

TRENDS: Modern Slavery Policy

Introduction

As part of an industry that relies on sourcing manufactured goods from different countries, TRENDS recognises that we are responsible for taking a robust approach to the end of slavery and human trafficking.

This statement sets out our actions to understand all potential modern slavery risks related to our business and put in place steps to minimise the risk of slavery or human trafficking in our own business and our supply chains.

Organisational Structure & Supply Chains

We are committed to preventing slavery and human trafficking in our commercial activities and ensuring that our supply chains are free from modern slavery. Our procurement team is committed to meeting all legal requirements and our high internal manufacturing and ethical standards.

We partner with trusted suppliers who are experts in their product categories and have long-standing working relationships. Some have been with us for over 20 years and have a vested interest in mutual growth. We work collaboratively to ensure excellent quality control during the manufacturing process and have a sound working knowledge of their operational and employment practices.

Countries of Operation and Supply

Our TRENDS factory is located in New Zealand and we source products from the following countries:

- China
- India
- Taiwan
- France
- Poland
- USA
- Pakistan
- Australia
- New Zealand

We use the following processes to assess whether particular activities or countries have a higher risk of slavery or human trafficking:

- Use online resources to identify if high-risk products or regions affect our range of products.
- Keep up-to-date with news and current events that may identify new areas of risk
- Complete regular training on which products and regions are high risk and how to manage these risks in our supply chain.

TRENDS

High-risk areas

We have identified the following areas which we consider carry a higher risk of slavery or human trafficking:

- Cotton products
- Apparel
- Confectionery
- Technology
- Wood & paper products

Responsibility

Responsibility for our anti-slavery initiatives is as follows:

- **Policies:** Policies on human rights and anti-slavery are developed and approved by our Human Resources department, Procurement team and Board of Directors.
- **Risk assessments & Investigations:** Risk assessments and investigations are conducted by our Human Resources Department and our Procurement team.

Relevant Policies

We operate the following policies to identify modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Whistleblowing Policy

We encourage all our workers, customers and other business partners to report any concerns related to the direct activities or our supply chains, including any circumstances that may increase the risk of slavery or human trafficking.

Employee Code of Conduct

Our Employee Handbook makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Supplier Code of Conduct

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. We have long-standing working relationships with many of our suppliers and work with them to ensure that they meet these standards and improve working conditions. They are required to demonstrate, where necessary, that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

Supplier Code of Conduct - continued

We are implementing a Supplier Code of Conduct agreement to formalise the current expectations of our supply chain, which, once implemented, we will require our suppliers to read through and sign.

The document lists a detailed explanation of the ethical standards we require from them, stating that they:

- Comply with policies and all applicable laws in the countries of operation. Wherever standards differ, the standard offering a greater degree of protection to workers will apply.
- Allocate necessary resources for full implementation of social compliance.
- Communicate honestly and openly and allow access to sites and documentation as required to evaluate performance against social compliance policies.

Recruitment: We use only specified, reputable employment agencies to source labour and verify the practices of any new agency before hiring from that agency.

Child Labour Policy: We adhere to child labour laws in our production and print operations in New Zealand and require the same from all partners and contractors in our supply chain.

Due diligence

We undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers. Our due diligence and reviews include:

- Mapping and reviewing our supply chain to assess product categories or geographical areas that are higher risk.
- Building strong relationships with a high-calibre group of trusted suppliers.
- Offering advice to suppliers and requiring action plans to be implemented if there are concerns over employment practices.
- Not working with suppliers that do not meet our standards and looking for alternative options when existing suppliers violate our code of conduct and fail to take steps to improve their processes.

As Australasia's largest supplier of branded promotional products, we have a moral obligation to ensure that distributors can promote our products and services to clients knowing that we are responsible and accountable. We strive to ensure that our supply chain is free from modern slavery, child labour and human trafficking.