from a stance of mere association to one of contributing to modern slavery.

AJE's approach to risk assessment consisted of desk-based research, supply chain mapping and audit, risk assessments via SEDEX, as well as focused due diligence and stakeholder engagement.



Risks in our Supply Chains and Operations (Cont'd)

MANUFACTURING PARTNERS

AJE acknowledges the significant modern slavery risks present in the fashion industry, which can manifest at various stages of the supply chain, including raw material sourcing, garment production, subcontracting, and among vulnerable worker groups like migrants. Factors such as lack of transparency and recruitment fees contribute to these risks. Challenges related to Uyghur forced labour, child labour in the cotton supply chain and inadequate living wages in the fashion sector are specific to the fashion industry and are continued to be a key focus of attention for AJE.

While AJE has taken steps to enhance transparency, there are existing gaps in supply chain management generally. Limited visibility beyond the tier 1 of the supply chain poses risks as issues further down may go unnoticed. The COVID-19 pandemic has resulted in some disruption to factory visits (which would otherwise occur), affecting the assessment of working conditions and compliance during those affected periods. Site visits are a practice which AJE otherwise implements and will continue to implement in order to ensure multi-tiered compliance by our manufacturing partners. AJE also recognises a gap in integrating ethical considerations into sourcing, pricing and production decisions, which can result in overlooking fair labour and sustainability costs. Addressing this involves implementing responsible buying practices to align business decisions with ethical values and enhance consumer trust.

The top identified modern slavery risks for AJE mirror industry challenges, focusing on the cotton supply chain's Uyghur forced labour and child labour issues and the broader concern of inadequate living wages in the fashion sector.

NON-TRADE PROCUREMENT SUPPLIERS - MODERN SLAVERY

During the Reporting Period, AJE conducted a risk assessment of non-trade suppliers, identifying 22 potentially high-risk suppliers in categories such as freight and logistics, rent and outgoing, marketing, PR and content development. These suppliers constitute a significant portion of AJE's non-trade expenditure. While these suppliers are mainly based in Australia, which is considered low risk for slavery, the Global Slavery Index indicates the presence of over 40,000 slaves in the country, necessitating steps to mitigate this risk from entering AJE's operations and supply chain.

AJE is yet to implement its Social Compliance Program with non-trade procurement suppliers. The top identified modern slavery risks involve the engagement of a vulnerable workforce, increasing the susceptibility to exploitation and potentially leading to bonded or coerced labour. Additionally, unauthorised subcontracting could introduce modern slavery instances during the manufacturing of goods or service delivery.



Approach to Addressing Risks

AJE recognises that the fashion industry carries a high risk of modern slavery. As a result, AJE has made substantial investments in the assessment and mitigation of modern slavery risks within its supply chain, and we are committed to further enhancing these efforts.

GOVERNANCE

To enhance our understanding of modern slavery risks within our operations and supply chain, we established a Modern Slavery Cross-Functional Team in April 2023. This team convenes regular meetings to assess progress, address emerging patterns and strategies future efforts to combat modern slavery. Comprised of members from various departments, including the C-suite, finance, logistics, merchandise, sourcing, design, ethical sourcing, and human resources, this team collectively drives our initiatives. Additionally, AJE has enlisted an ESG Manager, who is responsible for daily evaluation and mitigation of modern slavery risks. The ESG manager collaborates closely with the cross-functional team to ensure comprehensive efforts in this regard. AJE is committed to site visits for face-to-face engagement with our suppliers and manufacturing partners.

Approach to Addressing Risks (Cont'd)

SUPPLY CHAIN MAPPING

We have created comprehensive maps of our Tier 1 suppliers which offers valuable insights into these key segments of our supply chain.

RELEVANT MEMBERSHIPS AND PARTNERSHIPS

Collaboration in the fashion industry is vital for sustainability and ethics, including reducing modern slavery risks. Brands, manufacturers, suppliers and stakeholders must unite for meaningful change. Collective action shares resources, and best practices, and addresses transparency, labour rights, waste reduction and responsible sourcing. Collaboration fosters knowledge exchange and magnifies impact, driving long-term positive transformation toward a more ethical and sustainable industry. Our collaboration is demonstrated as follows:

1. United Nations Global Compact Network of Australia (UNGCNA)

In July 2022, AJE joined the UNGCNA and actively participates in meetings, webinars, and events. This membership contributes to a better understanding of the risks related to Modern Slavery.

