



RODD & GUNN®
NEW ZEALAND

RODD & GUNN

**CALIFORNIA TRANSPARENCY
IN SUPPLY CHAINS ACT
DISCLOSURE**

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 (SB 657)

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INTRODUCTION

This disclosure reaffirms Rodd & Gunn’s commitment to ethical conduct, responsible sourcing, and the protection of human rights across our global operations. Our reputation is built on a foundation of integrity, authenticity, and transparency. As a global company with an extensive supply chain, we take seriously our responsibility to ensure that the human rights of all people working throughout our value chain are respected and upheld.

This disclosure has been prepared in accordance with the requirements set out in the [California Transparency in Supply Chains Act](#) for the financial year ending 30 June 2025 and reflects the collective efforts of our internal teams, supplier base and external industry partners. This disclosure has been reviewed and approved by the Board of Directors and the Chief Executive Officer, Michael Beagley of Rodd & Gunn New Zealand Limited and all the subsidiaries that it owns and manages.

The official international definition of **human trafficking** is established by the [United Nations Office on Drugs and Crime](#). It defines human trafficking as the recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception for the purpose of exploitation and profit. Human trafficking is a method used to force people into **modern slavery**. According to the [International Labour Organisation \(ILO\)](#), 50 million people are currently trapped in modern slavery, when last assessed in 2021. Modern Slavery is the umbrella term used to describe the use of exploitive labour practices.

The apparel and footwear industry faces and elevated risk to human rights violations due to low-skilled, labour-intensive production and sourcing from higher risk countries and often opaque supply chains. Risks are often hidden in lower tiers, so we consider geography, sector, government infrastructure, supply chain tier, and business relationships holistically. Human trafficking and slavery risks are highest in manufacturing countries with weak protections, excessive overtime, reliance on migrant labour and poor worker voice. We acknowledge the complexities and limited visibility that can exist within supply chains. This is why we remain committed to continuous improvement, education, consumer transparency, disclosure reporting (voluntary and involuntary), accountability and industry collaboration in this space.



OUR SUPPLY CHAIN

The Rodd & Gunn brand was established in 1987 when the first stand-alone store opened in Auckland, New Zealand. From that moment forward, the Rodd & Gunn brand became synonymous with premium high-quality menswear apparel, footwear, luggage, and accessories. Rodd & Gunn has continued to expand its retail and wholesale network across both the Southern and Northern Hemispheres.

Manufacturing is undertaken through a global network of trusted suppliers with whom we maintain direct, transparent relationships. Each supplier is selected for their high-quality craftsmanship, strong ethical standards, and commitment to social and environmental responsibility. Our most recent supplier list is publicly available on our website (<https://www.roddandgunn.com/brand-story/sustainability>). In FY25, Rodd & Gunn worked directly with 99 suppliers across 16 countries.



In FY25, 72% of our Tier 1 production came out of Vietnam and reinforces the important role of our Ho Chi Minh office and how it has enhanced supplier transparency and strengthened our ability to build supplier relationships and maintain close oversight of operations. China and Europe dominated our textile and yarn production for FY25, representing 89% of our Tier 2 supply chain. Each region presents a different risk profile and requires a different due diligence approach. Europe remains a strategic region as we continue to invest in premium materials from some of the world’s leading fabric mills in terms of social and environmental progress.



VERIFICATION OF SUPPLY CHAIN RISKS

Rodd & Gunn engages in risk-based verification of its product supply chains to evaluate and address risks of human trafficking and slavery. Verification activities are conducted by internal ESG personnel and are supported by independent third-party audit and supplier monitoring programs facilitated through SGS, WRAP, SMETA, SLCP, Better Work, BSCI and SA8000. We take a structured approach to identifying and prioritising risk across our global supply chain. This includes:

MAPPING THE SUPPLY CHAIN

Mapping across all levels of our supply chain enhances visibility and helps us identify potential human rights risks. We have mapped and verified 100% of our Tier 1 and Tier 2 supply chain with strong progress in identifying our Tier 3 and Tier 4 suppliers. We are committed to ongoing supply chain mapping and progressing towards full transparency across all supply chain partners.

