

Modern Slavery Voluntary Statement



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Introduction

RREPP is a Sydney based Fairtrade and Social Traders certified business, that has grown from a mere seed thought in the mind of Socialpreneur and Founding Director Scott Goddard. And it was 2012 that was set aside as a year of extensive research and preparation, before the unique RREPP business was officially launched in March 2013.

Our goal was to take an almost unattainable business objective, and turn it into a full-blown reality. With the key objective being to run an engaging & fully transparent corporate enterprise, with Social Justice and Environmental Sustainability at the core of our mission. And not just in part. 100% through every step and every aspect of our supply chains. From the amazing and dedicated growers of our natural raw materials, right through to the last stitch being applied by our workers during the final stages of production.

And we required every business involved throughout the process to be formally certified by globally recognised and respected third party organisations such as Fairtrade & The Global Organic Textile Standard (GOTS). We believe that third party auditing, not self-auditing, are consumers only real guarantee that a business is walking the talk in regards to their socially aligned mission statements. Especially in an era where 'Greenwashing' by businesses has become so prevalent and therefore creating confusion for consumers who are genuinely looking to purchase ethically and with purpose.

We also wanted to engage consumers to understand more about the power of their purchasing. How being empowered to make ethical choices can transform the lives of workers, families and communities that provide us with the clothes we wear, or the sports balls that millions of kids and adults play with around the world everyday - from mini league to World Cups! The facts are that most major brands globally know very little about what is going on within their own supply chains, or simply choose to turn a blind eye!

RREPP's true transparency as a business is what sets us apart from many other businesses, and is why we are regarded as a pioneering leader in Australia in regards to ethical production and environmental sustainability.

THIS MODERN SLAVERY STATEMENT HAS BEEN APPROVED BY THE PRINCIPAL GOVERNING BODY FOR F&S FUTURES PTY LTD ATF THE GODDARD TRUST

Scott Goddard

Scott Goddard
Sole Director
F&S Futures Pty Ltd ATF The Goddard Trust T/A RREPP, Australia

Approved on: 31st August 2021



Message from our Founding Director

Modern slavery is a global problem. It is estimated that over 45 million people are the victims of modern-day slavery across 167 countries, and it manifests in many different forms. From human trafficking and forced labour, to exploitive work practices and the abuse of the more vulnerable in our global communities including children. Sadly, it is estimated that over 160 million children are still in child labour worldwide.

The supply chains of so many businesses worldwide, whether it be the fast fashion industry, the sports ball industry, chocolate, or electronics just to name a few, are frequently hidden. They are a tangled web of complexity, and therefore non transparent. It makes it extremely difficult for consumers to know whether the products they are purchasing have not been tainted by the effects of Modern-Day Slavery.

Yet the good news is that more and more consumers these days are demanding traceability of the products they are buying. They are quickly coming around to the fact that many businesses have clouded supply chains where Fairtrade, sustainability, worker safety, gender equality and child exploitation have come into question.

For RREPP, meeting our customers' expectations across all of these aspects of our supply chains, and looking after our workers and the environment, are our highest priorities. No 'Greenwashing' allowed! And we are not vaguely promising these outcomes in 2040 or 2050 and beyond. We are already achieving these important goals NOW.

That said, we fully recognise that being transparent and unlocking traceability in supply chains is not easy. And applaud any business that is taking genuine steps towards achieving their corporate social responsibility goals in this area.

Part of RREPP's ethical success has also been its ability to simplify supply chain complexity whilst also associating ourselves to supply chains that provide us with the ability to scale up. We also made a decision right from the start to only focus on producing a very small range of ethical products, yet from some of the world's more exploitive industries. So our product range is confined to Match and International quality Fairtrade certified Sports Balls for Sporting Clubs and Schools, and Cotton Garments with a specialist focus on producing high quality Organic and Fairtrade certified School Uniform Polos as well as Tees & Polos that can be custom created and scaled up for larger events and conferences. We also produce a small Organic & Fairtrade certified merchandise range of Bags and Tea Towels for larger Organisations and Events.

