

An aerial photograph of a coastline with dark, jagged rocks on the left. Turquoise ocean waves are crashing against the rocks, creating white foam. A large, powerful wave is breaking on the right side of the frame. The water transitions from a deep blue to a lighter turquoise near the shore.

2023 IMPACT REPORT

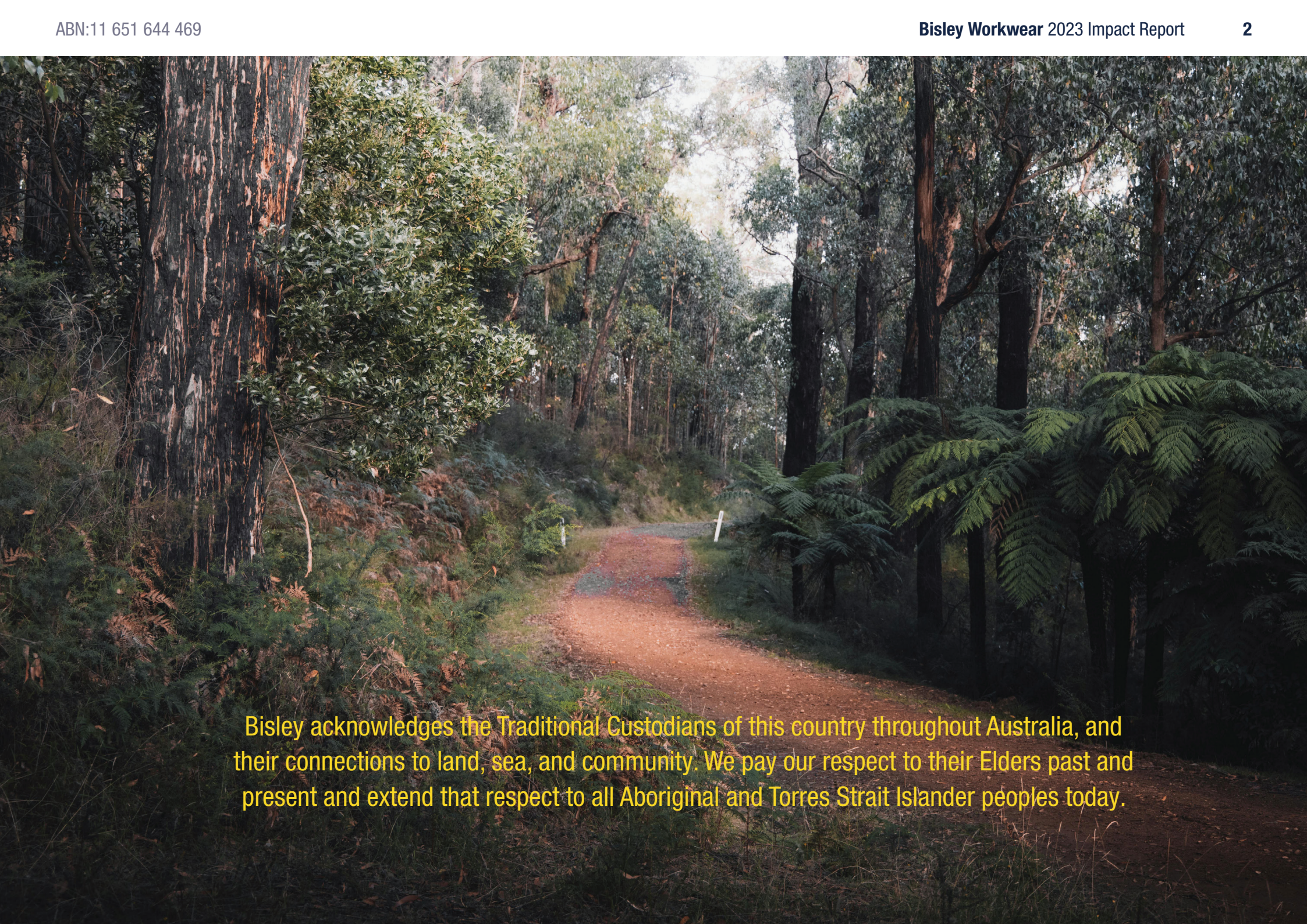
Bisley.POSITIVE

Reporting period: 1st February 2022 - 31st January 2023

Related Financial period: 1st February 2022 - 31st January 2023

Publication date: January 2024

For any inquiries or further information regarding this report, please contact
Moira Smythe, Global ESG Manager: ethicalsourcingsustainability@bisley.com.au

A photograph of a dirt path winding through a dense forest. The path is made of reddish-brown earth and leads into the distance. On the left, there are large, dark tree trunks and lush green ferns. On the right, more trees and ferns are visible. The forest is thick with green foliage, and the lighting suggests a dappled sunlight effect.

Bisley acknowledges the Traditional Custodians of this country throughout Australia, and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

2023 Impact Report	2
CEO Letter	4
Statement from Global ESG Manager	5
Introduction Reporting Approach	6
Highlights	7
Bisley.POSITIVE Our ESG Initiative	9
Bisley's Leadership	14



PEOPLE PILLAR	15	The Bisley Value Chain	16
		Responsible Business Governance	25
		Occupational Health and Safety	33
		Supply Chain Transparency	42



PLANET PILLAR	55	Packaging and Hangers	57
		Accessories and Trims	61
		Reducing Our Footprint	62



PRODUCT PILLAR	63	Fibre Transparency	64
		Product Stewardship	66
		Inclusive Product Design	67
		Product Safety and Quality	69



PROSPERITY PILLAR	74	Local Prosperity	75
		National Breast Cancer Foundation	76
		Tour de Cure	76
		GRI Index	78

CEO LETTER

For over 70 years, Bisley Workwear has been shaping the Australian workwear industry with unparalleled quality, exceptional service and value for money. We have long been regarded as one of Australasia's most trustworthy brands, providing consistent quality, performance and service that exceeds expectations, and this extends to our commitment to lead the industry in environmental, social and governance (ESG) initiatives.

Leading with integrity and transparency, our inaugural Impact Report is the culmination of decades of hard work by our team. It highlights our company's commitments, achievements and challenges in establishing our brand as a pioneer of technical innovation while also addressing our contribution to the social, environmental, and economic impacts created by the broader garment and textile industry.

As a leading provider of workwear and personal protective equipment (PPE), our promise is to deliver safe and exceptional products while contributing to the prosperity of our stakeholders and positively influencing our industry's impact on the planet and its people. As a big company built on small company values, we embrace a continuous improvement mindset.

At Bisley, our ESG-focused initiative, Bisley.POSITIVE, stands as a testament to our commitment to driving excellence. As our industry faces major geopolitical, human rights, environmental, systemic, and health and safety challenges, we recognise the importance of taking a proactive approach and working collaboratively to make a positive impact as a responsible corporate citizen.

Further, as a result of our dedication to reducing our social and environmental footprint, and making positive impact where we can, we are proud members of leading organisations and associations that offer best practice guidance to improve all aspects of our business.

We proudly support the UN Sustainable Development Goals and have incorporated the relevant goals into our business activities and partnerships. We additionally uphold the Ten Principles of the United Nations Global Compact, encompassing human rights, labour, environment, and anti-corruption. We have embedded these Principles into our strategies, policies, culture and daily operations.

Since the launch of our Bisley.POSITIVE ESG initiative in 2022, we have reached significant milestones that underscore our commitment to responsible business. Our Report highlights include: successfully transitioning 100% of our hangers from virgin plastics to hangers made entirely from 100% ocean-bound recycled waste; 92.6% of our Tier 1 suppliers, representing 99.7% of our FY23 spend with Tier 1 suppliers*,

signing our Supplier Code of Conduct and Supplier Policies, demonstrating their alignment with our ethical sourcing standards; and, significantly, the expansion of the Australian workwear industry's largest women's safety wear and maternity line. This Impact Report is a celebration of the hard work of our team, suppliers, and stakeholders to embed ESG into the core foundations of our brand and drive our ambition of becoming the most responsible workwear brand.

The whole team at Bisley Workwear are delighted to share this Report with you and invite you to use it as an indicator of our journey thus far. In humility, we also acknowledge that there is a lot more to do, and we all have our sleeves rolled up to take on the challenge. We will continue to get our job done, so you can do yours.



STATEMENT FROM GLOBAL ESG MANAGER

As an organisation that prides itself on delivering innovative and high-quality workwear, the team at Bisley have also taken on the challenge of creating positive impact on society and the environment.



MD Smythe

This inaugural Impact Report reflects Bisley's vision and journey towards becoming the industry's leading responsible workwear brand. Guided by our Bisley.POSITIVE commitment and initiatives, we have been able to implement positive steps across the organisation that honour our four key pillars; People, Planet, Product and Prosperity.