LABOUR RISK ASSESSMENTS

We map our operations and supply chain from Tier 1 suppliers through to Tier 4 (sub suppliers and raw material sources), as well as operational and service providers. For each, we assess inherent risks linked to location, industry and workforce, guided by the OECD Due Diligence Guidance for Garment and Footwear. We combine these factors to assign Low/Medium/High risk ratings for different supply chain segments, prioritising deeper due diligence where risk is higher. Recognising apparel and footwear as globally high-risk sectors, we start from a conservative position and refine ratings based on supplier specific factors (e.g. labour practices, adherence to our Code of Conduct, certifications, industry/government response).

GEOGRAPHICAL RISK ASSESSMENTS

Geography is a key indicator of risk. Rodd & Gunn operates and sources across multiple countries. When assessing a country, we consider labour law strength, prevalence of exploitation and known specific geographical issues. We use indices and human rights reports and note any countries subject to trade or import restrictions linked to forced labour. Rodd & Gunn conducts annually a geographical labour rights risk assessment which is based on findings from our third-party audits and due diligence monitoring, industry reports and government responses and industry-led publications such as the International Labour Organization (ILO), the Labour Rights Index, Wage Indicator, Global Slavery Index and the Trafficking in Persons Report.

INDUSTRY RISK ASSESSMENTS

Human rights risks can emerge at every stage of the garment supply chain, from the cultivation of raw materials to their processing into textiles, and finally through to garment manufacturing. We have direct contracts with our Garment Manufacturers and stronger oversight through quality inspections, compliance audits, and visits. Nonetheless, risks persist, including recruitment of migrant workers, underpayment or withholding of wages, and weak grievance mechanisms. Unauthorised subcontracting to smaller, unregistered workshops is a known issue in fashion supply chains and can significantly increase our risk. We have direct relationships with many Textile Mills across Europe and Asia but not all. Due to this, oversight is typically weaker here than at Tier 1, and mills may employ workers under poor conditions. We map and vet these suppliers and flag those in high-risk categories or locations for further investigation. Raw Material suppliers especially, are known for human rights risks and we use external indicators, certifications, and industry collaboration to assist us in understanding & mitigating our exposure. Our responsible raw material sourcing policy and identified and preferred sourcing regions allows us to mitigate these risks.

SUPPLY CHAIN DATA

Rodd & Gunn has established a robust Supply Chain Master Data file that tracks key data across our supply chain that is collected through our third-party supplier self assessment monitoring program. Such data includes factory and mill locations, services performed, workforce data, audit outcomes, capacity, capability and supplier certifications. This enables us to track risk over time, identify trends, and focus our efforts where they are most needed. Our Supplier List and selected performance indicators across Tier 1 - Tier 4 suppliers are publicly available on our website, reflecting our commitment to transparency.

SUPPLIER AUDITS

In FY25, Rodd & Gunn continued its supplier monitoring program through a combination of independent third-party social compliance audits and recognised certification schemes conducted by WRAP, SMETA, SLCP, Better Work, BSCI, and SA8000. These assessments, along with on-site supplier visits and regular engagement, remain a key mechanism in evaluating working conditions, identifying non-compliances, and tracking the effectiveness of corrective actions across our supplier base. We require all suppliers to have a valid Social Compliance Audit no longer than 2 years and if that is not the case Rodd & Gunn will deploy a social compliance audit through SGS our auditing party under the semi-announced 4-week audit window. In FY25 the Rodd & Gunn team conducted on-site factory visits across 38% of our Tier 1 supply chain, representing 76% of our manufacturing footprint. Providing valuable oversight and supplier trust, which only enhances our overall monitoring program.

