

# PACIFIC B®ANDS

## Pacific Brands Code of Conduct for Manufacturers and Suppliers

### Statement of Intent

PACIFIC B®ANDS is a marketer of Everyday Essential Brands. The origins of PACIFIC B®ANDS can be traced back to 1893 when the business began manufacturing Dunlop bicycle tyres. Today, PACIFIC B®ANDS is a leading manager of Everyday Essential Brands in Australia and New Zealand, marketing some of the most recognised brands including Berlei, Bonds, Clarks (children's), Dunlop, Everlast, Grosby, Holeproof, Hush Puppies, King Gee, Mooks, Mossimo, Sheridan, Slazenger, Sleepmaker, Tontine and Yakka.

In line with PACIFIC B®ANDS objective to remain a supplier of choice it has become paramount to choose, acknowledge, promote and develop our suppliers so that there is alignment with our expectations of ethical behaviour. In doing so PACIFIC B®ANDS has endeavoured to not only meet minimum requirements but to exceed these.

Our intent is to engage with suppliers of our goods and service to ensure

- Basic **Labour** and **Human Rights** are met
- **Environmental Impact Management**
- An **Ethical Business Practices** basis

### Our Suppliers as Partners

PACIFIC B®ANDS acknowledges that suppliers are integral to our value chain and strives to create mutually rewarding benefits from the application of best practices. We do this by rewarding suppliers that deliver PACIFIC B®ANDS with high quality products on time, in full and to agreed specification, workmanship and price as well as recognising those that undertake continuous improvement programs to optimise these outcomes. We will also favour and support suppliers that attain our social compliance standards and strive beyond.

PACIFIC B®ANDS is conscious that the application of our social compliance standards will present unique challenges due to the diversified nature of our sourcing. We seek to together with our suppliers as partners achieve these standards that will assist us in making practical and principled business decisions regarding the opportunity and risk from dealing in specific environments. The PACIFIC B®ANDS Corporate Code of Conduct below outlines the social compliance standards. It is expected that due to the dynamic nature of the supply chain suppliers will employ continuous improvement strategies to ensure its validity in the context of their organisation.

## Labour and Human Rights

### **EMPLOYMENT IS FREELY CHOSEN**

Suppliers/Manufacturers shall ensure that

- there is no forced, bonded or involuntary prison labour.
- workers are not required to lodge "deposits" or their identity papers and are free to leave after reasonable notice.

### **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED**

Suppliers/Manufacturers shall ensure that

- workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- they adopt an open attitude towards the activities of trade unions and their organisational activities.
- workers representatives are not discriminated against and have access to carry out their representative functions in the workplace
- where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining

### **WORKING CONDITIONS ARE SAFE AND HYGIENIC**

Suppliers/Manufacturers shall ensure that

- a safe and hygienic working environment is provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- workers receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage be provided.
- accommodation, where provided, be clean, safe, and meet the basic needs of the workers.
- they assign responsibility for health and safety to a senior management representative.

### **CHILD LABOUR SHALL NOT BE USED**

Suppliers/Manufacturers shall ensure that

- No person shall be employed at any age younger than legal minimum age for working in the jurisdiction in which the work is being conducted. In no event shall the supplier or their subcontractors employ workers less than 15 (or 14 where local law allows) years of age.
- there be no new recruitment of child labour

Further: PACIFIC BRANDS will immediately cease trading with any supplier whom knowingly, directly or indirectly uses child labour. To this end any employee of PACIFIC BRANDS who knowingly employs the services of a supplier using child labour will be subject to disciplinary action.

### **LIVING WAGES ARE PAID**

Suppliers/Manufacturers shall ensure that

- wages and benefits paid for a standard working week meet, at a minimum, national legal standards, but in any event always be enough to meet basic needs and to provide some discretionary income.
- all workers be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- deductions from wages as a disciplinary measure not be permitted nor any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

### **WORKING HOURS ARE NOT EXCESSIVE**

Suppliers/Manufacturers shall ensure that

- working hours comply with national laws
- in any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

### **NO DISCRIMINATION IS PRACTISED**

Suppliers/Manufacturers shall ensure that

- there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

- only workers with a legal right to work shall be employed.

**REGULAR EMPLOYMENT IS PROVIDED**

Suppliers/Manufacturers shall ensure that

- to every extent possible work performed be on the basis of recognised employment relationship established through national law and practice.
- obligations to employees under labour or social security laws and regulations arising from the regular employment relationship not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor any such obligations be avoided through the excessive use of fixed-term contracts of employment.

**NO HARSH OR INHUMANE TREATMENT IS ALLOWED**

Suppliers/Manufacturers shall ensure that

- physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation be prohibited.

### Environment Impact Management

At PACIFIC B®ANDS we value the natural environment and acknowledge the benefits responsible environmental management delivers our employees, customers, suppliers, shareholders and the broader community.

Our Environmental Policy communicates our commitment to ensuring a sustainable environment through active management of the inputs and outputs of our processes. We set ourselves stringent performance indicators as applied to energy consumption, waste generations, environmental systems (ISO 14001) compliance and reward our partners for their achievements in these areas.

PACIFIC B®ANDS seeks to partner suppliers that share a similar commitment to environment and resource sustainability, in particular suppliers who:

- meet legal obligations in relation to environmental performance
- establish objectives, targets and key performance indicators that strive for continuous improvement of their environmental performance
- maintain management systems to plan, document, measure, monitor and regularly review their environmental performance
- identify and assess the environmental hazards which arise from their activities, products and services, and effectively manage the risk by applying best practice principles to the prevention of pollution

### Ethical Business Practice

In managing our suppliers, we at PACIFIC B®ANDS endeavour to act professionally, honestly, with a law-abiding philosophy. This allows us to conduct business responsibly ensuring all stakeholders are treated with the respect and integrity they deserve. Below is what is expected of suppliers and what we expect suppliers to adhere to to ensure PACIFIC B®ANDS can meet this commitment:

- abide by all local legal requirements and not engage in any form of corruption, including extortion, fraud and bribery
- the supplier is expected to notify PACIFIC B®ANDS as soon as any form of conflict of interest becomes apparent
- not to offer unreasonable gifts when engaging with employees of PACIFIC B®ANDS employees or ex-employees in order to receive benefit of material or knowledge



Sue Morphet  
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