

# J O S L I N

## SUPPLIER CODE OF CONDUCT 2022.

Joslin's Supplier Code of Conduct outlines our commitment to best practice and high-class industry standards. Joslin's Supplier Code of Conduct outlines our responsibilities and principles to ensure that all manufacturing partners uphold a consistent set of policies, procedures, and certifications despite our cultural and legal differences.

Joslin recognises the many operational, financial, legal, and 'minimum order quantity' limitations within our Supplier Code of Conduct framework. We will respectfully work with you within these limitations and strive for constant improvement with every audit.

## RESPONSIBILITY & TRANSPARENCY.

*'As Joslin's business continues to grow, we recognise the importance of being proactive to support the rights of those involved in the manufacture of our garments, our textiles, our yarns, our trims, and our raw materials.  
We are constantly striving for further transparency in the supply chain.'*

*Our factories and makers currently follow the Business Social Compliance Initiative (Amfori BSCI Social Audit - Manufacturing), verifying ethical and social compliance. Our four makers are audited by a third party (SGS) to ensure they comply with local laws.*

*Joslin receives detailed reports bi-annually about each factory's compliance and working conditions. These range from fair remuneration to no child labour, along with a step-by-step approach that enables companies to monitor, engage, get empowered and receive support to put sustainable trade at the heart of their business.*

*Joslin has due diligence in ensuring certification, traceability, and authenticity, improving environmental conditions, social and ethical compliance, and carbon footprint within our supply chain.*

## HUMAN RIGHTS, WORKING CONDITIONS & LIVING WAGE.

Joslin's core business values include respecting all people behind the manufacture of our garments. We constantly strive for improvement and transparency in our supply chains, ensuring all businesses, garment workers, agricultural workers, and farmworkers are paid within a reasonable time frame and reasonably compensated or paid a living wage following local laws.

### AUDITS & ACCREDITATION.

Joslin follows the Amfori Business Social Compliance Initiative (BSCI), an industry-driven movement that monitors and assesses workplace standards across the global supply chain.

An Amfori BSCI audit helps Joslin monitor its manufacturing partners in its supply chain to ensure that all suppliers treat workers ethically and legally.

The manufacturing partner agrees to bi-annual audits with Amfori BSCI.

The manufacturing partner agrees that when a minimum of a B+ standard is not met, it is mandatory to improve in the next Amfori BSCI Audit and work closely in the interim with Joslin to meet all working conditions inside this Code of Conduct.

The manufacturing partner recognises that Joslin will end the business partnership if the improvement is not shown in the next audit with Amfori BSCI Social Audit - Manufacturing.

In the circumstance that a manufacturing partner cannot arrange an Amfori Audit, the below Audits will be found acceptable:

- WRAP Compliance Audit (World Responsible Accredited Production)
- Intertek Workplace Conditions Report
- SMETA Audit (Sedex Members Ethical Trade Audit)
- SA8000 Standard

### FACTORY & OFFICE VISITATIONS.

The manufacturing partner agrees to quarterly visits from the Joslin design team to inspect the working conditions of all workers, makers, and merchandisers.

### TRANSPARENCY OF TIER 2 AND TIER 3 MANUFACTURERS, SUPPLIERS, VENDORS, RAW MATERIALS & BUSINESS PARTNERS.

The manufacturing partner will provide Joslin with transparency of Tier 2 and Tier 3 suppliers and vendors wherever possible and reasonable to do so.

The Supplier/Manufacturer agrees to provide all adequate or requested information, including of Tier 2 and Tier 3 suppliers, including the following certifications:

- Amfori BSCI Audit
- Amfori Sustainability Platform Audit
- WRAP Compliance Audit
- Intertek Workplace Conditions Report
- SA8000 Standard
- SMETA Audit (Sedex Members Ethical Trade Audit)
- Country-Of-Origin Certificate
- Fairtrade® Certificate
- GOTS (Global Organic Textile Standard) Certificates
- OCS (Organic Content Standard) Certificates
- ICCAW (International Cooperation Committee of Animal Welfare).
- European Flax® Certificate
- GOTS (Global Organic Textile Standard)
- FSC® (Forest Stewardship Council®)
- Oeko-Tex® 100 Standard
- GRS (Global Recycled Standard)
- GCS (Good Cashmere Standard)
- RWS (Responsible Wool Standard)

### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.