We use Globally recognised third parties who audit our international supply chains, as well as the RREPP business here in Australia. It's keeps us accountable as a business, backs our responsible sourcing objectives, constantly improves our knowledge in relation to modern day slavery risks, maintains supply chain transparency and integrity, and most importantly ensures we are part of a business model that is always focused on improving the lives of our workers.

I am very proud to welcome you to RREPP – a business that is Fairtrade Certified, Social Traders Certified, and that has social justice and environmental sustainability at the core of its mission - coz the planet's watching.

Scott Goddard

Scott Goddard
Founding Director
Chief Purpose & Vision Officer



RREPP at a glance



RREPP is a supplier of Match and International Quality ethically produced Fairtrade Sport Balls. And via our professionally created tech packs, we produce 100% Organic & Fairtrade Certified cotton Polo's & Tee's for larger Corporates and 100% Organic & Fairtrade certified cotton Polo's and Tee's for Schools.

We supply our Sports Balls to larger Sporting Associations & Schools Nationally as well as taking a grassroots approach by offering our range through our online shop to people all over Australia. And our cotton garments we have specifically designed for Schools and Corporates who have made the decision to start purchasing with purpose, now and into the future. We have also created a small boutique Organic Fairtrade Merchandising area for larger Government purchasing & Corporate events and gifts. RREPP is able to scale up to any size orders required combined with being able to custom brand all of our products as required.

Our garment supply chain is rare in that it is 100% Organic and Fairtrade certified through every aspect of the manufacturing process, starting with our cotton growers.

So from seed to hand, all the way through every aspect of our unique supply chains, our products are the cleanest, healthiest, most socially and environmentally responsible found anywhere in the world. And made to the highest of standards. It makes our customers feel great about wearing them and great about playing with them. No child labour. No adult exploitation. No chemicals at the grower level. With low impact processes throughout our entire production processes. And of course, no toxic PVC plastics used in any of our products anywhere.

Happy and healthy producers supporting their families. Growers educated in the most up to date organic and sustainable farming practices available. With many empowered to run their own businesses and encouraged to represent their communities as part of certification decision making committees. Plus, children attending school and being provided fully with the gift of education.

A 10% Fairtrade premium is also paid either directly or indirectly on all our products combined with set licensing fees, which are formally directed back into social justice initiatives aligned to education, health as well as dedicated community & regional programs both here and overseas.

RREPP also contributes an additional 5% Fairtrade Compliance fee to our Sports Ball Producer, to assist them with the costs associated to maintain Fairtrade standards for their workers at a factory level.



Flight Centre Travel Group (FCTG) recognises the enormous achievements of their employees from around the world with an annual Global Gathering held in July each year to celebrate their success.

2018 was in Berlin, and 2019 was in Las Vegas, and we asked RREPP to deliver over 3500 branded Organic & Fairtrade Tees for all delegates and sponsors to wear at these conferences. Managing different quantities and sizes for 4 custom designs with specific quantities and sizes of each design delivered to 5 different hotels in Berlin without a hiccup was a true testament to Scott and his team's capabilities. Keeping us up to date on the whole process from cotton growers, spinning, dyeing, checking pantone match, printing, freight and delivery, we knew we were in capable hands with one less thing to worry about for an event of this size.

During the CSR segment at the conference, reference was made to the Organic & Fairtrade Tees, and RREPP as a social justice enterprise, as the whole journey embodied FCTG Brighter Futures program – Building Brighter Futures, Where We Work, Live and Travel.

Jennifer Pole

*Executive Producer, FCM Meetings
& Events, Flight Centre*



Scott from RREPP supplied our school with 100% Organic & Fairtrade certified cotton sport polos. We have been so impressed not only with the fabulous quality and softness of the material, but also the meticulous detail with which Scott replicated our school logo and colours. The service he provided was very professional and he shows a dedication and passion for his products that is inspiring.

I would recommend every school give their children the chance to wear a polo that is made of natural fibre and non toxic dyes and most importantly manufactured by fairly compensated workers.

Lane Cove West Public School P&C



We have partnered with RREPP for our annual National Titles Tournament for many years. 850 of Australia's best Christian footballers competing out on the parks for glory and showing Australia the game we all love to play. We have found both balls we have utilized, the International Galaxy Pro and RREPP's International Phoenix Pro to be of the highest standard, with these balls clearly enhancing our players capabilities on the park.