As a priority, we focused on taking a deep dive into our supply chain in order to identify and mitigate the risks of Modern Slavery. Since then, our dedication to responsible governance and our impact on society and the environment has expanded significantly. As such, in my role as Global ESG Manager, I am humbled by the achievements laid out in this Report. These milestones could not have been accomplished without the tireless efforts of the entire Bisley team, responsible for our steadfast commitment to continuous improvement.

We are energised to continue our Bisley.POSITIVE journey, aspiring to become industry leaders and fulfil our responsibility as global citizens to positively transform our industry. We will get the job done, so you can do yours.

INTRODUCTION | REPORTING APPROACH

Bisley Sales Pty Ltd, widely recognised as Bisley Workwear, is a subsidiary of the Parent Holding Company DJG Corporation/PIP Australia and New Zealand, which operates under the umbrella of PIP Global Safety. Bisley Workwear is headquartered at Level 5, 163-175 O'Riordan Street, Mascot, NSW, Australia. Where PIP Australia and New Zealand may have influence on, or involvement with Bisley's operations discussed in this report, their involvement is noted. However, throughout this Impact Report, we focus exclusively on the impact and achievements of Bisley Workwear.

Bisley Workwear has been a strong part of the Australian clothing industry since the 1950s. Bisley offers a comprehensive range of Workwear, Safety wear and Protective wear, Health Care, Hospitality and Corporate clothing for both men and women. Long regarded as one of Australasia's most trustworthy, solid, and honest brands, Bisley is the market leader in the private sector for specialist branded workwear apparel and PPE. Bisley provides both branded and unbranded products. There have been no significant changes in Bisley's product offering and sector since the previous financial year.

Bisley Workwear places high value on addressing environmental, social and governance (ESG) factors to improve its overall impact. During the reporting period, there was an increased focus on our social and environmental impact, marked by the implementation of our responsible business journey known as Bisley.POSITIVE. Bisley.POSITIVE is the umbrella term used to refer to all ESG and responsible business initiatives implemented by Bisley. This journey has led us to the release of our inaugural Impact Report, which outlines our initiatives and steadfast commitment to responsibly managing our impact on stakeholders, society, and the environment.

Our Reporting Approach

This Impact Report was developed in accordance with the Global Reporting Initiative Standards (GRI Standards) for reporting sustainability impacts. This Report provides a comprehensive summary of our ESG-focused initiatives and outlines our future goals under each of our company pillars of People, Planet, Product and Prosperity. The information presented within the report specifically relates to actions and initiatives undertaken during the financial year period from 1st February 2022 to 31st January 2023. Throughout this Report, references to products and expenditures on products/suppliers pertain specifically to all items that reached the Bisley distribution locations or were sent directly from suppliers to customers during the reporting period.

Within this Report we address Bisley's key material topics – Governance, Modern Slavery, Occupational Health and Safety, Packaging, and Product Safety – and how we came to determine them.

This Impact Report was created through collaboration and insights from various Bisley representatives, including the Global ESG Manager, the Chief Finance Officer, HR/Payroll, Head of Production, Head of Marketing, Head of Design, Planning Manager, Head of Customer Service, Head of Distribution & Logistics – Australia & NZ, and the CEO. As such, prior to publication, each head of department reviewed and approved the relevant sections of the report to ensure its accuracy before the entire report underwent a comprehensive review and approval process overseen by the Global ESG Manager and CEO.

HIGHLIGHTS



PEOPLE

Highlight: ESG Supplier Onboarding and Compliance

Bisley's Global ESG Manager and One Global Supply Team collaborated with suppliers to ensure their understanding and willingness to comply with Bisley and PIP's ESG Supplier Policies and undergo the SEDEX SMETA 4 Pillar audit. 92.6% of the Tier 1 suppliers engaged to produce products for the reporting period signed the Supplier Policies and 85.2% successfully completed a SMETA 4 Pillar Audit, reinforcing our commitment to responsible and ethical sourcing practices.

Highlight: ESG Supplier Onboarding and Compliance

Bisley upholds the motto "Protect your greatest asset: your worker." Throughout the reporting period, our dedicated warehouse team made significant strides in strengthening safety procedures, which resulted in eliminating work related illnesses caused by manual handling. Our safety initiatives include conducting Daily Morning Safety Huddles where staff participate in debriefing, stretching, and reciting the safety pledge. Additionally, regular monthly meetings gather representatives from all warehouse departments to address OHS concerns and brainstorm remediation strategies, fostering a safe and secure workplace environment for our people.



PLANET

Highlight: Responsible Packaging Achievements

Bisley made remarkable progress in responsible packaging during the reporting period. We used 100% certified recycled ocean-bound waste to create all hangers, preventing approximately 6.7 tonnes of virgin plastic usage.

Additionally, transitioning the majority of our product garment bags to Better Packaging Co. POLLASTIC bags, made from 100% Certified Ocean Bound Plastic, resulted in averting around 22,455kg of plastic pollution and emitting approximately 180,090kg less CO₂ emissions during production compared to standard poly bags.

Our commitment to sourcing responsible packaging is in line with our dedication to environmental stewardship.

HIGHLIGHTS



PRODUCT

Highlight: Bisley Women's Safety Wear and Maternity Wear Expansion

Bisley achieved a significant milestone by launching the most comprehensive range of women's safety wear and workwear in the Australian and New Zealand markets in 2020. This reporting period witnessed continued expansion of the range, which was thoughtfully designed in collaboration with "real-life lady tradies".

Additionally, our maternity range has been tailored to provide comfort throughout all stages of pregnancy, and during this period, we introduced the maternity knit polo, stretch pants, and denim jeggings, further highlighting our commitment to meeting the diverse needs of our customers.



PROSPERITY

Highlight: Strengthening Causes We Believe In

Bisley takes immense pride in being long-term supporters of the National Breast Cancer Foundation and Tour De Cure. Through our PINK shirt sales, we have contributed over \$678,638 to the National Breast Cancer Foundation since 2014.

In addition, our support for Tour De Cure since 2011 has seen us donate approximately \$300,000 worth of uniforms, furthering our commitment to make a positive impact by aligning our actions with our values.



Bisley.POSITIVE

Our ESG Initiative

BISLEY.POSITIVE DEVELOPMENT

Bisley Workwear is committed to continually developing its Environmental, Social and Governance (ESG) initiative, Bisley.POSITIVE, which serves as an integral part of our corporate strategy.

To further drive our focus on social and environmental impact, Bisley.POSITIVE is guided by our four company pillars:



Bisley's ESG strategy and initiatives have been spearheaded by Bisley's CEO, David Gazal, and our Global ESG Manager, Moira Smythe in collaboration with Heads of Departments. The CEO meets with the Global ESG Manager and Heads of Departments to discuss ESG and Bisley.POSITIVE at least once per month.

Additionally, external consultants such as the Ethical Sourcing Agency and New Romantic were engaged at various stages to support the development of our ESG journey, working closely with the CEO and Global ESG Manager. Through this collaborative effort, all parties deepened their understanding of ESG and explored opportunities for improved responsible business within Bisley.

Bisley acknowledges the interconnected nature of the United Nations Sustainable Development Goals (SDGs) and therefore, though our Bisley.POSITIVE work integrates with various SDGs, we have placed a specific focus on four key SDGs:



KEY IMPACT AREAS | MATERIAL TOPICS

To ensure all Bisley.POSITIVE initiatives generate a genuine impact, the development of Bisley.POSITIVE included a materiality assessment to identify Bisley's key impact areas. The insights from the materiality assessment guided our ESG focus and approach, however, we acknowledge that as the ESG landscape evolves and Bisley's understanding and capacity develops, these impact areas/material topics and strategies will likely adapt accordingly. Further, as the GRI Sector Standard for the Textiles and Apparel Sector is currently in development, the implementation of the Sector Standard may influence future reporting.

Bisley's approach to identifying and prioritising our key focus areas included a thorough industry assessment, risk analysis and engagement with key internal and external stakeholders as part of our materiality assessment.

Through extensive desktop research and guidance from external ESG consultants, we analysed and evaluated potential and actual negative and positive impacts related to our industry, ESG trends, best practices, relevant standards and laws and regulations.



STAKEHOLDER **ENGAGEMENT**



Stakeholder engagement played a vital role in determining Bisley's key impact areas. A total of 19 internal stakeholders and 46 external stakeholders were involved in the process, participating in a 12-question survey that focused on Bisley's ESG initiatives and the most material ESG topics. In addition to the survey, one-on-one interviews were conducted with stakeholder representatives.

Internal stakeholders included Bisley board members, global team members including a PIP Global representative, department heads, and executives. External stakeholders consisted of customers, community members (including representatives from charity partners), and industry and sector representatives.

The findings from the industry assessment and stakeholder surveys and interviews were analysed to develop a materiality matrix, which identified 20 priority topics under the pillars of People, Planet, Product, and Prosperity to guide the Bisley.POSITIVE ESG Strategy.