SUPPLIER AUDIT METHODOLOGY

AUDIT PRE-REQUISITE	Rodd & Gunn only work with factories who demonstrate full cooperation with our audit requirements and due diligence screening process
ASSESSMENT CONTENTS	Checklists scan factories on local, national & international laws, in conjunction with industry Code of Conduct & some brand-specific requirements
AUDIT TYPE	On-site only for all new & initial audits.
AUDIT FREQUENCY	Varies depending on audit standard used. At a minimum, suppliers shall have a valid audit report / certification for all facilities at any point in time.
AUDIT DATE	Semi-unannounced with a four-week window, during which auditors arrive on any given day.
AUDITORS	Our preferred auditing body is SGS. All SGS auditors are fully trained & APSCA accredited, speak the local language of the regions we audit in and collectively share many years of experience.
WORKER INVOLVEMENT	We request that union or worker representatives are present for the opening/closing meetings and during the audit, ensuring workers' views are represented.
WORKER INTERVIEWS	Standard audit practice includes the interviewing of a representative sample of workers.



SCOPE OF ASSESSMENTS

During the reporting period, 27 apparel, footwear & accessories suppliers were assessed by a third-party auditing firm, representing facilities that were actively producing or delivering product for Rodd & Gunn. Assessments were distributed as follows:

	TYPE OF FACILITY						
	TIER 1				TIER 2		TIER 3
	APPAREL FACTORY	WASHING SUB-CONTRACTORS	FOOTWEAR FACTORY	ACCESSORIES FACTORY	FABRIC MILL	TRIM FACTORY	YARN MILL
NO. OF FACILITIES ASSESSED (FY25)	17	2	–	3	4	1	1
NO. OF FACILITIES ASSESSED (FY24)	18	–	2	4	–	–	–

Due to the nature of supplier relationships, the proportion of Tier 1 assessments remains highest however, this year marked the first inclusion of Tier 2 and Tier 3 suppliers in our active monitoring cycle. Whilst we will continue to aim for further increasing the number of facilities monitored, the tier 2 & 3 mills currently assessed already represent over 55% of Rodd & Gunn’s fabric/yarn volume procured in this reporting period. In addition, self-assessments and third-party reports from sub-contracted facilities engaged in washing, embroidery or printing services for Rodd & Gunn orders were included in our monitoring scope.

AUDIT FINDINGS AND NON-COMPLIANCE OVERVIEW

We collaborate with each supplier on the expectations around managing and maintaining their Corrective-Action-Plan (CAP) to ensure any findings are communicated, discussed, and closed off within an agreed period. Any non-compliant findings are given a weighted rating of either MINOR, MAJOR or CRITICAL, depending on the severity and impact they have on the workers or on the environment. In FY25 across all assessed suppliers, a total of 183 non-compliances were identified, distributed across the following categories and severities:

Top 10 Non-Compliances FY25

CATEGORY	CRITICAL	MAJOR	MINOR	TOTAL
HEALTH & SAFETY	1	3	73	77
FIRE SAFETY	–	7	3	10
WAGES & BENEFITS	–	11	10	21
SECURITY (CTPAT)	–	–	15	15
MONITORING OF COMPLIANCE	–	2	16	18
ENVIRONMENT	–	2	8	10
WORKING HOURS	–	7	7	14
WORKER INVOLVEMENT & PROTECTION	–	–	5	5
GRIEVANCE MECHANISMS	–	1	3	4
EMPLOYMENT CONTRACTS	–	1	3	4

Tier Level Breakdown

CATEGORY	CRITICAL	MAJOR	MINOR	TOTAL
TIER 1	1	25	127	153*
TIER 2	–	7	13	20
TIER 3	–	2	6	8

*The higher concentration of Tier 1 findings is proportionate to the distribution of assessments across the supply chain.