The Supplier/Manufacturer will ensure the following for their garment workers:

- Respecting the right of garment workers to form unions in a free and democratic way
- Not discriminate against workers because of trade union membership and
- Respect workers' right to bargain collectively.

The Supplier/Manufacturer shall not prevent workers' representatives from having access to workers in the workplace or interacting with them.

When operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, the Supplier/Manufacturer shall respect this principle by allowing workers to freely elect their representatives with whom the company can enter into the dialogue about workplace issues.

### NO DISCRIMINATION.

Joslin has a zero-tolerance policy for discrimination of racism, homophobia, sexism, ableism, appearance, age, beliefs, and religion.

The Supplier/Manufacturer understands the terminology of discrimination and shall not discriminate, exclude or have a specific preference for persons based on:

- Gender
- Age
- Religion
- Race
- Caste
- Birth
- Social Background
- Disability
- Ableism
- Ethnic and National Origin
- Nationality
- Membership in Unions
- Or any other legitimated organisations, political affiliation, or opinions
- Sexual Orientation
- Family responsibilities
- Marital status
- Diseases and illnesses
- Or any other condition that could give rise to discrimination.

In particular, workers shall not be harassed or disciplined on any grounds listed above.

#### FAIR REMUNERATION & LIVING WAGE.

The Supplier/Manufacturer observes this principle and respects the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families.

The Supplier/Manufacturer understands the terminology of a 'living wage' as follows:

- A living wage is a high enough wage to maintain a positive standard of living, and it's defined as the minimum income necessary for a garment worker to meet their basic needs, their rights, and meet the cost of living.

- A living wage is higher than the country or province's average 'minimum wage.' A living wage should match or be higher than a country's, province's, or state's average 'living cost.'

The Supplier/Manufacturer shall also provide all the social benefits legally granted, without prejudice to the specific expectations set out hereunder, shall comply, as a minimum, with wages above those mandated by governments' minimum wage legislation.

Wages must be paid on time, regularly, and entirely in legal tender.

The level of wages is to reflect the skills and education of workers and shall refer to regular working hours.

Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement or contract signed by both the worker and the manufacturing partner.

#### DECENT WORKING HOURS.

The Supplier/Manufacturer observes the principle of decent working hours and ensures that workers are not required to work more than 48 regular hours per week

Joslin recognises the exceptions specified by the ILO (International Labour Organisation):

- Applicable national laws are to be interpreted within the international framework set out by the ILO.
- Industry benchmark standards are to be interpreted within the international framework set out by the ILO.
- Collective agreements are to be interpreted within the international framework set out by the ILO.

In exceptional cases defined by the ILO, the limit of hours of work prescribed above may be exceeded, in which claim overtime is permitted, if the use of overtime is:

- Exceptional (unusual and not typical or often)
- Voluntary
- Paid at a premium rate of 1.25-2 times the regular rate
- Shall not represent a significantly higher likelihood of occupational hazards.

Furthermore, the Supplier/Manufacturer shall grant their garment workers the right to resting breaks in every working day and at least one day off every seven days, unless fair and reasonable exceptions defined by collective agreements apply.

#### OCCUPATIONAL HEALTH & SAFETY.

The Supplier/Manufacturer observes the principle of the right to healthy working and living conditions of garment workers and local communities, without prejudice to the specific expectations.

Vulnerable individuals such as - but not limited to:

- Young workers
- New and expecting mothers
- Persons with disabilities

shall receive special protection and facilities.

The manufacturing partner shall comply with occupational health and safety regulations or international standards where domestic legislation is weak or poorly enforced.

The active cooperation between management and workers and their representatives is essential to develop and implement systems towards ensuring a safe and healthy work environment. It is achieved through the establishment of Occupational Health and Safety Committees.

The manufacturing partner shall ensure that:

- There are systems in place to detect, assess, avoid, and respond to potential threats to the health and safety of workers.
- Will take adequate measures to prevent workers from having accidents, injuries or illnesses arising from, associated with, or occurring during work.
- Measures should aim at minimising so far as is reasonable the causes of hazards inherent within the workplace.
- Seek improving worker's protection in case of an accident, including through compulsory insurance schemes.

Shall take all appropriate measures within their sphere of influence, to see to the stability and safety of the equipment and buildings they use, the residential facilities to workers when the employer provides these and protect against any foreseeable emergency.