The five materiality topics that emerged as the most significant for Bisley to cover in this Impact Report, as indicated by both internal and external stakeholders, were Governance, Occupational Health and Safety, Packaging, Modern Slavery and Product Safety. It is important to note that this list represents Bisley's first identification of material topics as part of our inaugural Impact Report.

To support our Bisley.POSITIVE journey and effectively identify and address our material topics, we have actively joined multiple initiatives and peer working groups focused on responsible business practices and combating Modern Slavery.

One such collaboration is with the Business Council for Sustainable Development Australia (BCSD), through which our Global ESG Manager participates in weekly working groups. Our engagement with BCSD Australia enables us to stay informed about industry changes and trends, while also learning from the best practices of other organisations. We incorporate these insights and lessons learned into our own processes to ensure that we adopt the most effective approach for Bisley.

Thus far, Bisley has taken an organic approach, without using specific goals and targets, in addressing our material topics and ESG improvements. However, we recognise the importance of setting tangible Bisley.POSITIVE goals for the years ahead and have created 2024 (calendar year) ESG goals which align with our four pillars of People, Planet, Product and Prosperity. Our Bisley.POSITIVE ESG goals provide clear targets to guide our journey.

STAKEHOLDER **ENGAGEMENT**

As a leading workwear company, our commitment is to ensure that we deliver safe and exceptional product, prosperity to our stakeholders and positively influence the impact of our industry on the planet and its people. A big company, built on small company values, we adopt a continuous improvement mindset.



PEOPLE

A healthy and resilient business is reliant on the wellbeing of its people. Our work is focused on driving positive impact and fostering a culture of inclusivity for our people, within both our internal and external operations.

Drive responsible and ethical sourcing. Lead a healthy, resilient, inclusive and empowered team.



PLANET

The planet is a key stakeholder in our business. As an organisation that relies on natural resources, we take a considered approach to decision making, in the aim of minimising our footprint, and working towards restoring balance within our industry.

Reduce the environmental impact of our organisation.



PRODUCT

Creating functional, safe and responsible workwear is the core of our business and we are committed to displaying stewardship in the area of circularity and product innovation.

Deliver exceptional and circular product.



PROSPERITY

Making a meaningful contribution to society and the environment is a key value of our organisation. An important part of our responsible business journey is to support and implement programs that will enable and enhance the positive impact of our industry.

Be a responsible corporate citizen and deliver results to all stakeholders.

BISLEY'S LEADERSHIP

Bisley's CEO

Under the leadership of David Gazal (he/him), who serves as the Managing Director and CEO of DJG Corporation and Bisley Sales Pty Ltd, Bisley has embraced a commitment to transparency and accountability in accordance with the Global Reporting Initiative (GRI) Standards. In his role as Bisley's highest governing body, David Gazal oversees the overall operations of the company and plays a central role in the governance of the Bisley.POSITIVE program. David Gazal is the only stakeholder represented in the highest governing body and currently there is no further diversity or representation of under-represented groups within the highest governing body.

With extensive experience in the workwear industry in Australia and New Zealand, strong leadership skills and established customer relationships, David Gazal's appointment as CEO and Managing Director was based on merit, regional knowledge, and informal stakeholder feedback. Following Bisley's acquisition by PIP Global in 2021, David Gazal remains an equity director at PIP and serves as CEO of PIP Australia and New Zealand, which includes Bisley Workwear.

As a Senior Executive, David Gazal actively engages in various aspects of the company, including ESG initiatives, customer presentations, relationship management and sales functions.

Bisley Leadership | Commitment to ESG

Bisley recognises the importance of leadership education on ESG topics and the Bisley.POSITIVE initiative.

Reducing Bisley's potential and actual negative impact on people and the planet is of the utmost importance for the CEO. In addition to actively participating in the development of the Bisley.POSITIVE ESG strategy, the CEO personally engages with staff to foster their understanding of the importance of ESG. During the reporting period, the CEO prepared a training video on addressing Modern Slavery at Bisley, which was included in the mandatory training required to be completed by all staff members. Additionally, the CEO frequently meets with the Global ESG Manager and Heads of Departments to discuss Bisley's ESG progress and outcomes. Meetings with the Global ESG Manager occur at least once per month and include discussions surrounding Bisley.POSITIVE in general, Modern Slavery due diligence, work with Bisley suppliers and the review of the effectiveness of these initiatives. Furthermore, the CEO often presents Bisley's ESG initiatives to customers, aiming to educate them about Bisley.POSITIVE and the importance of responsible business practice both locally, and globally.

Prior to the reporting period, the entire management team at Bisley, including the CEO, received training on ESG from the Ethical Sourcing Agency. To further enhance our ESG efforts, Bisley regularly seeks ongoing input and guidance from additional external ESG experts, such as New Romantics. These external consultants review and provide valuable insights into our Modern Slavery Statement, ESG strategy, and broader Bisley.POSITIVE initiatives, helping us identify areas for improvement and aligning our practices with industry best practices.

In addition to leadership education, every year, all Bisley staff members, including the CEO, are required to complete online modules specifically focused on Modern Slavery. These online modules are provided to staff via the online platform, GO1. Savv-e Learning and Allara Global were two providers used in the 2022 training.

These educational initiatives ensure that our management team and wider team remains well-informed about ESG principles and the significance of Bisley.POSITIVE.



PEOPLE

Pillar

THE BISLEY VALUE CHAIN



Our People

At Bisley, we believe that a healthy and resilient business is reliant on the wellbeing of its people.

Our work within the People Pillar is focused on driving positive impact and fostering a culture of inclusivity for our people, within both our internal and external operations.



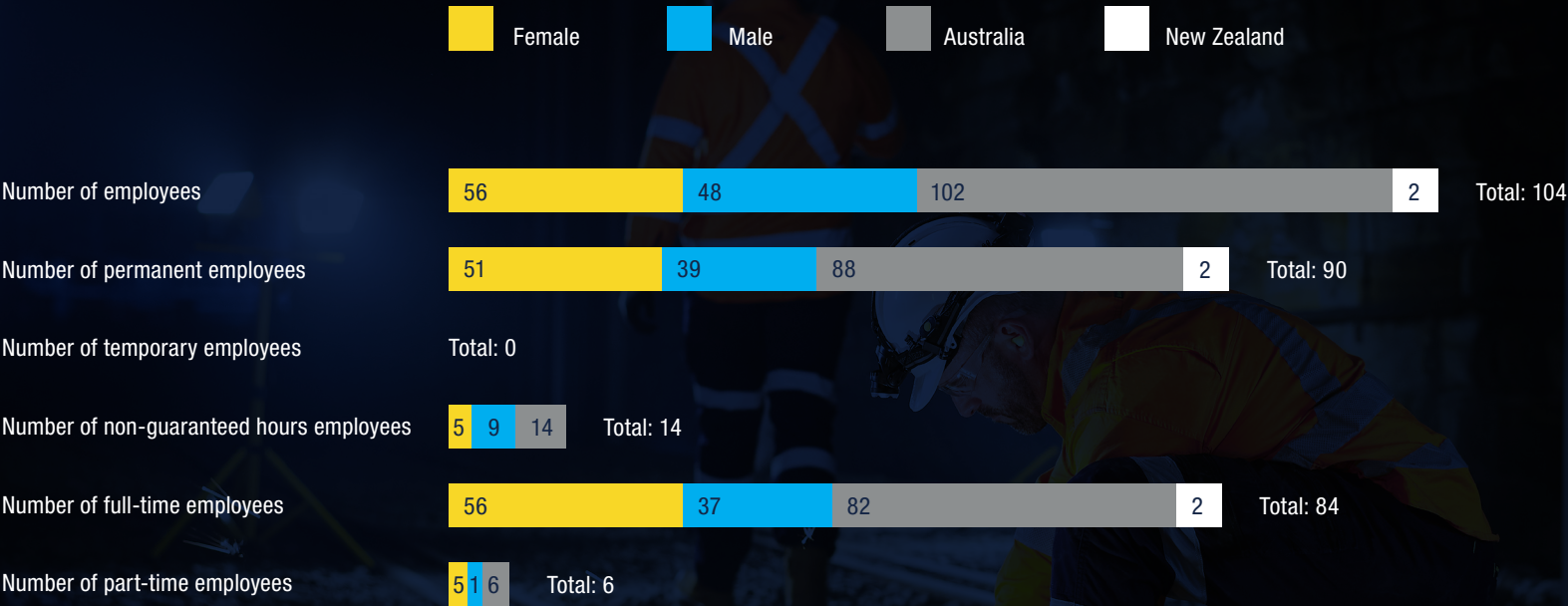
THE BISLEY VALUE CHAIN



Our Employees

Bisley employs 104 people across its Australian and New Zealand locations.¹ There were no significant fluctuations in employee numbers during the reporting period or between FY22 and FY23.

