

# GENDER EQUALITY IN THE SUPPLY CHAIN POLICY

## POLICY AIM

**We promote gender equality throughout our entire business and in the partnerships we form in our supply chain.**

**The purpose of this policy is to ensure that our commitment to awareness, education and ongoing development of gender equality initiatives is embedded across all aspects of our supply chain. Through the governing principles of our Ethical Framework and our 14 Rules To Trade, we aim to pursue real solutions with our partners that supports workers' rights, including aligning with the United Nations Sustainable Development Goal of achieving gender equality and the empowerment of all women.**

## REGIONS/BRANDS APPLICABLE TO

We apply the following gender equality principles to all team members across our whole business including our supplier partners at all levels.

## POLICY

We define gender equality as the equal and unrestricted access to rights, opportunities and outcomes irrespective of a person's sex or gender identity. Throughout this policy, the term 'gender' should be read to include both the biological sex and the gender identity of any person.

### Employment Conditions

We expect our partners throughout our supply chain to pay at least the legal minimum wage based on the requirement of the job role and not the gender of the worker.

Recruitment for a position within all aspects of our supply chain will be based exclusively on the ability of an individual to successfully complete the job role as described, regardless of gender.

We do not tolerate discrimination in any form, including sex or gender based. We expect our suppliers to have in place comprehensive processes and policies to provide safe, respectful and healthy work environments with a Zero Tolerance for sexual harassment of employees.

### Health, Safety and Freedom from Violence

We do not tolerate violence in any form across our whole business including our suppliers and partners.

Our team members and all employees within our supply chain will not be denied access to basic healthcare nor have their employment opportunities reduced due to healthcare needs.

Workplace safety is paramount to us and we expect our suppliers and partners to provide a safe and respectful working environment for men, women and people of all genders.

### Management and Governance

Before partnering with a supplier, we ensure that they understand how to adhere to our 14 Rules to Trade.

The ethical framework established by the Group commits us to actively promoting fairness, inclusivity, parity and equality across our business, the communities we operate in and the suppliers we partner with.

4. Business, Supply Chain and Marketing Practices

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We actively engage our supply chain elements in the ethical design of products and marketing to eliminate all forms of gender exploitation. Our 14 Rules to Trade, Human Rights Policy and Supplier Ethical and Sustainable Business Code of Conduct ensure we do not operate with business operators with conflicting ethical practices.

### **Civic and Community Engagement**

The Group values Personal Leadership and an entrepreneurial passion only an engaged workforce can provide. We value the curious mind and the desire to be ever better and we expect the same of our supplier partners. Providing workers with information on ways to better themselves and gain entry into new career areas, irrespective of their gender is an attribute we look for and encourage in our supply chain.

### **Leadership, Transparency and Accountability**

The Cotton On Group leads by example when it comes to maintaining and developing gender equality in the supply chain. We will work with our suppliers to ensure best practices are encouraged throughout our entire supply chain and continuously foster transparency of our relationships.

### **Empowerment of Women and Girls**

The Cotton on Group believes that women should be active participants in decision-making.

This document is considered a broad, overarching policy that incorporates or overlaps our other policies, guidelines and SOPs.

The document operates in conjunction with the legal and regulatory requirements of the state, Province, Country and Region in which we operate. At all times, we expect compliance with this document, and we may reasonably withdraw, update or replace it from time to time. However, this document does not form part of your employment agreement and is not intended to be contractually binding.

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