Although almost always minor in severity, Health & Safety remained the dominant area of non-compliance and is consistent with industry trends, while issues related to Wages and Benefits, Fire Safety, and Working Hours returned the most major findings. Critical findings are not common but treated with highest priority. All related corrections are followed up immediately with factory management and verified via on-site 3rd party assessment.

Pre-Production Due Diligence Assessments

In addition to the 27 suppliers monitored in FY25, a further 14 facilities underwent pre-production due diligence checks in the reporting period as part of Rodd & Gunn’s proactive risk management framework. These assessments identified 123 findings, with 72% closed within 12 months. All 14 facilities (13 apparel facilities and 1 fabric mill) are in Vietnam, underscoring the strategic importance of this region in our sourcing network.



CERTIFICATION

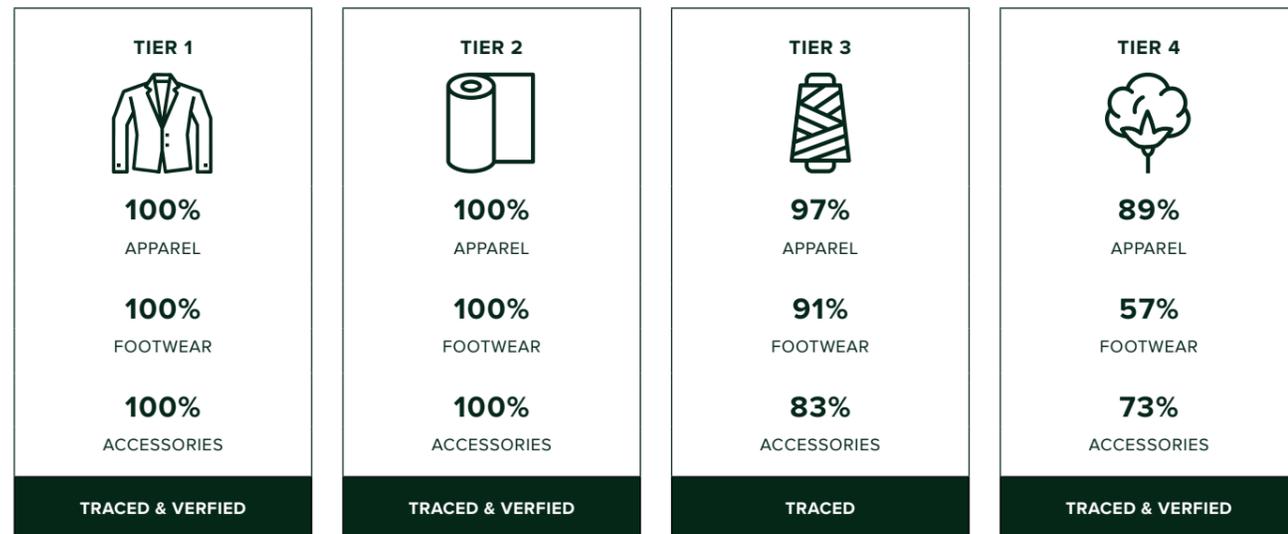
All supply chain partners are required to formally acknowledge and comply with Rodd & Gunn’s Supplier Code of Conduct and associated responsible sourcing policies. As part of this process, suppliers declare that their operations and the materials incorporated into Rodd & Gunn products comply with applicable laws regarding slavery and human trafficking in the countries in which they operate. These standards prohibit forced labour, child labour, and any form of human trafficking, and set clear expectations for ethical labour practices throughout the supply chain. We work closely with our auditing partners to ensure the Code compliance is achieved and that includes providing the Code in all the languages spoken in our factories and it is clearly displayed at supplier facilities.

TRACEABILITY

Without clear visibility, it becomes difficult to make informed business decisions and to proactively address risks. Limited supply chain insight can expose both Rodd & Gunn and the workers within our supply chain to serious issues such as unsafe working conditions, excessive working hours, forced or child labour, inadequate environmental practices, and unnecessary waste.