There is 1 contracted staff member or non-employee at Bisley’s head office. Across our two Bisley operated warehouses in Sydney and Perth, Australia, during the reporting period there were an average of 17 staff employed through an agency (non-employees). There were no significant fluctuations in non-employee numbers during the reporting period or between FY22 and FY23.



¹The above employee number calculation is based on all employees employed from 01/02/2022 - 31/01/2023.

1. Bisley direct employees calculated using head count method

COMPENSATION RATIO



Compensation ratios help to highlight pay disparity within an organisation.

The ratio of the **highest-paid individual's annual total compensation** to the median annual total compensation for all employees (excluding the highest-paid individual) is

4.98%.

This ratio indicates that the highest paid individual at Bisley earns 4.98% more than the employee receiving the median annual salary compensation among all Bisley employees.

The ratio of the **percentage increase in annual total compensation** for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) is

18.3%.

This ratio indicates that the highest paid individual at Bisley received a percentage increase in annual total compensation of 18.3% more than the percentage increase in annual total compensation received by the employee who received the median percentage annual total compensation increase.

Notes: The role title of the highest paid individual is confidential. All wages, including leave and superannuation, were included in calculations. A bonus provided to the highest paid individual during the reporting period was included in the calculation. Share or equity ownership was not included in calculations. In addition, these calculations include all employment types (i.e., Full time, part time and casual), with part-time and casual employment wages calculated as-is without alteration to reflect full-time equivalent rates.

OUR CUSTOMERS

Bisley has established a strong global presence.

This section of the report focuses on Bisley's valued customers, spanning across regions including Africa, the USA, the Middle East, Asia, Canada, Mexico, and even the remote reaches of Kazakhstan.

These organisations, although not Bisley entities, play an important role as customers in our value chain.



Northern Territory

Units sold per region:
46,645

Net Revenue per region (AUD):
1,384,340.72

Revenue per region:
1.2%

Western Australia

Units sold per region:
912,169

Net Revenue per region (AUD):
25,707,931.54

Revenue per region:
22.4%

Queensland

Units sold per region:
1,031,781

Net Revenue per region (AUD):
26,616,536.05

Revenue per region:
23.2%

New South Wales + ACT

Units sold per region:
1,145,517

Net Revenue per region (AUD):
30,094,948.01

Revenue per region:
26.2%

South Australia

Units sold per region:
215,294

Net Revenue per region (AUD):
5,407,928.57

Revenue per region:
4.7%

Sales by region, shedding light on the geographical distribution of our customer base and highlighting the global reach of Bisley's products.

Overseas (excluding AU and NZ)

Units sold per region:
76,042

Net Revenue per region (AUD):
1,875,914.72

Revenue per region:
1.6%

Victoria

Units sold per region:
415,693

Net Revenue per region (AUD):
11,364,016.22

Revenue per region:
9.9%

Tasmania

Units sold per region:
54,527

Net Revenue per region (AUD):
1,667,773.81

Revenue per region:
1.5%

New Zealand

Units sold per region:
358,914

Net Revenue per region (AUD):
10,704,559.51

Revenue per region:
9.3%

Total

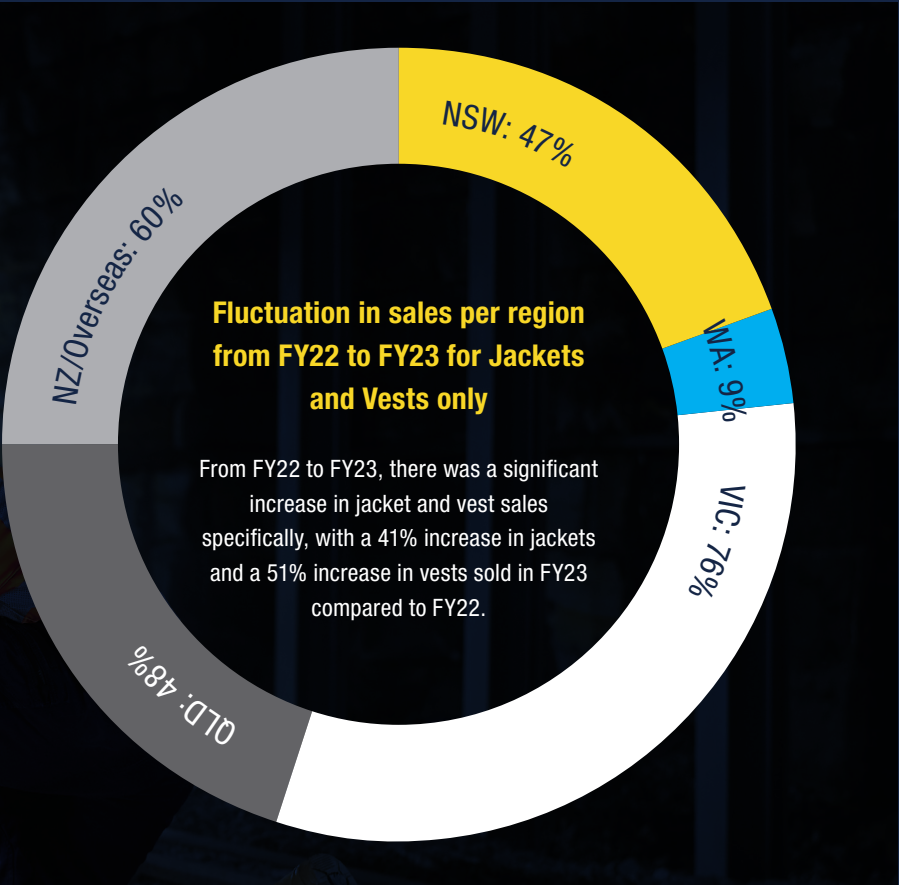
Units sold per region: 4,256,582

Net Revenue per region (AUD): 114,823,949.15

OUR CUSTOMERS



During the reporting period 71,421 orders were keyed by the customer service team. Due to Bisley’s high quality customer service management, the customer service team’s error rate in keying customer orders was only 1.2%.



Overall Sales Unit Growth Per Region FY22 vs FY23

Total: 10.9%



OUR BUSINESS RELATIONSHIPS



Bisley has long-standing and successful partnerships with Aboriginal and Torres Strait Islander owned enterprises including Jatu, Omni Plus, Supply Australia, Outback Workwear and Outback Global.

With these partners, Bisley provides warehousing, forecasting, logistics and customer service support. Our Bisley staff also offer training and education on workwear benefits, extending support to their sales teams with end-user presentations and tender responses.

Outback Workwear and Outback Global

Among these partnerships, Outback Workwear and Outback Global stand out as inspiring examples. As suppliers of workwear, PPE, uniforms, luggage, and safety wear, both companies place a strong focus on encouraging positive relationships with both customers and suppliers. Through their strong vision, these organisations showcase how commercially viable businesses can promote self-determination and financial independence for Australian Aboriginal and Torres Strait Islanders around the country.

Outback Workwear is co-owned by Jasmin Herro (60% ownership), a descendant from the Torres Strait Islands, and Bisley DJG Corporation/ Bisley's CEO David Gazal (40% ownership). To ensure no conflict of interest from this partnership, Outback Workwear is treated the same as any other Bisley customer. DJG and David Gazal's 40% ownership of Bisley Workwear will cease in 2024. Jasmin Herro is a recognised business leader and international speaker, supporting large corporations to engage effectively with Indigenous business. This Outback Workwear partnership was established in 2018, however Bisley has been collaborating with Outback Global for over 15 years.

Jasmin believes that 'sustainable business is about relationships; in the end if we can't show value and consistency or honour our word, the few transactions that get across the line will mean nothing. Our focus is on delivering outcomes for our customers.'

The partnership between Bisley and Outback Workwear and Outback Global has been mutually beneficial. Bisley's support has enabled Outback Global and Outback Workwear to secure various tenders for Australian contracts successfully, while Jasmin Herro's assistance has empowered Bisley in better engaging with and retaining Indigenous employees.

Through these impactful collaborations, Bisley demonstrates its commitment to be a part of creating lasting positive impact within the communities we serve.



OUR SUPPLIERS



During the reporting period, Bisley partnered with manufacturing suppliers across various countries, including, China, Pakistan, Vietnam, New Zealand, Sri Lanka and Thailand. Working closely with our Tier 1 suppliers, in the reporting period, a total of 4,719,518 individual products arrived at Bisley distribution locations or were sent direct from suppliers to our customers.

The table below outlines the number of products which landed in each Bisley distribution location, or which were sent directly to our customers during the reporting period.

Location	# Products
Auckland, New Zealand	332,543
Darwin, Australia	15,672
Direct to Customer	194,436
Felixstowe, United Kingdom	54,801
Olive Branch, USA	35,060
Perth, Australia	1,003,512
Quebec, Canada	1,280
Sydney, Australia	3,082,214

The table below provides data on the percentage of products manufactured by Bisley’s Tier 1 suppliers in each country, as well as the percentage of spend with Tier 1 suppliers in each country. Please note that this data does not include spending with Tier 2 subcontractors located in Australia and New Zealand, who provide value-added services such as embroidery and screen printing.