As an organization we believe it is of the utmost importance to give our players the best quality balls available for this tournament. To be able to do this and also ensure they meet our needs to be dealing with companies committed to ethical production facilities, made this partnership the perfect match. We can't thank Scott and RREPP enough for their fantastic support, and for fulfilling our requests professionally within the short time-frames that were set. We love the ball but we are even prouder to endorse the efforts of RREPP and their commitment to Fairtrade.

Russell Lee

President Christian Football Federation Australia

Further client testimonials can be found on our website: www.rrepp.com.au

RREPP's unique business model for eradicating modern day slavery

The enactment of a Modern Slavery Act is strongly supported by RREPP as we consider it a crucial first step towards eradicating modern slavery in supply chains. Improving Labour and Human rights should be a minimum standard that all Western businesses throughout the world aim to achieve within their own supply chains.

Every human being on the planet deserves fair wages, safe and fair working conditions, and should never have to find themselves the victims of slavery, exploitive work practices and child labour.

All this said, we also understand that stopping Modern Day Slavery is complex, and requires a multi-faceted approach.

This why RREPP also supports 'The Anker Methodology' for Living Wages, which needs to be clearly distinguished from 'Minimum Wages' which for the most part continue to keep families in developing countries in poverty. The Anker system is an internationally agreed methodology for calculating wage on a country by country and region by region basis. And is centred on meeting, as a minimum, the basic needs of individuals and families, plus worker dignity. Fairtrade is one of a number of bodies that make up this Global Living Wage Coalition.

And even though the Modern Slavery legislation focuses more on larger macro businesses in Australia, our view is that to eradicate Modern Slavery from supply chains, it is going to take the collective efforts of all businesses both large and small.

RREPP as a smaller enterprise, only supports supply chains that are certified under the Fairtrade Labelling Organisation (FLO) plus the Global Organic Textile Standard (GOTS) for our garment production. Both these certifications are globally recognised, provide third party auditing, and in combination are regarded as the platinum standard for production ethics.

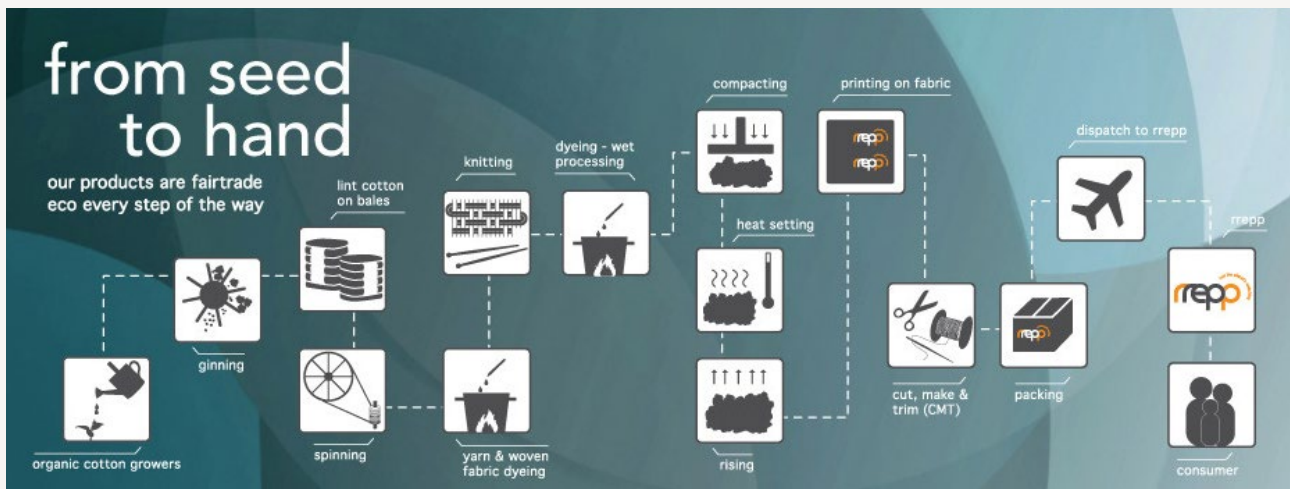
Both these certifications have strict anti-slavery standards in place, labour and safety standards, gender equality standards and social, environmental and sustainability criteria that must be met for businesses to be certified.

