



SUPPLIER CODE OF CONDUCT

First Kekuka Nominees PTY LTD trading as Jeanworks, Supplier Code of Conduct requires that working conditions in its supply chain are safe, that workers are treated lawfully and with respect, and that manufacturing processes are environmentally responsible.

Conducting a responsible business is a priority for Jeanworks. Our continuous improvement program revolves around sustainability and the impacts that our business has on the environment. The Supplier Code of Conduct outlines the requirements that apply for all business relationships between Jeanworks and its suppliers.

Main Principles for Suppliers

As a valued supplier, Jeanworks requires that you agree to the terms of this code and implement policies and procedures to ensure that your business and your suppliers are meeting the standards of the code and are compliant at all times. You are obligated to extend the terms and content of the code through your business and supply chain. Including secondary suppliers, subcontractors and sources of labour.

Labour and Human Rights

Labour Practices

You must uphold the human rights of workers and treat them with dignity and respect, as understood by the international community. To that end, you must ensure that workers are afforded the higher level of protection offered under the local law. This obligation applies to all workers of any kind regardless of the place of work or the nature of your relationship.

You must take reasonable steps to determine the age of labour within your business.

Child labour must not be used.

Forced Labour

Suppliers shall ensure that they do not engage in any form of forced, bonded, compulsory, trafficked, modern slavery or non-voluntary labour. Suppliers are expected to work proactively against forced labour and act with consideration when recruiting migrant workers, both directly and indirectly.

Suppliers shall provide a written employment contract in a suitable language understood by them. The content is to be explained verbally in clear and understandable terms. Suppliers will only employ workers who are legally allowed to work in the receiving country.

Suppliers shall not withhold employee's identification or travel documents.

Salary and Wages Obligations

You will pay each workers such wages and benefits for a standard working week that meet the national legal standards or industry benchmark standards in that workers location of employment, whichever is higher.

You will not avoid obligations to workers under labour or social security laws and regulations arising under a regular employment relationship through the use of labour only contracting, subcontracting, home working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

Discrimination



You will not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, nationality, religion, age, disability, gender, marital status, sexual orientation, health condition, pregnancy, union membership or political affiliation.

Harrassment

Suppliers shall commit to a workplace free of harassment and shall foster a social environment with respect for each individual. Suppliers shall ensure that employees are not subject to any physical or psychological inhumane treatment, punishments, threats or false misleading promises.

Child Labour

Child labour is not accepted. The supplier shall not directly or indirectly employ children below the minimum age of 15, unless the exceptions recognised by the ILO 138 Minimum Age Convention (article 6 and 7) apply.

Health and Safety

The health and safety of our people is our greatest responsibility. We are committed to providing safe and healthy work environments for employees, contractors, customers and visitors, as well as effective and timely rehabilitation of injured employees.

Suppliers shall ensure that there is a process for their employees to identify, evaluate and prioritise elimination of health and safety risks. Suppliers shall supply appropriate safe facilities including the use of personal protective equipment, machine and safety equipment including the instructions to use.

Records of safety inductions are to be maintained at all times for each employee.

Environment

Jeanworks and their suppliers have a responsibility to the environment to protect our planet for future generations. Suppliers are required to have thorough knowledge about their own environmental impacts and challenges and will always strive to select alternatives with less environmental impact.

Energy

Suppliers shall control and initiate actions to reduce the use of energy, packaging, raw materials and water. The energy used by the suppliers facilities should be best practice and leaning towards fossil free energy resources.

Emissions and Waste Handling

Suppliers shall control and implement actions taken to reduce emissions to the air. Suppliers shall implement waste handling procedures and management for the handling of wastewater, hazardous and nonhazardous materials along with oils, chemicals, batteries and other waste shall be kept separate from other waste and handled in a way that to avoid leakage in to air, soil or water. Waste should be sorted into recycling bins where possible.

Chemicals

Supplier shall have methods, procedures and equipment to handle, label and store chemicals appropriately in a safe way to minimise the negative impact to our people and environment. Suppliers shall actively work to limit and restrict the number of chemical products to have the lowest possible health and environmental risk. Natural Green Dyes are to be used at all times reducing the use of toxic synthetic dyes.

Risk assessments and material safety data sheets will always be available for staff to review and a risk register of chemicals maintained.

Business Ethics



Jeanworks is committed to conducting business ethically and in accordance with the law and requires the same of its suppliers. Relationships between Jeanworks and its suppliers shall be of transparent and built on trust.

Conflict of Interests

Personnel interests or relationships shall not influence Jeanworks in decision making, contract variables or recommendations.

Competition and Antitrust

Jeanworks requires of its suppliers to comply with valid and applicable competition and antitrust laws. In particular, suppliers will not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market.

Bribery and Corruption

Jeanworks supports national and international efforts to protect competition from distorting effects of corruption, and rejects all corrupt practices and forms of behaviour, including but not limited to what are known as facilitation payments; payments to speed up the performance or contract response.

Jeanworks suppliers must ensure that their employees, contracts, subcontractors and other representatives do not offer or accept bribes, facilitation payments, inadmissible donations or other benefits to or from customers or other business partners.

Record Maintenance

Maintain record keeping to appropriate standards as is necessary. You must conduct your business with honesty, fairness and integrity and be committed to the highest standards of ethical conduct. You must not engage in bribery, corruption, criminal activity, fraud or any other method of obtaining undue or improper advantage.

Compliance with the Supplier Code of Conduct

Jeanworks reserves the right, upon reasonable notice, to check compliance with this code. Violations of this code may result in immediate termination as a supplier to Jeanworks.

A handwritten signature in black ink on a light-colored background, reading 'Bruce McCausland'.

Bruce McCausland
Managing Director
First Kekuka Nominees Pty Ltd