	China	NZ	Pakistan	Sri Lanka	Thailand	Vietnam
% of Products Manufactured	97.7	0.01	1.3	0.2	0.7	0.08
% of Spend	93.6	0.03	2.8	0.3	3.2	0.1

Each of our supplier relationships are of importance to Bisley to ensure the production of quality Bisley products. We are committed to collaborating closely with our suppliers to support responsible business and uphold ESG practices. Through these partnerships we prioritise responsible manufacturing, human rights and environmental stewardship across our supply chain.

ETHICAL SOURCING -TRANSPARENCY



SCOPE 3

SCOPE 1 AND 2

TIER 1



Raw Material Extraction

Cultivation and extraction of raw materials from sources such as the earth, plants and animals.

TIER 2



Raw Material Processing

The processing of raw materials to turn into yarns and other products.

TIER 3



Material Production

The production and finishing of materials (fabric/trims) that go directly into the finished product.

TIER 4



Finished Product Assembly

Assembly and manufacturing of products

TIER 5



Office, Retail, Distribution

Business operations not involved in the production process.

2024 GOALS

Responsible Business Partner Policy developed.

100% business partners sign our Code of Conduct, Human Rights and Ethical Sourcing Policy, Environmental Policy.

100% Bisley business partners sign supplier acknowledgement letter.



RESPONSIBLE BUSINESS GOVERNANCE

Responsible business governance at Bisley Workwear is a key priority to our leadership and wider team. It ensures that our business operates ethically and transparently. By adopting responsible business practices, Bisley can continue to grow trust among its stakeholders, including employees, customers, suppliers, industry partners and the wider community. Embracing responsible business practices enables Bisley to create positive social and environmental impacts, strengthening our commitment to creating meaningful contributions to society.

Without effective governance mechanisms in place, businesses may face issues related to:

- bribery and corruption;
- mismanagement of conflicts of interest;
- unethical business practices;
- business practices which do not focus on assessing and mitigating impacts on people and the environment,
- mispayment of wages;
- mistreatment of workers;
- unsafe and unhealthy working conditions;
- lack of worker voice representation.

To minimise the risk of the aforementioned issues arising, Bisley has implemented a suite of robust governance policies and procedures.



BISLEY POLICIES | CODE OF CONDUCT



Bisley's Code of Conduct, last reviewed in 2019, outlines expectations of all employees, agents and contractors, including the CEO, Senior Executive team and Directors, to observe the highest standards of ethics, integrity and behaviour during their engagement with Bisley. The code mandates compliance with all relevant laws, policies, procedures, rules, regulations and contracts. It covers various aspects, including behavioural conduct, engagement with stakeholders, work ethic, dress code, and health and safety, highlighting the company's commitment to upholding these principles across all levels of the organisation.

All staff, including contractors and volunteers, are provided with the following policies through Bisley's chosen online onboarding and workforce management platform, FoundU. When onboarding, all employees need to acknowledge they have read the following policies: Code of Conduct; Anti-Discrimination and Equal Opportunity Policy; Occupational Work Health and Safety Policy; Workplace Bullying Policy; Workplace Drugs and Alcohol Policy; Social Media Policy; Leave Policy; Whistle-Blower Policy. All Policies were updated between 2019 and 2020 by various staff members and approved by either a Head of Department, the Global ESG Manager or the CEO. These policies align with relevant Australian and New Zealand legislation such as the Fair Work Act (Cth) and Safe Work Australia's Model WHS Act, WHS Regulations, and Codes of Practice. Whilst these policies do not specifically stipulate the internationally recognised human rights which they cover, or the requirement to apply the precautionary principle, in their entirety they ensure that Bisley align with the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.²

Supplier Policies

Bisley also holds itself to the same standards outlined in its Supplier Policies which outline the expectations of suppliers regarding human rights, due diligence, and environmental impact.

These policies are discussed in detail in the Ethical Sourcing and Modern Slavery Due Diligence section. ([page 46](#))

While Bisley's Code of Conduct, Internal Policies, and Supplier Policies are accessible to all Bisley staff, they are currently not available publicly. Our public annual Modern Slavery Statements provide a comprehensive overview of our expectations for suppliers, as well as specific Modern Slavery risks associated with our operations and supply chains. These statements outline why and how the policies were implemented and provide insights into Bisley's progress towards mitigating Modern Slavery risks. Whilst these policies do not specifically stipulate the requirement to apply the precautionary principle, by acting in accordance with these policies in all business operations and by purposely selecting suppliers who align with our Supplier Policies, the precautionary principle is being addressed.

Managing Critical Concerns

Bisley takes critical concerns seriously, which include potential and actual negative impacts on stakeholders. These concerns, such as critical occupational health and safety (OHS) incidents, supplier non-compliances, and financial issues including non-compliance with trading terms and regulations, are all reported to the CEO. Concerns are reported via email, phone calls and during meetings with Heads of Departments.

At least one critical OHS concern was raised with the CEO in the reporting period, resulting in significant changes to the OHS processes and procedures in Bisley's warehouse as discussed in the Occupational Health and Safety section. Notably, no critical concerns related to non-compliance with trade terms and regulations occurred during this period.

As Bisley is not a publicly listed company, no audited financial statements or financial information is filed on public record.

Laws and Regulations

No non-compliances to laws and regulations by Bisley occurred during the reporting period. Nor were any fines for any previous non-compliances paid for during the reporting period.

2. <https://www.ilo.org/declaration/lang--en/index.htm>

REMUNERATION

Whilst ESG is of paramount importance to the CEO and Bisley as a whole, the evaluations of the CEO and staff do not currently consider Bisley's impacts on the environment and people.

All Bisley staff remuneration policies were developed and are overseen by the PIP Global HR team. It is unclear if independent consultants or a remuneration committee are involved in this process. The remuneration of the CEO, Heads of Departments and managers is approved by the PIP Global CEO and is primarily based on financial drivers including local profitability budgets, global success, stock turnover and inventory levels. As such, the CEO is evaluated by PIP Global based on the aforementioned financial drivers, which directly impact the economy. These evaluations occur monthly and have thus far not led to any changes to the composition of Bisley's highest government body, head of departments or organisational practices.

Staff salaries are managed by a 3rd party software system that aligns with national and industry standards and regulations. This software is dedicated to resolving any salary-related issues that may arise. Whilst staff do not vote on remuneration policies and proposals, if staff have any concerns relating to their remuneration and wages, they can report these concerns to Bisley's CEO who will then escalate the feedback to PIP Global HR for review and management.



MANAGING CONFLICTS OF INTEREST



Managing Conflicts of Interest

Whilst Bisley has no formal policy surrounding how conflicts of interest are managed, Senior Executives and Directors must disclose any equity ownership in other companies and ownership of companies Bisley deals with internally. The management of conflicts of interest is taken very seriously by the CEO and Bisley. However, as Bisley is a private company, details of potential or actual conflicts of interest are not shared publicly.

Any actual or potential conflicts of interest related to cross-board membership of the highest governing body; cross-shareholding with suppliers or other stakeholders, are addressed on a case-by-case basis. Additionally, Bisley ensures that the existence of controlling shareholders and related parties, their relationships, transactions and outstanding balances are handled with transparency. If deemed necessary, conflicts of interest are disclosed to the relevant stakeholders, including Heads of Departments.

Governance Effectiveness

Bisley believes that one should judge a workplace by the company culture. We strive to encourage a safe, healthy and inclusive working environment, fostering an open-door policy where staff can comfortably voice concerns and report issues freely.

Bisley is assessed against the ISO 9001:2015 Quality Management System (QMS) standard, to ensure our policies and procedures uphold high quality management standards.

Further evaluations have been conducted by EcoVadis and Bisley is proud to have received a silver rating from them in 2021 and 2022. A silver medal places Bisley in the top 25% of companies assessed by EcoVadis.³ EcoVadis assesses businesses worldwide against four sustainability themes: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. EcoVadis ratings are independent, evidence-based and are validated by a team of experts.

Additionally, the effectiveness of our governance strategies is reflected in our ESG initiatives and progress outlined throughout this report.

Responsible Business Governance | Reflection

Bisley is constantly learning and developing its understanding and implementation of good governance. As incidents arise, we take time to reflect on how our policies and procedures can be improved to ensure better outcomes for people, the environment and the economy. We have learnt to approach each situation and impact area on a case-by-case basis to ensure the appropriate solution is implemented in accordance with our capacity, industry and legal standards. We recognise that without sound governance, we are unable to make a positive impact across our other material topics. As such, the learnings outlined for each material topic in the Impact Report, are reflective of the learnings related to governance.

2024 GOALS

Conflict of Interest Policy and Procedure.

