

FOREVER NEW

Forever New Forced Labour Policy

Forever New is a committed signatory to Stop-the-Traffik's *Make Fashion Traffik Free Protocol* which is a pledge to eliminate human trafficking within our supply chain.

INTRODUCTION

This Policy is intended to help all organisations that are involved in the manufacture or supply of goods to Forever New, collectively known as suppliers, to understand the steps that we will take together if forced labour is discovered within our supply network.

REMEDIATION

In the event that forced labour is reported within our supply chain, a full investigation will take place. Once this has been conducted and the forced labour concern properly confirmed and understood, Forever New will approach factory management and begin the corrective action process.

- In line with the laws of the country or countries involved, the incident would be reported to the proper authorities.
- In all cases of confirmed human trafficking, slavery and/or any form of forced labour, Forever New will work with international and local expert organizations and authorities to ensure the worker is offered safety and provided with financial and other assistance and support. Examples of this would be:
 - a. Medical attention if needed,
 - b. Proper on-going counselling,
 - c. Return of deposits and fees from broker and/or the factory,
 - d. Payment of all legally required wages and benefits,
 - e. Option of free transportation to return home or to be placed in a safe and suitable transition housing
- If deemed safe and appropriate by experts and local authorities and desired by the affected worker, he/she would be given the option of keeping his/her factory job.
- If the worker does not wish to keep his/her factory job, Forever New will offer help and support to find a similar position in another similar organisation
- Follow up visits to check on the victim's progress, health and safety would also be arranged with local third party experts and in accordance with local law.
- Factory management will be expected to acknowledge and analyse the identified issues.
 - a. A root cause analysis
 - b. Factory severance of business ties with the labour broker or third party entity
- Forever New will work with the factory to develop a sustainable corrective action plans and timelines.
- Forever New will monitor the factory's progress according to the corrective action timelines.
- The costs of victim reparations, audits and capacity building engagements shall be borne by the factory; however, Forever New will consider joint responsibility of payments on a case-by-case basis.

If you have any concerns or questions regarding young or child workers, please contact the Forever New CSR Committee or the relevant country office:

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