As a small business, RREPP uses these globally recognised third party auditing bodies to keep its supply chains clean, transparent and accountable. It is a standard that is priced into our product range, by ethical certification bodies that have been around for decades. And who every year continue to refine and improve their systems and processes. Nothing is ever perfect. Yet the multi-faceted approach RREPP takes, means that what we are offering our customers is an engaging & transparent Corporate enterprise, that will always have Social Justice and Environmental Sustainability at the core of its mission, as we continue the fight against Modern Slavery.



Reduction in modern slavery risks across TIERS through third party auditing

Cotton supply chain India – uniquely 100% organic & fairtrade certified across all tiers



Sports ball supply chain Pakistan – flatter tier structure - 100% fairtrade certified at factory sports ball production level

Outsourcing of Raw Materials

Supplier approval, quality assurance & social monitoring policies & procedures:

- To search for and sign up technically suitable and qualified suppliers of high-quality raw material components. Suppliers who are willing to comply with Fair Trade social compliance standards. And constantly address key issues aligned to national labour laws, including wages, social services, employee benefits, fair working conditions and gender equality. Combined with written assurances of no forced labour or child labour.
- A Social Compliance request form is lodged with the supplier, advising them to inform about their companies already applied, or under application, social and environmental standards. This initial and then ongoing monitoring will be performed by our Producers dedicated Supplier Assurance Manager.
- The raw materials supplier is also requested to forward copies of any certifications that they have achieved, especially within the social and environmental compliance sectors.
- Monitoring of these standards is then undertaken by the Supplier Assurance Manager and HR Manager through conducting regular visits to check and observe the following:
 - (i) The supplier's compliance status on the outlined social standards
 - (ii) Their compliance and ongoing efforts in regards to maintaining and improving social standards
 - (iii) Their compliance and ongoing efforts in regards to maintaining and improving environmental standards
 - (iv) Visits and internal audit reports will be prepared and shared with management
 - (v) If discrepancies are observed, an action plan will be formalised with the help and consent of the supplier
 - (vi) If a supplier given all opportunity to rectify any issues fails to do so, then the termination of the supplier agreement will be enforced.
- No system is perfect, yet an awareness of this, and an ongoing commitment to refine and improve social and environmental policies, will always be at the forefront of our business mission.





CONFRONTING MODERN SLAVERY



FAIRTRADE

WHAT IS MODERN SLAVERY?