3. <https://ecovadis.com/suppliers/>

EMPLOYEE RIGHTS



Labour standards and worker voice are foundational components of Bisley's commitment to fostering a respectful work environment for all employees. We ensure that all salaries, contracts and labour rights align with relevant legislation, including the Fair Work Act (Cth) and relevant industry standards. While collective bargaining agreements are not currently in place, Bisley upholds a strong stance on employee rights.

To provide channels for addressing concerns and promoting inclusivity, Bisley has implemented several policies, including the Anti-Discrimination and Equal Opportunity Policy and the Bullying Policy, both last reviewed in 2019. In this reporting period Bisley did not have its Grievance Policy formalised, however, these aforementioned policies outline how all staff members, including direct employees, interns, volunteers, and non-employees, can report issues related to discrimination, bullying and other grievances. The policies are readily accessible to all employees through the HR-managed online platform, FoundU, and provided to employees during onboarding. Therefore, staff were educated as to how to place a grievance through these policies and could also go to their managers for guidance. As part of our commitment to continuous improvement, all policies are due for review in 2024.

Additionally, all employees complete annual mandatory training videos, covering topics including Anti-bribery and Corruption, Bullying and Harassment, Discrimination, and Diversity and Equal Opportunity. These videos are designed to outline expected workplace conduct, highlight employee rights to a safe work environment and Bisley's dedication to responsible business practices.

Bisley recognises the importance of an accessible and confidential grievance reporting system. Our team members have three options to raise a concern or place a grievance: 1) informally addressing the person involved, 2) approaching their manager or another senior person, or 3) submitting a formal complaint in writing to their manager, HR, or another senior staff member. Bisley has also introduced anonymous 'Grievance Boxes' at both the warehouse and Head Office, ensuring that employees can report grievances anonymously if they prefer.

As part of our commitment to transparency and accountability, our HR Manager reviewed Bisley's grievance processes during the reporting period and Bisley plans to implement a formalised Grievance Policy in 2024. This review process did not involve other stakeholders such as non-HR or director level employees. While no formal process currently tracks the effectiveness of our grievance mechanisms and remediation processes, we assess the success of worker voice and grievance channels through various indicators, including;

- Percentage of staff receiving training on responsible workplace conduct and grievance reporting;
- Number of grievances placed and resolved during the reporting period;
- Outcomes from exit interviews with departing staff members during the reporting period.

During the reporting period, 100% of staff members actively participated in the mandatory training, however, no anonymous grievances were placed during this time. Additionally, exit

interviews indicated that staff members were not leaving Bisley due to workplace issues.

Our Whistleblower Policy reinforces our commitment to ethical conduct, allowing employees, volunteers, contractors, and clients to report concerns about Bisley's operations and business relationships, including conduct that may be non-compliant with laws and regulations. If anyone detects or has reasonable grounds to suspect misconduct, they are encouraged to raise their concerns in writing with their immediate manager. The manager will then report the allegation to the Company Secretary, who oversees the proper handling of the matter. This may involve appointing an independent investigator to conduct a thorough inquiry into the allegations. Alternatively, the matter may be appropriately addressed by the manager directly.

We prioritise the confidentiality of those who come forward, ensuring they are protected from any forms of victimisation. The Whistleblower Policy was last reviewed in 2020, to uphold its relevance and effectiveness.

By upholding high labour standards and providing effective worker voice mechanisms, we strive to create a workplace where all employees feel valued, respected, and heard.

2024 GOALS

Formalise Grievance Policy.

EMPLOYEE DEVELOPMENT

We believe that our workforce is the cornerstone of our collective achievements at Bisley.

Therefore, as key contributors to Bisley's positive impact, we seek to prioritise the growth and development of our team.

One of our core employee development initiatives is to provide all employees with both mandated and optional training opportunities. These training courses are made available to Bisley employees via an online training platform, G01. The G01 platform offers staff an easy and accessible way to access a wide range of courses to increase knowledge and skills, promoting continuous learning and professional growth. In addition to the compulsory online training courses, staff are also able to take advantage of customised professional development courses that suit their individual areas of interest; however, this initiative is an area we are seeking to expand on in the coming year.

Within the warehouse, we have taken a personalised approach to employee development. Individuals have been provided with customised training opportunities to assist them in developing the skills necessary to transition into new career opportunities within Bisley. By investing into the continuous development of our team, we seek to cultivate a work environment that places a high value on our people and fosters their personal and professional growth.

**A quote from one of
our warehouse team
members on employee
development at Bisley**

"I completed a series of courses arranged by the company which opened up new horizons for me. Before attending the courses, watching people work was like watching an advertisement. After attending the course and writing the assessment report, watching others work is like reading an audiobook, which pushes me to keep learning and gaining more experience from the way everyone handles their work. It makes me more daring to try new things and I don't have to worry about falling behind in my knowledge because I know that the company will always arrange for us to learn and make up for our shortcomings."

(Yu Chiao, Front Line Leader at Bisley Warehouse)



2024 GOALS

People, Culture and Professional Development Program developed and implemented across 100% internal team;

70% of team participation in People, Culture and Professional Development Program;

80% employee satisfaction.





INCLUSIVITY AND EQUALITY

At Bisley, we prioritise building an inclusive and equal workplace for all our staff.

To support a comprehensive understanding of Equal Opportunity principles, all staff are required to participate in an annual training program via the G01 Platform.

We are proud to report that 50% of staff in leadership roles at Bisley identify as women and we aim to maintain or improve this ratio moving forward. Additionally, we are committed to designing a workplace that further promotes diversity, equal opportunity and professional development, while ensuring the health and safety of our team.

2024 GOALS



Gender leadership parity across the organisation where at least 50% women in leadership roles is maintained;



100% leadership team trained in diversity & inclusion;



100% of leadership team trained in cultural leadership.

OCCUPATIONAL HEALTH AND SAFETY



At Bisley Workwear, Occupational Health and Safety (OHS) is a key impact area (material topic) and our guiding motto is to protect our greatest asset: our worker. We recognise that poor OHS policies and practices can result in damage to Bisley property, work-related ill health, injuries or even fatalities, resulting in significant impacts on the individual, as well as financial and time costs for remediation. Mindful of these serious impacts, Bisley views OHS as a top priority to ensure the safety of all staff and visitors to our sites.

To proactively prevent and address potential OHS incidents, all Bisley staff are required to complete an annual Workplace Health and Safety course on the online Go1 Platform.

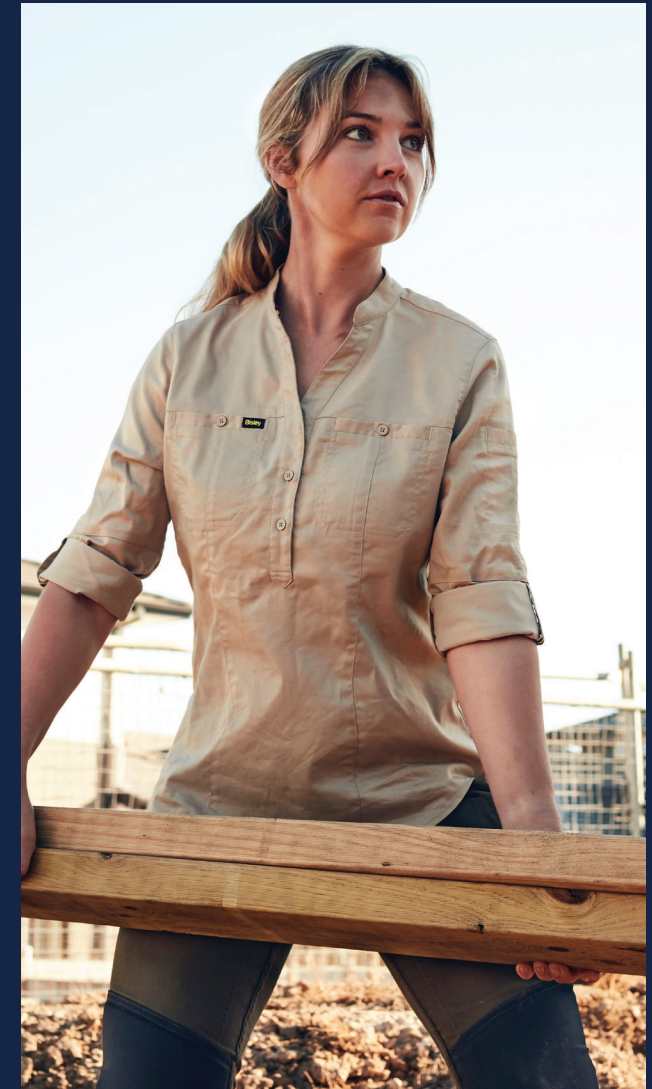
All Bisley sites have trained first aid officers and fire wardens and are covered under the Bisley Occupational Work Health & Safety Policy that was first implemented in 2014. While there isn't a legal requirement for Bisley to have a specific OHS Policy, under Australian Workplace Health and Safety Laws, we are required to ensure the health and safety of our workers and others by:

- providing a safe work environment;
- providing and maintaining safe machinery and structures;
- providing safe ways of working;
- ensuring safe use, handling and storage of machinery, structures and substances;
- providing and maintaining adequate facilities;
- providing any information, training, instruction or supervision needed for safety;
- monitoring the health of workers and conditions at the workplace.