- Respect the workers' right to exit the premises from imminent danger without seeking permission.
- Ensure adequate occupational medical assistance and related facilities.
- Shall ensure access to clean drinking water, safe and clean eating, and resting areas, as well as clean and safe cooking and food storage areas
- Shall always provide effective Personal Protective Equipment (PPE) to all workers free of charge.

#### WOMEN'S HEALTH.

Joslin has a zero-tolerance policy for discrimination of gender, inclusive of respective gender-specific health and safety requirements. The Supplier/Manufacturer shall comply with occupational health and safety regulations and have a respectful understanding of women's health and naturally occurring circumstances of women's health. The manufacturing partner shall ensure that:

- Lavatories are cleaned daily, and adequate facilities are always available
- Lavatories provide separate facilities for male and female genders
- Adequate privacy is provided for females and female-identifying persons
- Facilities are provided for female menstruation and hygiene
- Facilities are provided for new and expecting mothers if applicable
- Occupational health and safety for new and expecting mothers

#### NO CHILD LABOUR.

The Supplier/Manufacturer will not directly or indirectly employ children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than the set period under law.

The Supplier/Manufacturer must establish robust age-verification mechanisms as part of the recruitment process, which may not be degrading or disrespectful to the worker.

This principle aims to protect children from any form of exploitation.

#### SPECIAL PROTECTION FOR YOUNG WORKERS.

A young worker is defined as someone over the legal working age but under twenty-five.

The Supplier/Manufacturer will ensure that young workers do not work at night and that they are protected against conditions of work that are prejudicial to their health, safety, morals, and development, without prejudice to the specific expectations set out in this principle.

Where young workers are employed, the Supplier/Manufacturer should ensure that:

- The kind of work is not likely to be harmful to their health or development
- Their working hours do not prejudice their attendance at school or any form of higher education
- Their participation in vocational orientation is approved by the competent authority or their capacity to benefit from training or instruction programs.

The Supplier/Manufacturer shall set the necessary mechanisms to prevent, identify, and mitigate harm to young workers; young workers shall have effective grievance mechanisms and occupational health and safety training schemes and programs.

#### NO PRECARIOUS EMPLOYMENT.

The Supplier/Manufacturer observes this principle and without prejudice ensures that:

- Their employment relationships do not cause insecurity and social or economic vulnerability for their workers
- Work is performed based on a recognised and documented employment relationship
- Established in compliance with national legislation, custom or practice, and international labour standards, whichever provides more excellent protection.

Before entering into employment, the Supplier/Manufacturer will provide workers with understandable information about their rights, responsibilities, and employment conditions, including working hours, remuneration, and payment terms.

The Supplier/Manufacturer shall not use employment arrangements that deliberately do not correspond to the genuine purpose of the law. This includes, but is not limited to:

- Apprenticeship schemes where there is no intent to impart skills or provide regular employment
- Seasonality or contingency work when used to undermine workers' protection
- Labour-only contracting

#### SUB-CONTRACTING.

Sub-contracting undermines all workers' rights and quality expectations in Joslin's Code of Conduct (as written throughout this document).

Joslin strictly prohibits sub-contracting with manufacturing partners unknown to Joslin.

The Supplier/Manufacturer understands that Joslin will end the business partnership if the manufacturing partner is found to have used sub-contracting manufacturing or similar without written permission.

The business partnership will cease immediately or as soon as reasonably able to.

#### WORK & LIFE BALANCE.

Joslin has a family-friendly office culture and workplace and wishes all Suppliers/Manufacturers to participate in a family-friendly culture wherever fair and reasonably able to do so.

The Supplier/Manufacturer will provide decent working conditions that:

- Support workers, both women, and men, in their roles as parents or caregivers, especially concerning migrant and seasonal workers whose children may be left in the migrants' hometowns
- Supports the needs of new and expecting mothers
- Supports the needs of new parents in their roles as parents, both women, and men
- Supports the needs of new parents to provide their children with adequate schooling

#### NO BONDED LABOUR.

The Supplier/Manufacturer will not engage in any form of:

- Servitude, forced, bonded, indentured, trafficked, or non-voluntary labour.
- The Supplier/Manufacturer risks allegations of complicity if they benefit from using such forms of labour by their manufacturing partners.
- The manufacturing partner shall:
- Act with exceptional diligence when engaging and recruiting migrant workers both directly and indirectly
- Allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer
- Ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion, and verbal abuse
- Ensure that all disciplinary procedures are established in writing and are explained verbally to workers in clear and understandable terms.