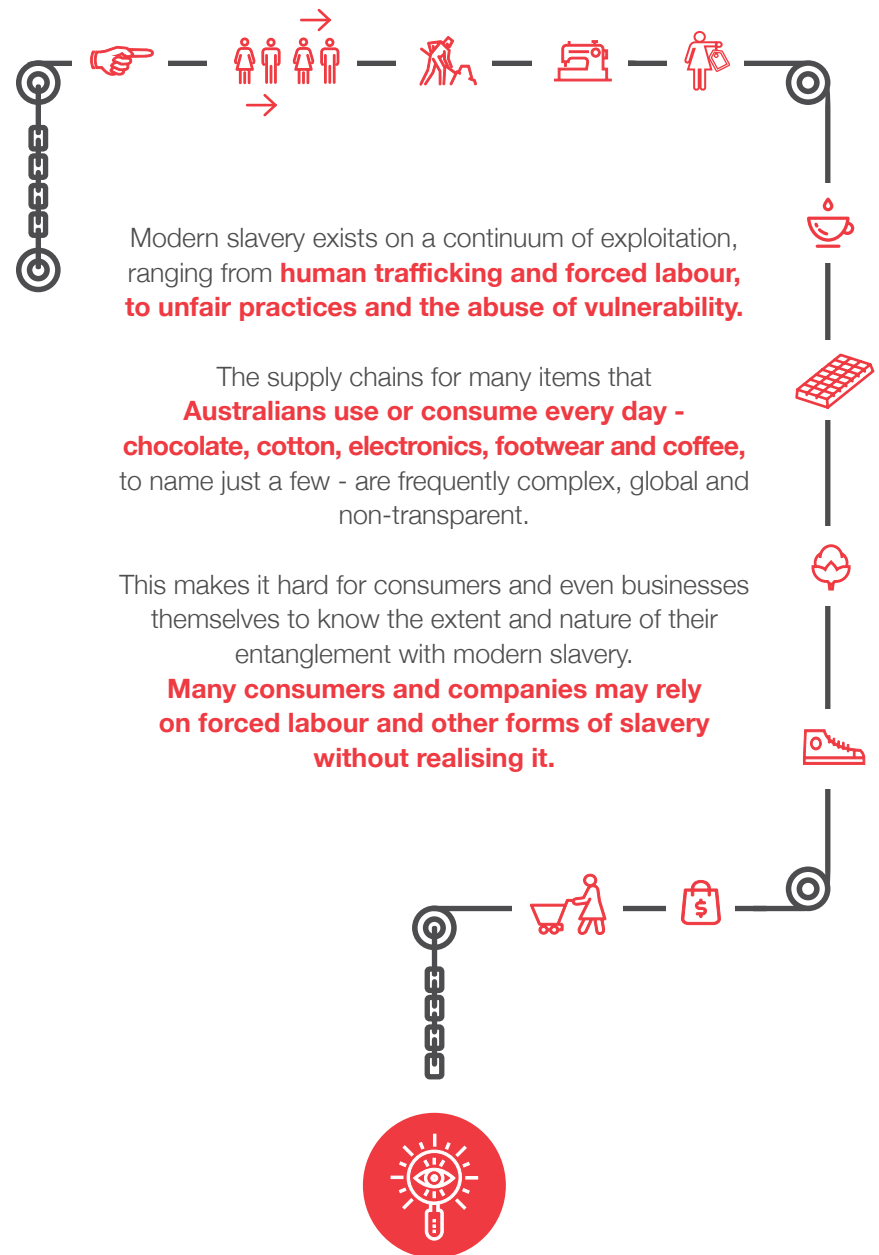
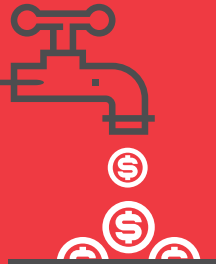
Modern slavery is a global problem.
It affects an estimated:

45M PEOPLE 

 **IN 167 COUNTRIES**



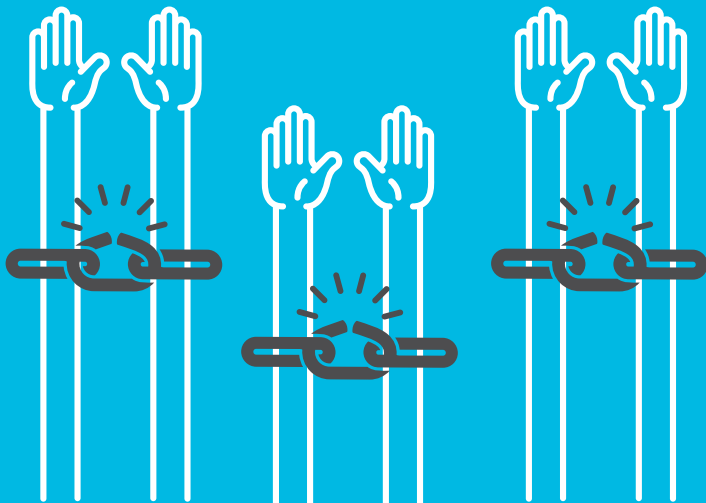




SUPPORT FAIRTRADE

AND JOIN THE FIGHT AGAINST MODERN SLAVERY

Fairtrade's work addresses poverty, discrimination, exploitation, a lack of transparency and power imbalances - the root causes of modern slavery.