Bisley OHS initiatives align with Safe Work Australia's Model WHS Act, WHS Regulations and Codes of Practice, confirming our commitment to creating safe workplaces throughout our organisation.

In accordance with our Anti-Discrimination and Equal Employment Policy, workers' personal health-related information and their participation in OHS policies and procedures are strictly confidential and not used to favour or discriminate against any employee. However, it is essential that employees possess the qualifications and physical capability to perform their roles safely, especially in our warehouse where physical and manual labour is involved.

Our worker's personal health-related information is treated confidentially. An employee's personal health information may only be released to other staff members if deemed necessary for the employee's wellbeing at work, such as to their direct manager, or in the event of an OHS incident, the responding First Aid Officer or Incident Report Officer.



OCCUPATIONAL HEALTH AND SAFETY

OHS and Work-related Ill Health Incidents and Concerns

At Bisley Workwear, our approach to handling OHS incidents and concerns, including work-related ill health risks and incidents, is guided by a comprehensive hierarchy of controls, prioritising the complete elimination of hazards and risks. However, we recognise that in certain cases, complete elimination may not be possible. In such situations, we diligently implement other controls and mechanisms to minimise risks and ensure the utmost safety for our workforce.

Our hierarchy of controls includes the following strategies:

- 1** — **SUBSTITUTION** — Wherever possible, we substitute hazardous processes, operations, materials or equipment with less hazardous alternatives to reduce risks.
- 2** — **HAZARD/RISK CONTROL** — We focus on controlling hazards and risks at the source by introducing changes to equipment or operations, ensuring a safer work environment.
- 3** — **SAFE WORK SYSTEMS AND EDUCATION** — We minimise risks by designing and implementing safer work systems, while providing continuous education and training to our staff on best practices and safety protocols.
- 4** — **PERSONAL PROTECTIVE EQUIPMENT (PPE)** — As a last line of defence, we ensure the provision of appropriate PPE equipment to our staff, enabling them to effectively control residual risks and maintain their safety.

Our commitment to responding to OHS incidents and concerns is unwavering, and we continuously strive to improve safety measures across our organisation.



OCCUPATIONAL HEALTH AND SAFETY



Bisley Warehouses

Bisley warehouses, where a significant portion of our operations occur, warrant particular attention regarding OHS risks. Work conducted at Bisley's warehouses include receiving deliveries of products, sorting and storing products, picking and packing products for customer orders, and sending products to customers.

Warehouse specific OHS risks relate to:

- Safety around forklifts;
- Safety around trucks and vans;
- Heavy lifting and reaching above shoulder height;
- Safely using knives and tape guns.

Warehouse Specific Work-related Ill-health risks relate to:

- Musculoskeletal disorders related to manual handling and kneeling and squatting, lifting, and repetitive movements such as using knives and tape guns

To mitigate these risks and foster a culture of safety, we have implemented a robust set of policies and procedures designed specifically for our warehouses. Each of these have been drafted by Bisley's Head of Distribution & Logistics – Australia & NZ, who oversees OHS at the warehouses, and approved by Bisley's CEO.

OHS and Work-related Ill Health Prevention Initiatives

1. Bisley Safety Policy: Outlines the importance of safety within the warehouse environment.
2. Safety Rules: Outlines day-to-day protocols that all staff must follow, including rules concerning phone usage, traffic management and trip hazard prevention.
3. Forklift Operations Safety Guidelines: Provides specific safety protocols for forklift usage and working near forklifts.
4. Incident Policy: Clearly defines the procedures to follow in case of an incident.
5. Incident Escalation Path: Establishes a clear chain of command for incident response.
6. Incident Report Officers: Individuals in charge of managing incident responses.
7. First Aid Officers: Ensures the presence of a minimum of two first aid officers per shift.
8. Morning Safety Huddle: Before starting work, all staff must attend a safety meeting run by their team leader. The meeting involves a recap of safety requirements, a safety pledge and physical warm-up to ensure everyone is ready for the day ahead.
9. Workplace Health and Safety Training: In addition to the mandatory Workplace Health and Safety training modules, warehouse employees receive Forklift Safety Training.
10. Detailed Position Descriptions: Ensures transparency about the physical and safety demands of the warehouse roles when hiring.

OCCUPATIONAL HEALTH AND SAFETY



All OHS policies and procedures cover both employees and non-employees, therefore, 100% of staff within Bisley's warehouses are covered by the OHS policies and procedures.

All OHS policies and procedures cover both employees and non-employees, therefore, 100% of staff within Bisley's warehouses are covered by the OHS policies and procedures.

All OHS-related incidents are responded to in accordance with the Incident Policy and Incident Escalation Path. An Incident Report is conducted for all incidents, no matter the severity.

The Incident Report includes an in-depth investigation into contributing factors, such as the work environment, equipment, location, tools, procedures and individual actions. Subsequently, an action plan is formulated and implemented to prevent the recurrence of similar incidents. The Incident Report, including the investigation and action plan, undergoes approval by the involved parties, the Workplace Health and Safety Representative and the Site Manager.

Incidents and Injuries at Bisley operated warehouses between 01 Feb 2022 - 31st Jan 2023:

Incident type	Employee	Non-employee	Total
Close calls (no injury occurred)	4	0	4
Felt unwell - no first aid required	1	0	1
First Aid Injury	6	1	7
Medical Injury	0	1	1
High Consequence Injury	1	0	1
Property Damage whilst staff member was doing their job, but no injury occurred	3	0	3
Work related ill health	0	0	0
Fatality	0	0	0
Total	15	2	17

The below table outlines the approximate rate of work-related injuries per 1,000,000 hours worked at the warehouse. This was calculated based on each employee and non-employee working 38 hours a week, totalling 94,848 hours of work conducted by all warehouse staff during the reporting period.⁴ To calculate the number of work-related injuries per 1,000,000 hours worked, the work-related injury type (e.g. high consequence) was divided by the number of hours worked by relevant employees (e.g. employees, non-employees, or total employees) during the reporting period, and multiplied by 1,000,000. This calculation allows Bisley to reflect on the approximate number of incidents that may occur at the warehouse based on FY23 incidents if total hours equalled 1,000,000. This data can then be used as a base for future reports.

Rate of work-related injuries per 1,000,000 hours worked at warehouses

Injury type	Employees	Non-employees	Total
Fatalities	0	0	0
High consequence	16.3	0	10.5
Recordable (first aid, medical, high consequence, work related ill health)	114.3	59.5	94.9

4. Warehouse employee and non employee numbers used for incident calculations were calculated using the average number of warehouse employees and non employees during the reporting period. No workers were excluded from this disclosure

OCCUPATIONAL HEALTH AND SAFETY



The most common injuries at the warehouses are staff cutting themselves with blades when opening cartons and boxes. This injury represents 3 out of the 7 first aid injuries during this reporting period. In response to this high injury rate, staff have been trained to cut away from the body and are required to only use a safety knife to open cartons. Injury predominantly occurs when staff do not follow these safety instructions and instead use their own knives or tools from home.

In the previous reporting period, a common work-related ill health incident relating to lifting was identified. In accordance with the hierarchy of controls, to remediate this issue, manual handling training was provided to all employees and provided specifically to all container unloading crew during their induction training. Manual handling safety is also regularly checked in weekly audits. As a result of these initiatives, no work-related ill health issues related to manual handling occurred in this reporting period.

On 07 March 2022, a high consequence injury involving forklifts occurred at one of Bisley's warehouses. While the injury was not fatal, the injuries sustained by the staff member were severe and recovery time was approximately 12 months. Bisley supported the staff member throughout recovery and since then, has reflected on the lessons learnt from this incident and substantially increased its focus on safety to ensure that an incident like this never occurs again. Since the incident, in addition to the daily safety huddles, on the 7th of every month a safety committee meeting is organised to commemorate the 7th of March 2022 and remind all staff of the importance of safety. Representatives of all departments are given the opportunity to present any safety concerns they have and recommendations for improvements.

Management responds to each issue and recommendation presented and implements the changes they feel are necessary. Regardless of the decision, staff are provided with an explanation as to why or why not a recommendation was implemented. To foster an environment of psychological safety, staff will not be reprimanded for providing feedback on safety in the warehouse or raising concerns about their safety.



OCCUPATIONAL HEALTH AND SAFETY

OHS Audits

Following the high consequence incident in March 2022, a SafeWork NSW inspector audited the warehouses' OHS documents and procedures and gave Bisley clearance to continue managing these sites. No other external audits of the warehouse OHS processes have been conducted; however, mandatory safety audits are conducted monthly by the internal safety committee.