2. Ethical Trading Initiative (ETI)

The ETI Base Code provides a comprehensive framework covering key principles related to labour rights, worker well-being, and environmental

considerations. The ETI serves as the foundation for AJE's Supplier Code of Conduct, highlighting the company's strong commitment to ethical and responsible practices within its supply chain. By aligning their Supplier Code of Conduct with this respected industry standard, AJE aims to ensure that all stakeholders within their supply chain adhere to the highest standards of fairness, transparency, and sustainability. This commitment reinforces our dedication to ethical practices and the fair treatment of workers, playing a crucial role in our efforts to combat modern slavery and ensure responsible sourcing.

3. SEDEX

AJE uses the SEDEX platform to evaluate ethical audits conducted across our network of manufacturing partners, ensuring high ethical standards. All Tier 1 supplier sites are required to register on the SEDEX platform and complete a comprehensive Self-Assessment Questionnaire, for transparency and accountability. SEDEX is pivotal in our commitment to a responsible and ethical supply chain. It streamlines auditing, reinforces transparency, and aligns with our dedication to ethical sourcing.

4. Outland Denim

Outland Denim has achieved a significant milestone by attaining B Corporation™ certification. This certification marks Outland Denim as a pioneer in the global movement towards an economy that prioritises inclusivity, equity, and regeneration. Their unwavering commitment to combating modern slavery has earned them recognition. Therefore, it was an honour for AJE to collaborate with them for their Resort Collection, which showcased five compelling pieces on the runway in May 2023.

Approach to Addressing Risks (Cont'd)

5. Cotton Pledge

In 2022, AJE demonstrated its commitment to responsible sourcing by signing the Turkmen Cotton Pledge. This shows our dedication to ethical and sustainable sourcing in the fashion industry. Our support for this pledge helps protect human rights and the well-being of workers in the cotton supply chain.

SUPPLIER CODE OF CONDUCT

All suppliers, both new and existing, must consistently endorse and adhere to the AJE Supplier Code of Conduct (Code) before conducting business with AJE. Our Code draws its foundation from the ETI Base Code and encompasses not only our values but also the essential criteria for engaging in business with AJE. This pertains to matters of environmental stewardship, social responsibility, and ethical conduct across our supply chain.

AJE's procurement and audit process assesses suppliers' ongoing compliance with the Code.

COTTON DUE DILIGENCE

AJE established a Preferred Fibre List based on industry best practices. We are actively working on a strategic initiative to increase the use of these preferred

fibres in our collections, with a primary focus on elevating cotton utilisation over the next 12 months.

1. Collaborative Initiatives

We have engaged in partnerships, such as our collaboration with Outland Denim, a company that has achieved complete traceability across its supply chain. Outland Denim's proactive management of slavery risks within its supply chain aligns with our priorities.

2. Leveraging Technology

By harnessing the capabilities of Good Earth Cotton in conjunction with the innovative technology of FibreTrace, we are poised to achieve comprehensive visibility into our supply chain. This heightened visibility empowers us to effectively manage associated risks.

3. Supplier Engagement

Collaborating closely with our existing suppliers, we diligently trace the journey of our garments back to the origin, right down to the cotton farm. This approach is designed to enhance our capacity to proactively address potential risks within the supply chain.

These multifaceted endeavours underscore our commitment to responsible practices, particularly within the realm of Cotton sourcing, as we strive to ensure greater transparency, risk management, and ethical excellence in our operations.

STAFF TRAINING AND SUPPORT

During the Reporting Period, AJE's appointed ESG Manager undertook the responsibility of training new and existing head office staff, encompassing a 90%, on a comprehensive array of topics pertaining to Environmental, Social, and Governance (ESG) considerations, as well as the intricate realm of Modern Slavery.

These training sessions were tailored to cater to the requirements and interests of individual departments within the organisation. The overarching aim of this initiative was to empower our team with an understanding of ESG principles and the nuances surrounding Modern Slavery.

AJE SOCIAL COMPLIANCE PROGRAM

AJE has established a Social Compliance Program for its manufacturing partners and requires all manufacturing partners to adhere to this program. This program requires partners to endorse AJE's Supplier Code of Conduct, provide detailed information about their supply chain, and register with the Supplier Ethical Data Exchange (SEDEX). The partners must also complete a self-assessment questionnaire and submit a valid ethical audit conducted by an impartial third party in the past 12 months.

The data from these assessments and audits forms the foundation of AJE's Social Compliance Program, allowing AJE to enforce restrictions on orders from facilities that do not meet its strict standards. AJE's commitment to transparency and responsible practices is a driving force behind these efforts.