Through increased traceability, audit results and supplier risk analysis, we can focus our resources on the factories, countries or fibres that have a higher risk of forced / child labour and help us identify and mitigate any potential risks before they occur. Our team collaborates closely with suppliers to enhance visibility into the deeper tiers of our supply network, including raw-material origins. We maintain a seasonal traceability register for every style, capturing chain-of-custody information and other relevant details. Verification of supplier disclosures is supported through the review of formal documentation and ongoing communication, including Certificates of Origin, Transaction Certificates, supplier or spinner declarations, invoices, Bills of Lading, packing lists, and bale or spinner code records.

Verified Traceability Back to Country of Origin by Volume



SUB-CONTRACTORS

We work proactively to identify hidden tiers within our supply chain through regular engagement with suppliers, on-site visits, audits, and by requiring all Tier 1 suppliers to disclose any outsourced production for each season’s orders. While sub-contracting any part of bulk production is prohibited, we recognise that certain stages of fabric or garment manufacturing may require specialised skills or machinery that a primary facility does not possess. In these limited circumstances, suppliers must obtain prior approval before engaging any sub-contracted process. Any supplier seeking approval must go through the Rodd & Gunn Sub-Contractor Approval process, which requires full disclosure of the sub-contractor’s location, operational details, and all traceability information. Sub-contractors are also required to read and comply with our Supplier Code of Conduct and Supporting Policies before any work begins. Compliance is verified through third-party audits, and we further strengthen oversight by arranging a site visit from a Rodd & Gunn Vietnam team member.

FABRIC AND YARN SOURCING

Our European Mills are our preferred fabric source, making up 33% of our apparel fabrics and yarns for FY25. Our Tier 2 suppliers are required to sign and adhere to our Supplier Code of Conduct and supporting policies. They provide us with third-party social compliance auditing reports with full disclosure. Due to the direct relationship that has been established with our design office in Milan we can visit these facilities at any stage, further enhancing our visibility. Many of our mills celebrate a long history in the textile industry, supporting local townships, stringent environmental regulations and continuing to provide opportunities & development for local communities and future generations.

RAW MATERIALS

Natural fibres account for 97% by product volume of the raw materials we use, with cotton representing 79% of our product range. We recognise the human rights risks associated with cotton production. In 2018, we introduced our Responsible Cotton Sourcing Policy, which targets regions identified as high-risk for human rights violations and outlines our expectations for verifying the chain of custody of cotton products. This commitment became even more relevant following the introduction of the Uyghur Forced Labor Prevention Act (UFLPA) in 2021, which prohibits the importation of goods linked to forced labour in the Xinjiang Uyghur Autonomous Region (XUAR) of China. 52% of our Cotton is sourced from Australia, this intentional sourcing policy is about procuring is not just about a premium quality fibre, but the Australian cotton industry represents the highest standard in terms of worker rights, therefore presents the lowest exposure to the risk of human trafficking and slavery. Through our various farm to floor sourcing programs Rodd & Gunn has been able to trace 89% of our raw materials back to their Country of Origin, and in some programs directly to individual farms. Rodd & Gunn has adopted the FibreTrace® Technology across key cotton raw-material programs. FibreTrace® enables physical and digital traceability. By adopting this technology, it allows Rodd & Gunn to independently verify raw-material origin, reduce the risk of fiber substitution, mitigate exposure to human rights violations and confidently source products that align with our ethical and responsible-sourcing commitments.

PRODUCT AND FACILITY CERTIFICATION

The role certifications have on our responsible sourcing is pivotal, serving as the catalysts for positive change and the bases for sustainability claims. They set benchmarks, conduct supplier monitoring, foster transparency, ensure quality and safety indicators are met, help us meet forced labour regulation and protect workers rights. Rodd & Gunn strongly endorse and encourage our suppliers to adopt a preferred range of certifications. These standards cover various aspects, including material sourcing, production processes, labour practices, environmental management, and overall ethical conduct. For FY25, 91% of our apparel range was sourced to through an industry leading, verified product, material or facility certification and standard.