#### ETHICAL BUSINESS BEHAVIOUR & COMPLIANCE.

The Supplier/Manufacturer will observe this principle and without prejudice will not be involved in any act of:

- Corruption
- Extortion
- Embezzlement
- Bribery (including but not limited to) the promising, offering, giving, or accepting of any improper monetary or other incentives.

Joslin's Suppliers/Manufacturers are expected to keep accurate information regarding their activities, structure, and performance and disclose these under applicable regulations and industry benchmark practices.

Suppliers/Manufacturers should neither participate in falsifying such information nor in any act of misrepresentation in the supply chain.

Furthermore, suppliers/manufacturers should collect, use and otherwise process personal information, including:

- That from workers
- Business partners
- Customers
- Consumers (in their sphere of influence)

all with reasonable care.

The collection use and other processing of personal information are to comply with privacy and information security laws and regulatory requirements.

## ANIMAL WELFARE.

The Supplier/Manufacturer will support the prevention, reduction, and eradication of animal suffering in Joslin's production supply chain.

### FIVE FREEDOMS OF ANIMAL WELFARE.

- Freedom from hunger and thirst by ready access to fresh water and diet to maintain health and vitality, specific to the animal.
- Freedom from discomfort by providing an appropriate environment, including shelter and a comfortable resting area. You should provide soft bedding and space with the proper temperature, noise levels, and access to natural light.
- An animal outside must have shelter from the elements and appropriate food and water bowls that will not freeze or tip over.
- Freedom from pain, injury, or disease by prevention or rapid diagnosis and treatment. This includes vaccinating animals, monitoring animals, physical health, treating any injuries, and providing appropriate medications.
- Freedom to express normal behaviour by providing sufficient space, proper facilities, and the company of the animal's kind. Animals need to interact with (or avoid) others of their type as desired. They must be able to stretch every part of their body (from nose to tail) and run, jump, and play.
- Freedom from fear and distress by ensuring conditions and treatment which avoid mental suffering. Mental health is just as important as physical health – as psychological stress can quickly transition into physical illness. These conditions can be achieved by preventing overcrowding and providing sufficient enrichment and safe hiding spaces.

### PROHIBITED ANIMAL PRODUCTS.

Joslin Studio Pty Ltd strictly prohibits the below animal products in their apparel and accessories:

- Leather
- Exotic animal skin
- Fur
- Angora
- Feathers
- Down

### APPROVED & AUTHORISED ANIMAL PRODUCTS.

Joslin Studio Pty Ltd allows the below animal products/proteins/fibres in their apparel and accessories:

- Silk
- Sheep Wool (RWS Merino Wool)
- Cashmere (GCS Cashmere)
- For allowed animal products, proteins, and fibres, it is mandatory for the manufacturing partner to provide the following certifications:
  - GCS (Good Cashmere Standard)
  - SFA (Sustainable Fibre Alliance)
  - ICCAW (International Cooperation Committee of Animal Welfare).
  - RWS (Responsible Wool Standard)
- For 100% Wool products, the manufacturing partner must provide the following certifications:
  - Woolmark®
  - RWS (Responsible Wool Standard)

### PETS & ANIMALS KEPT ON FACTORY PREMISES OR OFFICE PREMISES.

Joslin has a pet-friendly office culture and workplace and wishes all manufacturing partners to participate in a pet-friendly culture and fundamental animal rights.

Joslin recognises that many if not all, manufacturing partners will keep a domesticated animal (such as a dog) on the premises for security reasons.

Joslin expects that all manufacturers/suppliers will ensure that:

- All domesticated animals such as dogs and cats belonging to factory owners will not be kept chained up outside the premises of the factory permanently
- Adequate food, water, and shelter will be provided to the animal if it is to reside on the premises of the factory permanently
- The animal will be brought inside if the weather is too hot or too cold
- Adequate exercise and play will be provided to the animal if it is to reside on the premises of the factory permanently or similar permanently
- Human contact, love, and care will be provided to the animal if it is to permanently reside on the premises of the factory or similar permanently

## TEXTILES, FIBRES, YARNS & RAW MATERIALS.

Joslin only uses textiles, fibres, yarns, and raw materials high in quality, planet-friendly, and traceable to the source.

### AUTHENTICITY.

The Supplier/Manufacturer will not use substitutes in production against our standards and approved textiles, mills, and vendors.

### LINEN.

The minimum standard for linen quality must have traceable origins certified with European Flax® and Oeko-Tex® 100 Standard.

