



Sourcing Gender Equality 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 improving the lives and working conditions of all workers in the global garment industry, the vast majority of whom are women. In promoting workers' rights, we are committed to challenging the gender inequality and sex discrimination faced by garment workers throughout our supply chain.

We recognise that workers' rights must take into account the vital role women play in households and communities around the world to support and care for others; unpaid work that they do in addition to their role as paid workers

We recognise that gender inequality takes many forms, from overt practices such as sexual harassment to more covert practices such as denial of maternity leave or disparity in payment of wages between men and women.

With the aim of improving conditions for garment workers and supporting their empowerment, we are committed to:

- take gender perspectives into account in all our work and address issues influenced by gender
- include gender considerations in all our activities, particularly focused on supply chain, and highlight gender discrimination experienced by women workers
- work to make the experiences, needs, and struggles of women workers at all levels of garment production visible, particularly those at the bottom of supply chains, such as home-based workers, and push for recognition of their status as workers
- ensure equality of pay conditions between men and women both working for our company and in our supply chain
- implement throughout our supply chain specific affirmative anti-discrimination requirements including no forced pregnancy tests for any worker
- pursue complementary legal strategies to expand the rights of women working in the garment industry
- monitor global social and economic trends, as well as supply chain practices, and raise awareness of their impact on women working in the garment industry.

To implement our commitments, we will incorporate the following practice into our factory training regime:

- sexual harassment
- leadership skills for women
- skills training for career advancement of women.

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

END POLICY