



Noni B Group's Ethical Sourcing Conduct

Noni B Group adheres to a strict ethical sourcing policy. We work in close partnership with suppliers, manufacturers, contractors and consultants that are like minded and share our ethical philosophy and behaviour. We continually hold ourselves to the highest ethical standards and we expect no less from our supply partners.

A fundamental part of the Group's ethical sourcing strategy is to limit the amount of countries that manufacture our garments. Our core product base is mainly sourced from China, India, Bangladesh and Vietnam. The social and ethical implications of manufacturing and sourcing products in these countries are seriously considered. All supply partners must adhere to the Group's ethical sourcing standards which are aligned to the Ethical Trade Initiative (ETI) base code and its principles of continuous improvement. We will not knowingly work with any company that does not comply with the ETI base code.

In addition to complying with the ETI base code, suppliers, their factories and authorised subcontractors must also adhere to and demonstrate continuous improvement to the Noni B Group code of practice, which supports the following ethical trading principles:

- That child labour will not be permitted;
- That employment is freely chosen;
- That freedom of association and the right to collective bargaining is respected;
- That all working conditions are safe and hygienic.
- That living wages are paid;
- That working hours are not excessive;
- That discrimination should never be permitted;
- That regular employment is provided; and
- That no harsh or inhumane treatment is allowed.

Sourcing Policy Assurance

All suppliers must sign the Noni B Group supply terms and conditions, which includes the ETI base code, prior to conducting any business with the Group. On an annual basis, Noni B Group conducts extensive audits of its supply chain facilities to ensure adherence to the Group's policy.

Ethical Raw Material Procurement

Our sourcing commitment is supported by the following initiatives relating to raw materials:

Rabbit Angora: Noni B Group will not source products containing rabbit angora.

Cotton: Noni B Group is committed to ensuring that child workers are not used anywhere in its supply chain and that employment is freely chosen. Noni B group does not source cotton from Uzbekistan and Turkmenistan and prohibits suppliers from knowingly using Uzbekistan and Turkmenistan cotton in the manufacture of our products.

Azo Dyes: We have voluntarily adopted the EU standard whereby we prohibit the manufacture and sale of goods which contain prohibited levels of the specific aromatic amines originating from a small number of azo dyes.

Sandblasted Denim: The harmful practice of 'sandblasting' denim with silica-based powders was discontinued in our business in 2014.