INTERNAL ACCOUNTABILITY

We are governed by a Board of Directors and with our CEO also an active Director on the Board. Accountability for our action and progress on matters relating to Human Trafficking and Modern Slavery sits with our Board, and they are responsible for ensuring that fundamental human rights are upheld throughout all levels of the company. Our ESG Team, in collaboration with the Modern Slavery Committee, work diligently and cross functionally to help business understand, identify, limit, and remediate any potential human rights violations. They work directly with our operational and supply chain partners to ensure due diligence processes are followed through. Our Human Rights Governance Structure is responsible for reporting on matters relating to ethical sourcing and human rights risks.

HUMAN RIGHTS GOVERNANCE STRUCTURE



MODERN SLAVERY COMMITTEE

In 2023, we established a Modern Slavery Committee which meets annually to discuss goals & progress for each department, proposed initiatives and any cross-functional support that is required to carry out those initiatives. Throughout the year, the ESG team works directly with various business units on matters that impact on that department specifically. To enhance visibility of modern slavery risks within this area, our Modern Slavery Committee works closely with each business unit to retrospectively map and identify all relevant providers. Once identified, we undertake an analysis to better understand their due diligence practices and, where applicable, obtain copies of their Modern Slavery Statements, Codes of Conduct, or equivalent policies.

MODERN SLAVERY POLICY

The purpose of this policy is to educate and raise awareness amongst Rodd & Gunn employees about modern slavery, what it is and our responsibility to mitigating the possibility of it occurring in our supply chain and business operations. The policy has been built into the Employee Code of Conduct and Induction Handbook onboarding process. This policy is reviewed annually to understand the key modern slavery risks, define preventative measures and to propel action plans.

RESPONSIBLE PURCHASING POLICY

Rodd & Gunn’s Responsible Purchasing Policy sets clear expectations for all team members to support fair treatment of workers and minimise unintended pressure on suppliers. The policy provides practical guidance across key business practises such as forecasting, design, price negotiation, delivery lead times, payment practices and responsible exit strategies. Ensuring our commercial activities do not create negative social or environmental impacts. Each year, our Buying and ESG teams meet to assess how our purchasing behaviours align with the policy and to identify opportunities for improvement. We also deploy the Better **Buying Purchasing Practices Index (BBPI)** survey to our supply chain, an anonymous supplier survey that gathers feedback on purchasing practices across all tiers of the supply chain and identifies areas for targeted improvement.

PUBLIC DISCLOSURE

Rodd & Gunn actively collaborates with advocacy groups, non-governmental organisations, and industry initiatives to continually strengthen our approach to human rights risks. Key engagement and disclosure reporting activities include:

- Signatory to the AAFA/FLA Apparel & Footwear Commitment to Responsible Recruitment
- Modern Slavery Reporting across Australia, the UK, and Canada.
- California Transparency in Supply Chains Act disclosure
- Rodd & Gunn Tier 1 - Tier 4 Vendor List, Supplier Code of Conduct and supporting policies published online

ONBOARDING NEW SUPPLIERS

We conduct comprehensive due diligence checks on all prospective suppliers. This includes reviewing existing social-compliance audits and certifications, assessing relevant social and environmental policies, examining company profiles, and understanding how suppliers engage with their workers and wider stakeholders. Once a supplier has been assessed and approved, they are required to review and sign our Supplier Code of Conduct and associated policies before any production commences. Following onboarding, our ESG team and third-party auditing partners assist in the ongoing compliance, continuous improvement, and timely updates of due-diligence information.