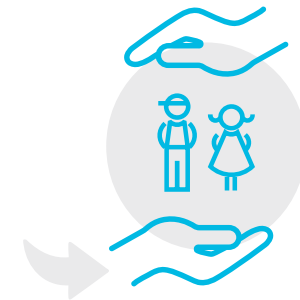
By purchasing products carrying the Fairtrade Mark, you can empower farmers and workers

in developing countries to earn a fair and more stable income (through the **Fairtrade Minimum Price**) and take more control of their lives.



By investing the **Fairtrade Premium** in their businesses and communities, the farmers and workers we partner with are able to reduce their exposure to the economic and social conditions that can allow modern slavery to take hold.

For example, child labour and forced labour are devastating and endemic problems in many parts of the world in which Fairtrade operates. Fairtrade strives to increase proactive understanding, protection and support for the people in the communities we work with.



Purchasing Fairtrade products as an individual, school, university or workplace, helps to make your own difference in the fight against modern slavery, forced labour and child labour every day.

AUSTRALIA'S MODERN SLAVERY ACT

Australia's Modern Slavery Act took effect in January 2019. The Act established a Modern Slavery Reporting Requirement, which obliges large businesses, government departments and other entities, operating in Australia with consolidated revenue of A\$100 million or more, to make annual public reports (Modern Slavery Statements) on their actions to address modern slavery risks in their operations and supply chains.

The statement prepared by these entities must be approved by a board of directors or similar and signed by a director. They will be made available on a central register maintained by the Commonwealth government. Small businesses are not obliged to report but may choose to do so voluntarily.



FAIRTRADE CAN EMPOWER BUSINESSES OF ALL SIZES



While only organisations with consolidated annual revenues of more than AU\$100 million are required to report under the Act, progressive businesses understand that identifying and managing risk, building sustainable supply chains and addressing human rights issues are core to good practice.

For more than 30 years Fairtrade has been a global leader partnering with farmers and workers, industry and governments to reduce and eradicate child labour and forced labour.

Critical to this is ensuring business purchasing and trading practices cover the sustainable cost of production, enable transparency, and provide decent work for those employed in their supply chains.

We have unique insights and capability to help businesses improve their supply chains and work to counter modern slavery. Our system is built on rigorous standards that are transparent, publicly available and apply to all operators in the supply chain.



FIND OUT MORE



If you have any queries
or would like more
information please go to:

fairtradeanz.org

info@fairtrade.com.au



FAIRTRADE

RREPP supports the ILO Red Card to Child Labour campaign

With sport being such a strong focus of the RREPP business, we have always supported and endorsed The International Labour Organisation's (ILO) Red Card to Child Labour Campaign which shines a light on the dark side of football manufacturing that has plagued the industry for decades. Child Labour and Modern Slavery must be eradicated completely from the sports ball manufacturing industry, with RREPP supporting one of only a very small handful of Fairtrade certified sports ball producing factories that exist globally. As Australians we pride ourselves on our sports being played fairly and bringing communities and cultures together on common ground. Yet do we ever consider whether the sports balls we all play with, are produced ethically and fairly?

A red card is used in several sports and normally indicates a serious offence. It also often means that a player has been expelled from the game.

The ILO has chosen to use this powerful symbol in their campaign to raise awareness about child labour all over the world. So far, many have pledged their support for this campaign including: Presidents, Prime Ministers Government Ministers & Professional Football players around the globe.



Child Labour

(Noun)

1. work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

- International Labour Organization



FAIRTRADE
AUSTRALIA
NEW ZEALAND

Child labour remains a complex and heartbreaking truth.

It is estimated that 160 million children are still in child labour, 70 percent of which are in agriculture. Being forced to work at such an early age robs them of a childhood, an education, proper care and in some cases, puts their health at risk. The root cause is poverty.

When families are not able to earn a decent living from their crops, and youth lack decent employment opportunities, ending child labour remains very difficult. For a family faced with poverty and hunger, there is often little choice.



Fairtrade is committed to fighting the root causes of child labour and preventing abuse and exploitation of children.

We specifically choose to work in regions (and products) with a known risk of child labour because this is simply where the most work is needed.