The flax seeds, combed fibres, and flax bales must originate from France or Belgium (Europe) with minimum proof by both or either:

- Country-Of-Origin Certificate
- European Flax® Certificate
- Linen preferred certification:
- European Flax®
- Belgian Linen™
- Masters of Linen®

Linen cannot be sourced from other origins unless certified by:

- GOTS (Global Organic Textile Standard)
- OCS (Organic Content Standard)
- Oeko-Tex® 100 Standard

### COTTON.

Cotton must be certified by:

- GOTS (Global Organic Textile Standard)
- OCS (Organic Content Standard)
- Oeko-Tex® 100 Standard

The manufacturing partner will support Joslin to ensure that no GMOs (genetically modified organisms) of cotton are used during manufacturing.

A Chain of Custody or Transaction Certificate is preferable to ensure cotton cannot be traced to regions of known human rights violations, child labour, and forced labour.

If there is any hesitation or suspicion, the below certificates are to be supplied on top of usual cotton certifications to Joslin:

- Country-Of-Origin Certificate
- Fairtrade® Certificate

### CASHMERE.

Cashmere must be certified by:

- GCS (Good Cashmere Standard)
- SFA (Sustainable Fibre Alliance)
- ICCAW (International Cooperation Committee of Animal Welfare).
- Oeko-Tex® 100 Standard

### MERINO & SHEEP WOOL.

Wool and merino wool must be certified by:

- RWS (Responsible Wool Standard)
- Oeko-Tex® 100 Standard
- 100% pure wool fibres must be approved by
- Woolmark®
- Oeko-Tex® 100 Standard

Wool must be non-mulesed wool wherever possible. Due to MOQ (minimum order quantity) limitations with Joslin's purchase orders.

### VISCOSE.

It is preferred, but not mandatory that all Viscose is certified by:

- FSC (Forest Stewardship Council)
- Oeko-Tex® 100 Standard

FSC Certified Viscose will be sourced from sustainably managed plantations. Due to MOQ (minimum order quantity) limitations with Joslin's purchase orders.

### SILK.

The manufacturing partners' mills and dye-houses must ensure woven fabrics made of 100% silk are certified by Oeko-Tex® 100 Standard.

### OEKO-TEX® 100 STANDARD.

All manufacturers, dye-houses, trims, zips and buttons must ensure yearly audits and certification by:

- Oeko-Tex® 100 Standard

No harmful chemicals are used during the dying process, ensuring customer confidence, high product safety, healthier waterways, sustainability awareness, and chemicals' responsible use.

**RAMIE.**

A Chain of Custody or Transaction Certificate is preferable to ensure ramie and other natural fibres cannot be traced to regions of known human rights violations, child labour, and forced labour.

**HEMP.**

A Chain of Custody or Transaction Certificate is preferable to ensure hemp and other natural fibres cannot be traced to regions of known human rights violations, child labour, and forced labour.



## ENVIRONMENT, CARBONFOOT PRINT & SUSTAINABILITY.

Joslin supports the regeneration of our environment and caring for mother earth for the future of all humanity and animals (including mammals, reptiles, fish, birds, and insects) for healthy biodiversity of the planet and all environments.

Joslin expects all Suppliers/Manufacturers to implement environmental practices within their own country's laws and environmental policies, and the expectation sits within what is fair, reasonable, and financially viable.

### PROTECTION OF THE ENVIRONMENT.

Joslin's Suppliers/Manufacturers will take necessary measures to avoid environmental degradation of any sort.

Joslin's Suppliers/Manufacturers will assess significant environmental impacts of operations and establish effective policies and procedures that reflect their environmental responsibility.

Joslin's Suppliers/Manufacturers will implement adequate measures to prevent or minimise adverse effects on the community, natural resources, and the overall environment.

Joslin's Suppliers/Manufacturers will ensure:

- The existence or future implementation of an Environmental Management System (EMS)
- Proper waste management, with particular attention to hazardous waste and emissions which may not be dumped or discharged unlawfully, including water waste

Employees whose work directly impacts the environment shall be trained, competent, and have the necessary resources to do their jobs, including appropriate personal protective equipment.

### RESTRICTED SUBSTANCES.

Joslin's Suppliers/Manufacturers and dye-houses of Joslin must ensure yearly audits and certification by:

- Oeko-Tex® 100 Standard

No harmful chemicals are used during the dyeing process, ensuring customer confidence, high product safety, healthier waterways, sustainability awareness, and chemicals' responsible use.

