



COVID-19 RESPONSE

As RODD & GUNN navigates the challenges presented by the Covid-19 pandemic, the health and wellbeing of our team members and their families along with the workers in our supply chain remains our top priority. We fully recognise the devastating impact this crisis can have on the many people who make up the global supply chains. In line with our history of strong supplier relationships, we are committed to working closely with our suppliers as we move to recover and rebuild.

As a result, we are taking the following actions:

- We take full responsibility and pay in full for all finished goods and goods in production. This also includes any raw materials and trims purchased by suppliers for future productions. We ensure these materials are used for future production so that suppliers, factories, and mills are not left out of pocket.
- We have not cancelled any purchase orders, nor have we asked for any discounts and in no cases have force majeure clauses been enforced. In some circumstances throughout the pandemic and only when suppliers were able to do so, we delayed some shipments to manage stock flow and consumer demand. These shipments have now been delivered in full.
- We engaged regularly with our suppliers individually and directly to understand how their organisation has been impacted by the pandemic and how we can best support their internal response to help reduce infection and provide a safe workplace for all workers. These protective measures include; social distancing guidelines, additional PPE, hygiene stations, increased cleanliness of commonly used areas and equipment.
- Rodd & Gunn implemented in 2019 a comprehensive Worker Grievance Notice which is displayed in all our garment facilities and translated to the local language. This gives workers direct and secure access to the Rodd & Gunn Ethical Sourcing team through 3 platforms email / QR code or WeChat account. The Worker Grievance Notice is an important tool now more than ever in providing our workers with a platform to voice any concerns they have.
- We recognize that we cannot adequately address the social and environmental challenges of this pandemic alone. Therefore, we will continue to collaborate with other industry partners and honor existing licenses and apply best practice. We have applied a flexible approach to our wholesale customers and will provide support for when they are ready to recommence trade.
- We have a robust Social Audit Program that remains in place and we are working closely with our global auditing partner SGS on what alterations we need to make to our protocols due to Covid-19.
- All suppliers are still required to adhere to our Supplier Code of Conduct and Policies which is tailored specifically to our supply chain. The conditions in our supplier Code of Conduct are aligned to the Ethical Trading Initiative (ETI) Base Code and International Labour Organisation's (ILO) Four Fundamental Principles and Rights at Work.

During the pandemic we will continue to collaborate with our Stakeholders and share more information about what actions we are taking to ensure the longevity of not just our Brand but all those who contribute to its success and future endeavours.