But let's be clear and transparent – no one can provide a 100 percent guarantee that a product is free of child labour. What we can guarantee is that if our partners fail to have the right systems in place we will undertake the following actions:

- Immediately implement the appropriate remediation procedures
- Work with national child protection agencies to ensure children's long-term wellbeing and safety
- Empower producer organisations to understand and manage this complex issue and;
- strengthen their programs and systems to prevent and, if found, address child labour.

Ending child labour needs everyone – farmers, consumers, businesses and governments to play their part.

By purchasing Fairtrade products you are not only supporting producers to earn a better living and send their children to school, but to also tackle the underlying causes of child labour in their communities.



**the future
is fair.**

Our supply chains ethical, social, environmental and quality certifications

Social Traders



In 2020 RREPP was awarded Social Traders Certification. Social Traders have developed a rigorous and flexible process whereby they certify social enterprises that meet the social enterprise definition. This definition is based on Australia's landmark research 'Finding Australia's Social Enterprise Sector (FASES)' conducted in 2010 and 2016, and is benchmarked against international standards. The certification recognises businesses who are using the power of the marketplace to solve the most pressing societal problems. Commercially viable enterprises that exist to benefit people, their communities and the environment.

Fairtrade



The Fairtrade Certification Mark is an independent guarantee that RREPP's products have been certified in accordance with international Fairtrade standards.

Ensuring all areas of the supply chains we work with in the developing countries of Pakistan and India, from small-scale farmers to end producers, receive not only a fair price, yet also additional financial support. This support is in the form of a 10% Fairtrade premium which goes towards social, economic and environmental projects, plus an extra 5% compliance fee to assist our Sports Ball Producer maintain standards as part of their own certification requirements. And as an accredited Fairtrade business, for every product sold, an extra 1.5% licensing fee is also paid by RREPP that goes towards initiatives in our own Asia / Pacific Region. Look for the Fairtrade Mark on all our products.

GOTS



The Global Organic Textile Standard (GOTS) is recognised as the leading processing standard for textiles made from organic fibres worldwide. It defines high level environmental criteria along the entire supply chain, and requires compliance with social criteria as well. RREPP supports GOTS certified manufacturers, which is your guarantee that both people and the environment are looked after every step of the way. From our organic cotton farmers right through to our customers who wear the cleanest, fairest, most socially responsible, low impact cotton clothing found anywhere in the world.





Fair Trade USA



Fair Trade USA® believes that everyone wants to do what's right - for their families, fellow global citizens, and the planet. That's why they are committed to making the right choices the most obvious ones. Based on the simple idea

that the products we all buy and sell are connected to the livelihoods of others, fair trade is a way to make a conscious choice for a better world. A choice for Fair Trade Certified™ goods is a choice to support the environment, responsible companies & empower farmers. As well as ensuring workers are being paid 'LIVING WAGES' via benchmarks formalised by the Global Living Wage Coalition which includes Fairtrade International, and living wage methodology pioneers Dr Richard & Martha Anker. In other words, it's a world-changing way of doing business. RREPP's knitting, CMT and final packing divisions are Fair Trade USA audited and certified.

SA8000® Standard



The SA8000® Standard is the leading certification standard for factories and organisations across the globe. It measures social performance in eight areas important to social accountability in workplaces, anchored by a management system that drives continuous improvement in all areas of the standard. It reflects labor provisions contained within the Universal Declaration of Human Rights and International Labor Organisation (ILO) conventions. It also respects, complements and supports national labor laws around the world, and currently helps secure ethical working conditions for over 2 million workers. All stitching factories within RREPP's ethical supply chain are SA8000 certified.

ISO 9001
Quality Management

ISO 14001
Environmental Management

SA 8000
Social Accountability

OHSAS 18001
Occupational Health & Safety Management

With much gratitude we acknowledge the Gamaragal people of the Guringai language group, as the Traditional Custodians of the water and land where our business is based, and we pay our respects to their history, their culture and to their Elders - past, present & future.

MODERN SLAVERY VOLUNTARY STATEMENT



www.rrepp.com.au

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The logo for RREPP features the lowercase letters 'rrepp' in a bold, sans-serif font. Above the letters, the tagline 'coz the planet's watching' is written in a smaller, curved font.
www.rrepp.com.au