



Amare Safety Ethical Sourcing Policy

1. Introduction

Amare Safety is committed to the social, environmental and financial sustainability of the communities in which we live and operate. This policy aims to educate our suppliers about how we do business to ensure a mutually successful business partnership. This Policy details the minimum requirements that our suppliers must meet in order to conduct business with Amare Safety.

2. Policy

Amare Safety requires our suppliers and their supply chain to meet the requirements of this policy.

This Ethical Sourcing Policy is based on Amare Safety's commitment to

- a) **Sound Corporate Activities** – We will always comply with local and international regulations, related laws and exercise sound and fair corporate practices. We will maintain constructive relationships with administrative bodies and will not engage in relationships with individuals or groups that threaten social order or safety
- b) **Respect for Human Beings** – Amare Safety will always respect diversity and individual human rights and at all times will provide a safe working environment in which all persons receive fair treatment without discrimination. We oppose forced and child labour and will not engage with any organisations that do not respect fundamental human rights, as well as workers' rights
- c) **Protection of the Environment** - Amare Safety will proactively engage in efforts to protect the natural environment from within our organisation and from within our supply chain.
- d) **Corporate Social Responsibility** – All corporate activities undertaken by Amare Safety shall take into account the cultures and practices of each country and region. We will pro-actively engage in activities that contribute to society as a good corporate citizen
- e) **Transparency** – Amare Safety will communicate extensively with customers, stakeholders, employees, and suppliers and disclose business information in a timely and fair manner.

3. Ethical Sourcing Code

Legal Compliance

Amare Safety requires that all suppliers are clearly aware and comply with the minimum legal requirements of the countries and regions in which they operate. It is the suppliers' responsibility to ensure that they keep abreast of changes to laws and regulations that may impact their status of compliance and that corrective actions are taken to bring them into a state of compliance.

In the event of a conflict between the standards outlined in this Ethical Sourcing Policy and the local law and regulations, the stricter requirement must be followed.

Child labour

- Suppliers shall not use child labour. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential and that is harmful to their physical and mental development
- Suppliers will comply with the minimum employment age defined by National Law or by ILO convention 138 whichever is the higher
- Suppliers must be able to verify the age of all employees to ensure that no child labour is used.

Forced/bonded Labour

- Suppliers shall not use forced, bonded or prison labour
- Employment shall be freely chosen and workers shall be free to leave their employment after the mutually agreed notice period has been served
- Any disciplinary measures must be fully recorded.

Wages and benefits

- Wages and benefits paid for a standard working week and any overtime hours worked must meet as a minimum national or industry standards, whichever is the higher;
- In countries where it is legal to pay a worker by piece rate instead of by the hour, the worker must receive a wage equal to or above the minimum wage
- Employee benefits under labour and social security law shall not be avoided through the use of labour-only contracting, sub-contracting, home-working arrangements, fixed term contracts or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment
- All workers must be provided with written and easy to understand information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each and every time that they are paid;
- Deductions from wages as a disciplinary measure are not permitted
- Wages shall be paid in a timely manner
- It is expected that records will be accurate, up to date and available at any time for audit purposes.

Working hours

- Working hours must comply with applicable local laws
- Overtime shall be voluntary, shall not exceed maximum hours as per local laws, shall not be demanded on a regular basis and must be compensated as per prescribed laws
- Workers must be provided with an adequate number of complete days off
- It is expected that all overtime hours are accurately recorded and available at any time for audit purposes.

Working Conditions and Workplace Safety

- Workers shall be provided with a safe and hygienic working environment that does not expose them to health and safety risks that may cause injury or death. Safety encompasses fire, electrical, structural, mechanical and chemical hazards and consideration is given to the relevant product category, any specific hazards, regulations and /or best practices
- Supplier must ensure safe building, plant, or systems of work, including adequate, unlocked, accessible, and clearly marked emergency exits
- Workers shall receive regular health and safety training to perform their jobs in a safe manner and such training shall be repeated for re-assigned and new workers
- Personal, protective equipment and machinery safeguards shall be supplied and workers trained in their use
- Conditions and amenities provided in all production facilities, toilets, meals areas and accommodation if applicable, must be safe and hygienic consistent with all applicable laws and regulations and/or industry best practices in order to avoid preventable work related accidents, injuries and illnesses, must not have restrictions on access.

No Discrimination

- All conditions of employment must be based on an individual's ability to do the job, not on the basis of personal characteristics, such as age, race, colour, nationality, gender, religion, marital status, sexual orientation, maternity status, disability or political beliefs.

