



Child Labour Remediation Policy

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Scope of Application	All employees of Brand Collective Pty Ltd and all related companies globally
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At Brand Collective, we are committed to eradicating the existence of child labour from our supply chain. Where the use of child labour is found to exist, we are committed to placing the interests of the child at the centre of our response when assisting that child to be freed from exploitation; in other words, the primary consideration needs to be the best interests of the child involved.

The foundation of Brand Collective's 'Child Labour Remediation Policy' is based on our commitment to remediate as soon as possible every child that we find employed with a supplier in our supply chain.

With the aim of ensuring that any child found working in our supply chain is immediately remediated, we are committed to:

- incorporating in all initial and ongoing supplier audits, both conducted internally and externally, a detailed review of the age of a supplier's workers to identify any use of child labour
- where child labour is found to exist, taking the following actions as soon as possible after child labour is identified:
 - preparing or having prepared a report on the circumstances of child labour and forwarding to the relevant country administrative labour bureau
 - arranging for the child to receive a health check
 - contacting the child's parent/legal guardian to arrange for the child to be sent back to its parent/legal guardian
 - covering all accommodation and transport expenses related to remediating the child back to its parent/legal guardian
 - approaching relevant credible civil society organisations to assist or advise on developing a plan for redress
 - require then factory to make a funding contribution to the child's education.
- immediately ceasing to use a supplier where that supplier has been found to employ child labour
- monitoring our supply chain practices in relation to child labour and emphasising our zero tolerance to the use of child labour by our suppliers
- raising awareness of the impact of the use of child labour in the garment industry.

The principles in this policy apply to all Brand Collective locations and businesses.

END POLICY