

RESPONSIBLE PURCHASING POLICY 2.0

1. Purpose

RODD & GUNN seeks excellence in every aspect of its business and is committed to minimising the social, environmental and ethical impacts of its supply chain.

2. Scope

This policy is to be used as a reference for all staff & senior managers responsible for procurement, purchasing of goods, including individual buyers, design teams and product developers.

3. Objectives

Our aim is to seek the purchase of goods and services that minimise negative and enhance positive impacts on the environment and society whilst meeting our business requirements. As a responsible business, we strive to uphold the human rights of workers in our supply chain and facilitate a respectful and ongoing dialogue with our suppliers. Thus, we are committed to:

- treating suppliers with respect and consideration in all our dealings and communications
- maintaining contact with suppliers via remote and face-to-face communication to treat suppliers like partners in the business and establish workflows that are mutually beneficial
- incorporating ethical discussions into buying negotiations and taking into account the impact of working conditions of our supplier's personnel when placing orders
- never exerting commercial influence or threaten suspension of business to influence suppliers to place unrealistic or dangerous expectations on their employees
- providing support to our suppliers in striving to meet their obligations under our supplier code of conduct.

4. Strategies & Actions

To ensure our objectives can be achieved we commit to conduct ourselves in the following manner:

4.1 - Planning and Forecasting

- provide regular forecast and projection updates to suppliers for the purposes of future planning including booking standard orders well in advance of production schedule deadlines.
- give clarity and ensure communication with suppliers regarding key critical path stages.
- refrain from changing orders repeatedly and with short notice. If changes are unavoidable, amending target delivery times accordingly.
- ensure that any planning involving peak season demands is completed in a timely manner to avoid undue pressure on suppliers that may result in excessive overtime or unauthorised sub-contractor use.
- communicate clearly, promptly and accurately on all issues concerning orders. Work collaboratively with suppliers to always ensure that lead times do not result in negative or unreasonable working conditions.

4.2 - Design and Development

- provide accurate technical specifications to avoid increased sampling / production costs for suppliers as well as quality issues, delivery delays and forced over time.
- avoid over sampling and not committing to a bulk order.
- using up liability trims in a timely / agreed manner

4.3 - Price and Price Negotiation

- never negotiate a price that is below the cost of production, as this will impact on the wages and working conditions of workers.
- consider audit results and supplier performance around wages & working conditions to ensure our buying decisions are not made purely on the basis of price
- ensuring that any changes to garment post price confirmation are mutually agreed on between buyer and supplier.

4.4 - Payments

- payment to suppliers is in line with agreed timeframes
- ensure the amount paid to suppliers is in line with terms agreed and retrospective changes may only be made where it is mutually agreed and is not to the detriment of the supplier or their workforce.
- implement an internal monitoring system to track terms of payment, on-time payment as well as penalties issued and their root causes.

4.5 - Responsible exit strategies

- consider reasons for and consequences of exits
- allow appropriate phase-out time
- seek to avoid negative impact on workers by taking pay and working conditions into consideration when reviewing our business relationships

5. Monitoring & Review

- RODD & GUNN commit to provide awareness training to employees as identified in the scope of this policy.
- We commit to engage in direct dialogue with suppliers on our purchasing practices on a regular basis, discuss feedback internally and work collaboratively to find solutions.
- As part of our 3rd party social auditing program, we assess the workplace standards of our suppliers on an ongoing basis. Where it is found that a supplier's conduct is not in accordance with RODD & GUNN's Responsible Purchasing Policy or Code of Conduct, we will seek to engage with that supplier and work collaboratively on improvements to be made.
- This policy is reviewed periodically to enable adjustments and improvements to be made as required.
- We commit to continuing our research and gathering information to better understand the impact of our buyer-supplier relationships.



MODERN SLAVERY POLICY 1.0

Modern slavery is the umbrella term used to describe the use of exploitive labour practices, which include, but is not limited to; servitude, forced labour, human trafficking, debt bondage, forced marriage, slavery, deceptive recruitment for labour or services, and child labour.

According to Walk Free and the International Labour Organisation (ILO), 49.6 million people are currently trapped in Modern Slavery.