Joslin's Suppliers/Manufacturers and dye-houses must not use harmful materials, dyes, or chemicals that have any unacceptable risk to health or the environment during production, use, or disposal.

Joslin's Suppliers/Manufacturers must keep themselves updated with local environmental laws and comply with all current and specific legal requirements regarding the restriction or ban of certain chemicals and metals. Such as, but not limited to, lead, cadmium, nickel, phthalates, azo, and dispersed dyes for the products manufactured and distributed globally for Joslin, including all applicable laws and regulations regarding the storage, handling, and disposal of hazardous chemicals and non-hazardous solid waste and the treatment and disposal of wastewater and air emissions.

As regulations are continuously updated, Suppliers/Manufacturers and dye-houses of Joslin must remain diligent and adopt any new standards and changes to meet global chemical regulations.

Joslin's Suppliers/Manufacturers must provide goods, products, packaging, and merchandise that have been manufactured in compliance with the global restricted substance regulations.

Joslin's Suppliers/Manufacturers must be able to provide, upon request, documentation in the form of laboratory reports and original supplier certifications to show and verify compliance. If they cannot meet these requirements, they must advise Joslin before purchase order finalisation and deposit payment.

Joslin's Suppliers/Manufacturers and dye-houses understand that Joslin withholds the right to cancel the purchase order if these terms are not met.

### BANNED DENIM PROCESSING.

The Supplier/Manufacturer and dye-house recognises and agrees that denim manufacturing in specific withholds more environmental hazards than any other form of clothing and apparel.

Denim Suppliers/Manufacturers must ensure that all products comply with processing restrictions and worker safeguards. Products shall not be produced using any banned processes, or as listed as follows:

- Bleaching and drying processes are performed with specific granules that are toxic
- Processes where denim or other fabric materials are disposed in a chamber in dry contact together
- Processes where denim or other fabric materials are bleached in a dry state by dry tumbling the materials and the granules together for some time sufficient to fade the materials randomly
- Processes where denim or other fabric materials are sandblasted or subject to sandblasting techniques using crystalline silica, sand, or other materials blasted onto or at materials.

Denim production be certified by:

- Oeko-Tex® 100 Standard
- GOTS (Global Organic Textile Standard)

### RECYCLING.

Joslin's Suppliers/Manufacturers will ensure:

- Plastic, cardboard, paper, glass, and metal are correctly recycled
- Soft plastic recycling is in place
- Soft plastics are avoided
- When soft plastics are used, they get reused

### REDUCING & ELIMINATING SINGLE-USE PLASTIC.

The Supplier/Manufacturer will support Joslin in reducing single-use plastic and working towards the total elimination of plastic materials and substances within the Supply Chain:

- Plastic and soft plastic used in apparel manufacturing, including buttons, trims, and accessories
- Soft plastic is to be used for packing apparel and shipping/storing apparel goods, including poly bags
- Soft plastic is used for shipping and freighting apparel goods and samples of apparel goods

Joslin has developed '100% compostable' poly bags and transportation satchels. The manufacturing partner agrees to use them in all fair, reasonable, and financially viable cases.

#### CARBON FOOTPRINT.

Joslin made a concerted effort to reduce their carbon footprint within their operations by consciously reducing the use of aviation in freighting logistics, with the vast majority of collections now freighted via sea.

The Supplier/Manufacturer will support Joslin's timely manufacturing of goods to ensure freight by sea-freight, avoiding airfreight.

#### STOCK SURPLUS.

Joslin condemns the destruction of end-of-life stock, a practice in which the brand has never been involved.

All end-of-life stock will be donated to charitable initiatives or recycled.

#### WASTE.

Joslin uses the same textiles, materials, trims, and raw materials ongoing in each collection to eliminate wastage.

Overbought and overproduced textiles, trims and raw materials will be held for the next bulk purchase order.

If the Supplier/Manufacturer overbuys or overproduces a textile, trim, or raw material, and it is not an ongoing textile or trim. In that case, it must pre-approve cutting with Joslin in writing before cutting.

Joslin does not accept a tolerance over 3% of ordered products; this is to eliminate overproduction and wastage.

ACKNOWLEDGED BY THE COMPANY / SUPPLIER / MANUFACTURER:

Please also initial each page.

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SIGNATURE.

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FULL NAME.

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POSITION.

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COMPANY / SUPPLIER / MANUFACTURER.

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DATE.