- Suppliers must ensure that they provide an environment where their employees can work without distress or interference caused by harassment, discrimination or any other inappropriate workplace behavior.

No Harassment, Abuse and inhumane treatment

- Workers shall be treated with dignity and respect. In particular, factories will provide a workplace free from harassment, which can take many forms, including physical, sexual, verbal or visual behaviour that creates an offensive, hostile, or intimidating environment.

Freedom of Association and the right to bargaining are respected

- Suppliers acknowledge that workers have a right to freedom of association and to bargain collectively;
- Where the rights to freedom of association and collective bargaining are restricted under local laws, suppliers will not hinder the development of alternative means of independent and free association and bargaining
- Workers have a right to join or form trade unions of their choosing so long as such groups are legal in the country of operation
- Workers have the ability to approach management on issues of concern on their own or through worker representatives.

4. Conducting Business Ethically

Anti-Bribery and Corruption

- Suppliers and manufacturers must demonstrate a high degree of professionalism and have a close affinity with Amare Safety business ethics. In particular, honesty, fair dealing and the proper treatment of workers are required at all times
- Bribes, favors, gifts, benefits, facilitation payments, secret commission, or similar unlawful or improper payments, in cash or kind, are strictly prohibited whether given to obtain business or otherwise
- Suppliers should notify the appropriate contact at Amare Safety as soon as any form of conflict of interest becomes apparent.

Sub-contracting

- After a purchase order has been placed with a supplier, sub-contracting of the order to unauthorised factories is not permitted without prior approval from Amare Safety
- Suppliers must be transparent and advise the appropriate contact at Amare Safety of the need to utilise a sub contracted facility to complete orders. The nominated sub-contractor must comply with this policy in order to be approved to proceed with the order.

5. Environmental Impact

Suppliers must comply with local and national environmental laws and regulations at a minimum;

- Suppliers shall maintain internal or certified management systems to plan, document, measure, monitor, regularly review and improve their environmental performance
- Suppliers shall identify and assess environmental hazards arising from their processes and activities and effectively manage the risk to ensure no impact on the health of the local environment and/or community.

6. Unacceptable Manufacturing Practices

Amare Safety believes products must be developed, sourced and manufactured under acceptable conditions for all employees by suppliers who take responsibility for all elements of their supply chain.

Restricted and Banned Substances

There are many chemicals and finishes that may be used in manufacturing processes that are restricted or banned due to potentially harmful side effects to the end wearer of the products. These restricted and banned substances may also have an adverse effect on the workers handling them and the environment during the course of the manufacturing process.

Amare Safety requires suppliers to comply with European Union (EU) Registration, Evaluation, Authorisation and Restriction of Chemical Substances (REACH) regulations set for banned, restricted/substances of high/very high concern to protect our customers wearing our products and those making our products for us.

Policy Breaches and Non-Conformances

Amare Safety will not tolerate critical breaches of this Ethical Sourcing Policy, nor a supplier's unwillingness to take action and comply. This will result in Amare Safety immediately ceasing all future orders and payments, and deregistering the supplier.

Breaches of this policy are to be resolved within timelines agreed by Amare Safety through the implementation of corrective actions plans. A supplier will be required to develop and implement a corrective action for any identified breaches and non-conformances or for other reasons deemed relevant by Amare Safety. If corrective actions are not implemented and resolved within the agreed timelines, then the supplier will be deregistered.

Amare Safety reserves the right to deregister a supplier as a result of suspected non-conformances at Amare Safety discretion.

Ethical Sourcing Policy Compliance Declaration

I _____ of _____
[PRINT NAME] [COMPANY NAME] [ACN or equivalent]

In my capacity as

_____ Confirm
that: [POSITION DESCRIPTION – MUST BE A COMPANY OFFICER]

1. I have read and understand Amare Safety's Ethical Sourcing Policy
2. The above named company (as a supplier to Amare Safety) is compliant to Amare Safety Ethical Sourcing Policy and the requirements therein.
3. Our supply chain (including all our suppliers and subcontractors) are compliant to Amare Safety Ethical Sourcing Policy and the requirements therein.
4. The above named company and our supply chain do not have any critical breaches or have any non- conformances that require a corrective action.
5. I will notify Amare Safety of any material changes in the supply chain (including, but not limited, to the engagement of new subcontractors or factories)

I confirm that I am an authorised person for the above-named company and that the information submitted on this form is true and correct.

[SIGN]

[DATE]