Rodd & Gunn are committed to combatting slavery, and acting ethically and with integrity in all its dealings, relationships and supply chains. We are dedicated to identify, mitigate and remediate any causes or cases of slavery in our supply chain and operations. Freedom from slavery is a fundamental human right, and we believe that all people associated with our business should be treated with respect and dignity.

Definition of Scope

This policy applies to all employees of **Rodd & Gunn New Zealand Limited**, and its subsidiaries, including but not limited to:

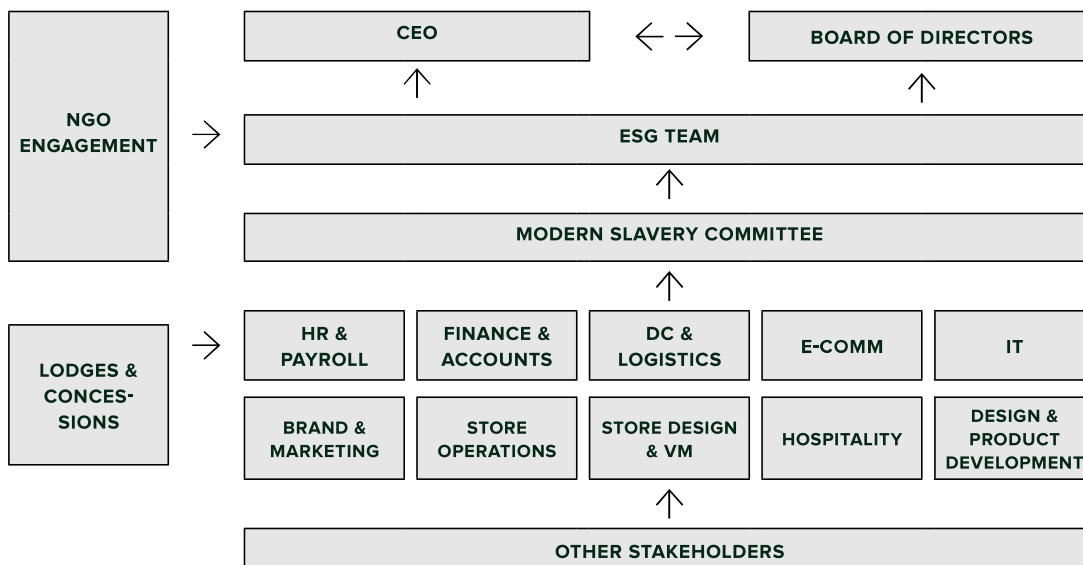
- Rodd & Gunn Australia Pty Ltd
- Rodd & Gunn USA Inc
- Rodd & Gunn USA Retail Inc
- Rodd & Gunn Canada Limited
- Rodd & Gunn UK Limited
- Rodd & Gunn France
- Rodd & Gunn Netherlands BV
- Rodd & Gunn Italy S.R.L.
- Rodd & Gunn Singapore PTE Limited

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Remediation Procedure

If a potential case of slavery has been identified in our operations, either through a site visit, or first-hand report from an employee, the case needs to be reported through our Governance structure, who will escalate and remediate the case according to the severity of the breach.

Rodd & Gunn Governance Structure:

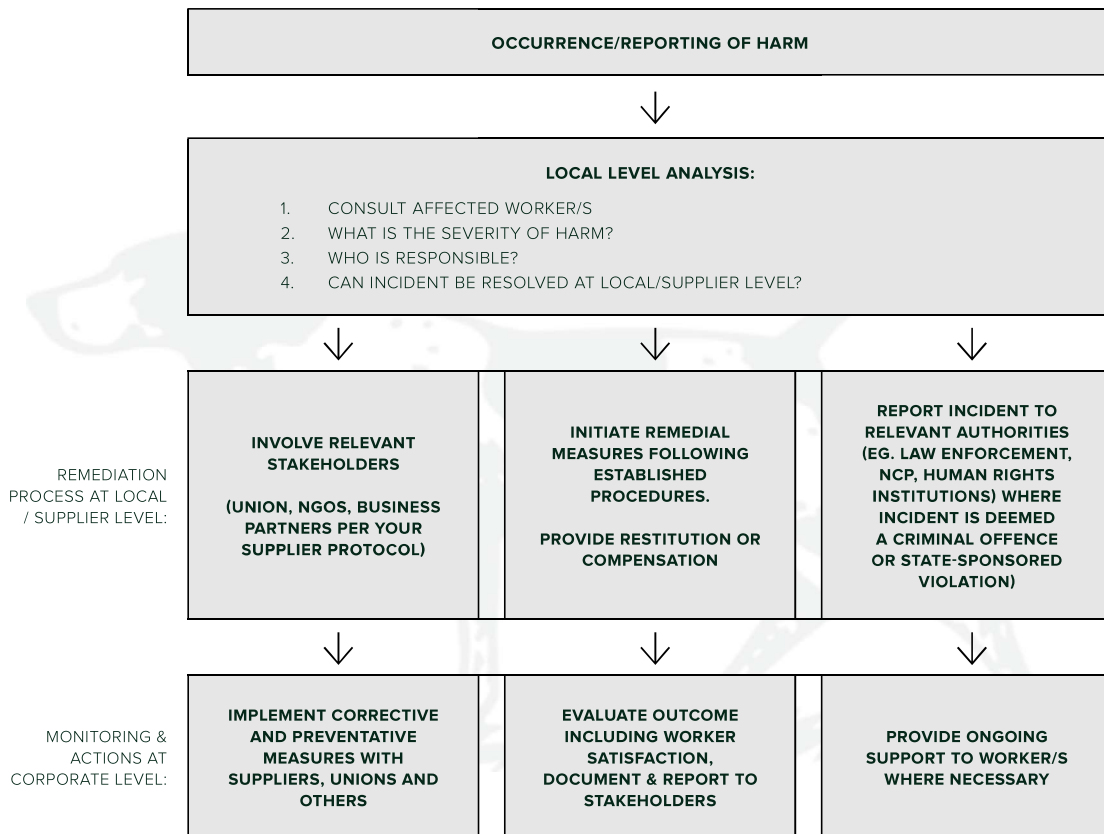




If an employee identifies a potential case of slavery in our supply chain, either through our grievance procedure, report from a third-party audit company, or from a site visit, we adopt the below procedure to remediate the situation:

Supply Chain Remediation Procedure:

Rodd & Gunn follow the Ethical Trading Initiative's [practical guidance](#) for remediation.



Please ensure the **Ethical Sourcing and Sustainability team** have been contacted as quickly as possible, and made aware of any possible slavery cases. To report any concerns or submit enquiries contact HR or the ESG team.

Policy Update

We recognise that tackling modern slavery requires a committed approach, therefore this policy will be updated annually, in line with our Modern Slavery and Human Trafficking Statement.

Responsibility for the Policy

The Chief Executive Officer, Michael Beagley, has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all employees comply with it.



Additionally, the implementation of this policy is governed by the Ethical Sourcing and Sustainability Team, and later in 2022, by the Rodd & Gunn Modern Slavery Committee, which will meet once a quarter, to ensure we continue to understand the key modern slavery risks, define preventative and mitigating actions and progress our action plans.

Core Actions for Modern Slavery

Rodd & Gunn are committed to preventing modern slavery in its corporate activities and across its supply chains. Our core commitments are:

- To identify, monitor and take action on any potential legal, ethical or reputational risk.
- To prevent human rights violations in our business practices, or supply chains, through our due diligence process and working with specialist third parties.
- To ensure that all Rodd & Gunn policies and actions have addressed modern slavery risks.
- To educate and upskill our employees, on identifying and mitigating all forms of slavery, in our operations and supply chain.
- To strengthen and embed our grievance mechanisms for both our operations and supply chain.
- To communicate transparently and share our progress on our modern slavery actions and performance.
- To encourage our employees, suppliers and other stakeholders to work collaboratively, to identify and remediate modern slavery risks.

Compliance with the Policy

The prevention, detection and reporting of modern slavery in our business or supply chains is the responsibility of all those working for us or under our control, you must ensure that you read, understand and comply with this policy.

You are encouraged to raise any issues or suspicions of modern slavery, in any parts of our operations, or supply chain, at the earliest possible stage.

Any breaches of this policy may result in Rodd & Gunn taking disciplinary action against individual(s) and/or terminating its business relationship with any organisation or supplier.

This policy was approved on 29/02/2024 by the organisation's board of directors/members, who review and update it annually.



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.