SUPPLIER CODE OF CONDUCT & SUPPORTING POLICIES

Our Supplier Code of Conduct is aligned with the **Ethical Trade Initiative (ETI)** Base Code and the **International Labour Organization (ILO)** Core Conventions and is reviewed and updated regularly to reflect evolving industry best practice. To support accessibility and understanding across our global supply chain, the Code is available in local languages spoken by our supply chain workforce. Rodd & Gunn also require suppliers to adopt a range of social, environmental, animal, chemical and material sourcing policies which are also important to the health, protection, and wellbeing of all workers in the supply chain. This suite of policies is to not only drive best practice within our supply chain, but to continue to hold ourselves accountable to these high standards. We work closely with our suppliers and auditing partners to ensure compliance to the Code and supporting policies are clearly displayed at all facilities with worker access.

Mapped Facilities that have signed the Supplier Code of Conduct



GRIEVANCE MECHANISMS

Ensuring that workers in our supply chain have a meaningful voice is essential to identifying potential human rights risks or breaches. In 2018, we introduced our Worker Grievance Policy, which outlines clear steps for workers to confidentially communicate concerns directly to Rodd & Gunn. Workers can lodge grievances via QR code, dedicated email address, or country-specific social media channels. All suppliers are required to display the Grievance Notice in a prominent staff area that is free from management oversight and video surveillance, such as break rooms, dormitories, or rest rooms. Compliance with this requirement is monitored through our third-party audit partners and during Rodd & Gunn factory visits.

MIGRANT WORKER PROTECTION

Rodd & Gunn focuses on both foreign and domestic migrant workers who may face heightened risks during recruitment. In line with our **Migrant Worker Recruitment Policy**, we continue to embed the principles of the AAFA/FLA Apparel & Footwear Commitment to Responsible Recruitment. We have expanded our monitoring and data-collection processes which now include tracking the number of migrant workers by gender, origin country (or region) and understanding recruitment channels used. To support consistent implementation, we have developed a **Migrant Worker Self-Assessment Questionnaire (SAQ)** which is completed by suppliers with a foreign migrant worker force.

CORRECTIVE ACTION PLAN (CAP)

Once audits have been completed, a CAP is developed for the factory based on any non-compliances found during an audit. These non-compliances are rated according to their severity (minor / major / critical) and root causes are defined. For each CAP non-compliance a responsible person/department is assigned and due dates for completion are agreed upon. Factories are required to conduct a root cause analysis for each non-compliance to ensure that corrective actions address the underlying issues and lead to effective, long-term improvements. We engage directly with all factories to monitor progress on implementing agreed corrections and system changes. All non-compliances are tracked year on year, enabling us to identify recurring themes or areas where progress is limited. We use these insights to deepen our engagement with factory management, mitigate risks, and support the development of stronger and more sustainable practices over time. Additionally, we track factories' closure rates to assess their capacity to resolve issues promptly and to identify cases where residual risks may require further support or investigation. For any non-compliances that cannot be accurately verified by our team internally, we request a follow-up audit to ensure these non-compliances have been officially assessed.

REMEDIATION PROCESS

In the past we have collaborated with other brands, industry specialists, NGOs, and civil society to remediate on a large scale. This type of engagement can provide further insight into a wider range of issues and causes and allow for more effective remediation and collaboration of experience and resources. If a case of modern slavery or forced labour is identified through our supply chain, either through our grievance mechanism, third party audit company or other external avenues, we adopt the [Ethical Trading Initiative \(ETI\) Access to Remedy](#).

SUPPLIER EXIT STRATEGY

We aim to support, educate, and collaborate with our suppliers to help drive sustained business, continuous improvement, and positive change. In the rare circumstance where we decide to exit a supplier, we ensure the supplier is provided with sufficient notice and a long-term phase-out plan. We take full responsibility and pay in full for all finished goods, this also includes any raw materials and trims purchased by the suppliers for future production. We understand that terminating relationships with suppliers can impose further distress for workers and will only resort to this if the attempts to remediate have been unsuccessful. Exiting a supplier is only considered when both parties reach an inability to carry out the agreed terms, which could be related to workmanship issues, inability to meet design requirements, minimum order quantities cannot be met, changes in trade regulations, logistical challenges, unresolved non-compliances or criminal activity.

