

1. Introduction and Purpose

Ever New is a dynamic and fast-growing global fashion brand with a unique signature style and a reputation for the highest levels of quality. We take pride in our strong relationships with our supply base and value honesty and transparency in our association. Ever New cares about the people who make our products and their working conditions, and we promote gender equality throughout our supply chain.

Harassment and discrimination of workers in any form, including on the basis of gender, is not tolerated.

The purpose of this policy is to outline Ever New's commitment to gender equality and ensure gender equality initiatives are implemented across all aspects of our supply chain. This policy applies to all suppliers in Ever New's supply chain (merchandise and non-merchandise suppliers), effective from April 2022. Suppliers are responsible for communicating this policy to their sub-suppliers, all production facilities and authorised sub-contractors and ensuring their compliance to the Policy.

Suppliers must contact Ever New immediately if they have any concerns regarding compliance with this policy.

2. Definitions

Gender Equality: We define gender equality as equal access to rights, opportunities, pay and outcomes in the workplace, regardless of gender.

Workers: includes prospective workers (ie., during the recruitment stage); and workers whether engaged as employees, on seasonal and temporary contracts; migrant workers; sub-contracted workers; and home workers.

3. Suppliers' Responsibilities

Ever New will not accept exploitation or mistreatment of any type within our supply base and require suppliers' full commitment to our ethical sourcing values. Ever New expects suppliers to adhere to the following requirements:

- **No Discrimination or harassment**

We do not tolerate violence, harassment or discrimination against workers in any form. Suppliers must ensure they provide an environment that is safe and respectful where all workers, irrespective of gender, can work without distress or interference caused by harassment, discrimination, or violence.

To meet this commitment, suppliers must implement and maintain systems and policies to prevent discrimination and harassment.

- **Paid work and care**

Recruitment for any position must be based on the ability of the worker to successfully perform in the role, not gender. Likewise, payment for any role must be at least the legal minimum wage based on the role and should not be informed by the gender of the worker.

Workers must not be questioned about parental, marital or pregnancy status at any time. Pregnancy tests must not be conducted before employment or as a condition for employment. Workers should not be denied access to basic healthcare nor have their employment status downgraded due to healthcare needs.

Ever New encourages leading practices such as provision of facilities with separate bathrooms, access to sanitary items, childcare, and lactation rooms. If stipulated by local or national law, these practices must be in place.

- **Voice and representation**

All workers should have equal access and opportunity to participate on worker committees, unions, or voice in collective bargaining processes, regardless of gender. Equal voice and representation should be reflective of the gender breakdown of the workers.

- **Leadership and skill development**

Ever New aims to work with suppliers who seek to implement initiatives that focus on improving worker skills, providing opportunities to enter new career areas and earn a higher wage in a standard working week, regardless of gender.

4. Compliance with This Policy

To meet this commitment, Ever New requires all of its suppliers to comply with this policy. If a local law stipulates additional requirements, suppliers must comply with those additional requirements.

This policy should be read in conjunction with the Ever New Supplier Code of Conduct, a copy of which is available on Ever New's website.

Suppliers found to have breached this policy will be closely monitored for their compliance with this policy and must demonstrate full commitment to, and co-operation with agreed remediation plans.

Repeated or serious breaches of this policy may result in the termination of all supply arrangements with Ever New.

5. Amendments to This Policy

This policy will be reviewed by Ever New on a regular basis to reflect our ongoing development of gender equality initiatives and work with industry on developments towards gender equality.

Suppliers are encouraged to regularly visit Ever New's website to check for any changes.

Please direct any concerns or questions regarding this policy to ethicalsourcing@forevernew.com.au or the relevant country office.