LIVING WAGES PROJECT

To ensure that our expectations regarding living wages are met, AJE initiated a pilot project in Indonesia during the Reporting Period. We engaged IMPACTT to conduct an ethical and community assessment on one of AJE's longest-standing supplier relationships in Bali, which spans 15 years. The assessment aims to evaluate and provide suggestions for improving ethical practices, including wage practices, and to identify ways AJE can enhance support for employees and their families, ultimately seeking to increase the company's positive impact.



Measuring our Effectiveness

Our commitment to evaluating and mitigating modern slavery risks is an ongoing journey of improvement. We continually assess the effectiveness of our efforts throughout our corporate framework.

Our vigilance involves continuous monitoring of key programs and activities, using a combination of quantitative and qualitative assessments. We acknowledge the evolving nature of modern slavery and the need to periodically review and adapt our measures.

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

PROGRAM	ACTIVITY	FUTURE COMMITMENTS
Governance	<ol style="list-style-type: none"> 1. Requirements of Modern Slavery Act outlined to the Board. 2. Review and revise policy and procedures. 3. Contract templates updated. 4. Supplier Code of Conduct updated. 5. Reporting and progress provided to Modern Slavery Steering Committee. 	Maintain existing initiatives and review policies as required.
Participation	<ol style="list-style-type: none"> 1. Participate in global cotton initiatives and establish clear traceability for the cotton supply chain. 	Continue augmenting product offering to incorporate an increased percentage of Good Earth Cotton supported byFibreTrace.
	<ol style="list-style-type: none"> 2. Engage with industry stakeholders and peers: Hosted a roundtable for Australian fashion brands to consider how we might all align with the UFLPA requirements and guarantee the absence of Uyghur Forced Labour within our cotton supply chains. 3. Co-hosted a forum titled: "Tracing Cotton Supply Chains Together: A Focus on Human Rights in Cotton" (June 2023). 	Further consider how we might work together with other Australian fashion brands to combat modern slavery.

Measuring our Effectiveness (Cont'd)

PROGRAM	ACTIVITY	FUTURE COMMITMENTS
Participation (Cont'd)	4. Committed to a Living Wages Pilot Project in Bali, employing independent third party Impact to assist.	<ul style="list-style-type: none"> • Audit our Balinese supplier and review wages. • Implement Responsible Buying Practices. • Launch worker empowerment projects. • Pursue other relevant initiatives.
	5. Consider new projects for identifying vulnerable people.	<ul style="list-style-type: none"> • Cleaning Sector Risk Mitigation, such as, exploring centralising cleaning operations across Australia, and transition from multiple providers to a single partnership with a cleaning company. • Explore how we might further support our Balinese workers and their home communities.
Risk Management	1. Established the AJE Social Compliance program and ensure all tier 1 suppliers comply.	<ul style="list-style-type: none"> • Continue the Compliance Program with Tier 1 Suppliers. • Roll out this program out to high-risk non-trade procurement suppliers.
	2. Annual risk review and assessment.	<ul style="list-style-type: none"> • Refine risk profiling and rating matrix.
	3. Socialised AJE Supplier Code of Conduct ensuring 100% of Tier 1 Suppliers endorse.	<ul style="list-style-type: none"> • Maintain execution rate of 100% Tier 1 Manufacturers / Suppliers. • Conduct risk assessments via SEDEX, as well as focused due diligence and stakeholder engagement. • Socialise our Supplier Code of Conduct to high risk tier 2 suppliers. • Comprises desk-based research and supply chain mapping

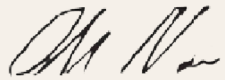
Measuring our Effectiveness (Cont'd)

PROGRAM	ACTIVITY	FUTURE COMMITMENTS
Risk Management (Cont'd)	4. Head office staff underwent Modern Slavery Awareness training.	<ul style="list-style-type: none"> • Ongoing annual Modern Slavery Awareness Training.
Training	1. New and existing employees were provided with the ESG training specific to their roles and departments.	<ul style="list-style-type: none"> • Employee Code of Conduct Training. • Deliver annual Modern Slavery Training to allemployees. • Establish retail specific training. • Employee KPIs to be established around employee training and develop incentives.
Grievance Mechanism		<ul style="list-style-type: none"> • Consider appropriate policies.

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 22/12/2023.



Adrian Norris, Group CEO, Aje Collective



Edwina Forest, Creative Director-at-Large, Aje Collective