TRAINING

Building awareness and capability across our team is critical to ensuring we can identify, respond to, and prevent potential instances of trafficking and slavery, both internally and externally. Throughout the reporting period, key business functions participated in a range of industry events, workshops, and training initiatives designed to strengthen understanding of human rights risks and responsible business conduct. These activities support informed decision-making and help embed responsible sourcing practices across the business.

INTERNAL TRAINING

Internal training is provided to employees and management across multiple business areas with direct responsibility for supply chain management, responsible purchasing, human rights mitigation and supply chain compliance. Some of that training included:

- *Baptism World Aid and the UN Global Compact Network - Effective Supply Chain Grievance Mechanisms Seminar*
- *Better Buying - Five Principles of Responsible Purchasing*
- *OECD Due Diligence for Responsible Business Conduct*
- *Better Work Vietnam - Grievance Mechanism Training*

SUPPLIER TRAINING

As Rodd & Gunn continues to expand across the Northern Hemisphere, regulatory expectations have increased accordingly. **Better Work Vietnam** is a widely adopted supplier monitoring program within our supply chain, with more than 30% of our suppliers participating in its compliance and training framework. Better Work Vietnam combines independent compliance assessments with ongoing advisory services and structured training to support factories in strengthening labour standards, workplace systems, and grievance mechanisms. This includes participation in the **Factory Assessment and Capacity-Building Training (FACT)** program, which provides targeted training to factory management and worker representatives on labour law compliance, worker-management dialogue, effective grievance mechanisms, and remediation of non-compliance. The FACT program has only been adopted in 1 of our factories, so encouraging this to be adopted more broadly will be a focus going forward. This integrated approach supports our trafficking and slavery awareness by building supplier capability, increasing awareness of labour rights, and reducing the risk of exploitation within our supply chain.

Rodd & Gunn funded training for all Tier 1 suppliers in Vietnam and Cambodia to attend a series of social-compliance conferences hosted by the **American Apparel and Footwear Association (AAFA)** in partnership with **Worldwide Responsible Accredited Production (WRAP)**. These events provided practical guidance on emerging regulatory requirements, human rights due diligence, responsible purchasing and sourcing practices, and effective remediation strategies. We received highly positive feedback from participating suppliers and are pleased to report that 90% of our Vietnam and Cambodia Tier 1 supply chain attended at least one of these sessions.

CLOSING SUMMARY

Rodd & Gunn recognizes that addressing trafficking and slavery is an ongoing responsibility that requires vigilance, transparency, and collaboration. While we continued to strengthen our governance, due diligence, and supply chain oversight during FY25, we acknowledge that human rights risks are increasing particularly within complex, global supply chains where visibility can be limited. This disclosure reflects our commitment to identifying and responding to those risks in a proportionate and responsible manner, and to continuously improve the effectiveness of our actions in line with international best practice and evolving regulatory expectations. To support continuous improvement, Rodd & Gunn has identified the following priorities for the year ahead:

- Improving year-on-year tracking of key modern slavery risk indicators across our operations and supply chains.
- Deepening supply chain oversight by expanding supplier monitoring and traceability initiatives into lower-tier suppliers, particularly in higher-risk regions and raw-material supply chains.
- Strengthening worker voice by reviewing and enhancing grievance mechanisms, increasing worker awareness, and exploring additional tools to support safe and meaningful engagement.
- Building internal and supplier capability through targeted modern slavery and responsible-purchasing training for relevant teams and key suppliers.
- Maintaining transparency and accountability through continued public disclosure, engagement with non-government organisations, and alignment with emerging guidance from global industry standards and protocols.
- Continuing to extend the implementation of our Supplier Code of Conduct across lower tiers of the supply chain.

Rodd & Gunn remains committed to staying informed of emerging risks, applying a metric-based approach to assess and benchmark effectiveness, and transparently communicating our progress in FY25 and beyond.



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