



# Responsible Purchasing Practices Policy

## Version Control

Revision	1.1
Scope of Application	All employees of Brand Collective Pty Ltd and all related companies globally
Document Owner	Sourcing Manager
Approver	CF&OO
Published date	January 2018
Next Review date	January 2020



At Brand Collective, we are committed to implementing responsible purchasing practices throughout our business and external supply chain.

We recognise that responsible purchasing by our buyers and sourcing personnel will favourably affect workers' rights and improve worker's conditions in our supply chain.

With the aim of improving conditions for garment workers through responsible purchasing, we are committed to:

- take into account the impact of working conditions of our supplier's personnel when placing orders
- work collaboratively with our suppliers to improve the working conditions of their employees
- seek to exert commercial influence over our suppliers where we are confident that improvements can be made in the working conditions of suppliers' employees
- cease trading with suppliers showing persistent disregard for the working conditions of their employees
- implement the Responsible Sourcing principles of the Fair Labour Association as set out at Appendix 1

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

**END POLICY**

## Appendix 1

### Principles of Fair Labour and Responsible Sourcing:

1. **Workplace Standards:** Company establishes and commits to clear standards.
2. **Responsibility and Head Office/Regional Training:** Company identifies and trains specific staff responsible for implementing workplace standards, and provides training to all head office and regional staff.
3. **Supplier Training:** Company obtains commitment and trains relevant supplier management on workplace standards and tracks effectiveness of supplier workforce training.
4. **Functioning Grievance Mechanisms:** Company ensures workers have access to functioning grievance mechanisms, which include multiple reporting channels of which at least one is confidential.
5. **Monitoring:** Company conducts workplace standards compliance monitoring.
6. **Collection and Management of Compliance Information:** Company collects, manages, and analyzes workplace standards compliance information.
7. **Timely and Preventative Remediation:** Company works with suppliers to remediate in a timely way and preventative manner.
8. **Responsible Purchasing Practices:** Company aligns planning and purchasing practices with commitment to workplace standards.
9. **Consultation with Civil Society:** Company identifies, researches, and engages with relevant labor non-governmental organizations, trade unions, and other civil society institutions.
10. **Verification Requirements:** Company meets FLA verification and program requirements.