Arun with the Sydney Warehouse team



A quote on the importance of OHS at Bisley's Warehouses

Bisley as a safety company:

Safety is the foundation for all our activities in the warehouse. For us, our primary motto is Safety First. In Bisley, we conduct daily safety meetings and take safety pledges after our morning warm-up exercises. Every day we focus on our safety culture to provide a safe environment for our employees to work.

(Arun Mandapaka, Head of Distribution & Logistics – Australia & NZ)



BISLEY WAREHOUSES 2024 GOALS



The warehouses are currently undergoing certification for ISO45001 Health and Safety Management Standard. Certification should occur during 2024;

By the end of 2024, all warehouse forms and policies including OHS policies and incident report forms will be uploaded onto the digital Teammate app.

This will save time in writing up incident reports and consolidate all forms and policies into one place;

The warehouses will be implementing various initiatives and safety education programs during October 2023 to coincide with National Safe Work Month.

The Head of Distribution & Logistics – Australia & NZ hopes that this will include a presentation by an inspirational speaker who was impacted by an OHS incident in their own workplace.



OCCUPATIONAL HEALTH AND SAFETY



Head Office/Mascot

Occupational health and safety risks at our Head Office are much lower than at our warehouses, however, there are still certain risks that we address.

The highest OHS/Workplace-related ill health risk at the office relates to injury due to poor ergonomics or workplace set up and injury related to repetitive movements from computer usage such as carpal tunnel. Across the entire office, all staff workspaces have been set up ergonomically. Staff have adjustable desks which can be adjusted to be used as a standing desk, have two adjustable screens, and ergonomic adjustable chairs.

The head office has three trained fire wardens and two trained first aid officers in-house. Fire drills are run at least bi-annually.

There have been no OHS incidents or work-related ill health incidents at the head office, therefore, the incident rate per 1,000,000 hours worked at the office has not been included.

Non-work-related health care support

In previous years, Bisley took proactive steps to support the health and well-being of our office staff by organising and covering the cost of free flu vaccines at the workplace. However, during the reporting period, this initiative was not implemented.

While Bisley encourages staff to prioritise their health and well-being, we do not currently provide direct facilitation for access to non-occupational medical and healthcare services. Nevertheless, as part of our ongoing commitment to our workforce, we continuously explore opportunities to promote well-being initiatives that can contribute positively to the overall health and happiness of our employees.

OHS Effectiveness

The number of OHS related incidents, our ability to remediate and address OHS incidents in accordance with the hierarchy of controls, and outcomes from monthly safety audits and safety meetings, are all used to assess the effectiveness of our OHS policies and procedures. As such, our OHS policies and procedures are subjectively evaluated based on the findings of the aforementioned procedures rather than using quantifiable goals. All incidents, regardless of how minor, are taken seriously and addressed to ensure that incidents are not repeated. Bisley's OHS policies and procedures are constantly developing and improving to ensure the safety of all staff and visitors to our sites.



2024 GOALS FOR BISLEY IN GENERAL

Implement PIP Global Health,
Safety and Wellbeing Policy;

100% of team participate in expert OHS
training via third-party;

0 fatalities and injuries revealed in
assessment.

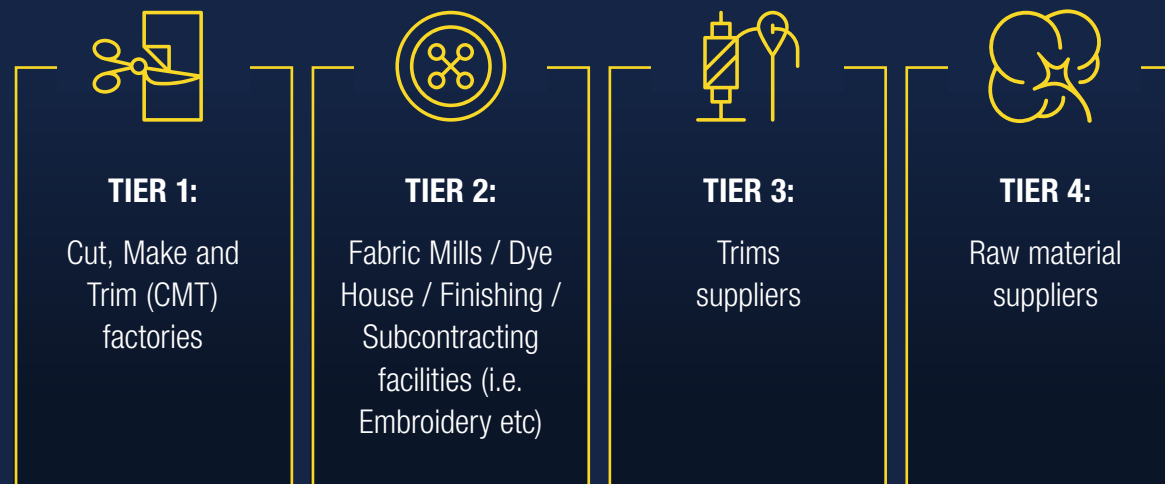


SUPPLY CHAIN TRANSPARENCY



Bisley is committed to operating in full compliance with international laws and regulations while upholding the highest social, environmental and governance standards. Our mission revolves around sourcing products responsibly and partnering with those who share our dedication to ethical practices. We hold ourselves to the same high standards outlined in our Supplier Policies, which we also expect our suppliers to uphold. To ensure responsible sourcing, our production and development teams regularly receive comprehensive training on the Supplier Policies and the social and environmental expectations we set for our suppliers. By prioritising responsible sourcing practices throughout our supply chain, we aim to contribute to creating a positive impact on the industry and its stakeholders.

Our supply partners are categorised into four tiers:



Transparency

Bisley takes pride in maintaining a responsible and transparent supply chain. We do not own or operate any manufacturing facilities: instead, we collaborate with trusted suppliers located primarily in China, but also in Pakistan and Vietnam.



TIER 1:

During the reporting period, Bisley worked with a total of 27 Tier 1 suppliers, of which 100% have been traced. It's important to note that this represents the number of Tier 1 suppliers, however, not necessarily the number of Tier 1 factories. While some suppliers were engaged for only two purchase orders (New Zealand based suppliers), others served as long-term partners throughout the year, fostering a strong collaboration. Between FY22 and FY23, there were no significant fluctuations in the number of Tier 1 suppliers used.

SUPPLY CHAIN TRANSPARENCY



Length of supplier relationships

Length of relationship (years)	Number of suppliers
0-1	4
1-5	12
5-10	4
10+	7

TIER 2:

Subcontractors

To ensure high standards across our supply chain, all subcontractors used by our suppliers must adhere to the same standards as our direct suppliers and be approved by Bisley. We are pleased to report that 100% of the reported subcontractors utilised by our Tier 1 suppliers have received Bisley’s approval. These approved subcontractors are all located in China.

Subcontractor type	Number
Fabric mill / Dye house	12
Embroidery	1
Washing house for denim	1



SUPPLY CHAIN TRANSPARENCY



TIER 2:

Australian subcontractors providing Value Adding Services

Within Australia, Bisley has established a network of 8 directly sourced Tier 2 subcontracting suppliers. These trusted partners provide value adding services such as embroidery, screen-printing and badging. By working closely with these Australian subcontractors, we ensure the quality and integrity of our products while supporting local industries.

Fabric Mills

The certified recycled polyester (rPet) used in our 'Recycle Range' has been successfully traced and verified to the fabric mill (Tier 2). This achievement highlights our dedication to make more responsible choices at every stage of the supply chain.



TIER 3:

While Bisley prioritises traceability and transparency, we do not directly nominate all trims suppliers, which limits our ability to achieve complete traceability of trims used in our products. However, we have nominated YKK and SAB as suppliers of zippers, representing a step towards greater traceability. It's important to note that YKK and SAB are not the only zipper suppliers used for Bisley products and the remaining trims have not yet been traced.



TIER 4:

In compliance with the Uyghur Forced Labour Prevention Act As (Public Law No. 117-78), Bisley has implemented various initiatives to trace cotton used in products destined for North America to a raw material or Tier 4 level.



SUPPLIERS & PACKAGING

Garment bags and mailer satchels

The majority of poly bags used for non-fire-retardant products and 100% of our mailer satchels are sourced from Better Packaging Co. who manufacture their products in China. Better Packaging Co. has signed all required Supplier Policies and undergone the required SMETA 4 Pillar audit. Both the poly bags and mailer bags sourced from Better Packaging Co. are POLLASTIC bags made from 100% Certified Ocean Bound Plastic Post Consumer Waste. Additionally, Better Packaging Co. work with coastal communities most impacted by the compounding effects of pollution and poverty, to clean up beaches and riverways. Further impact from this partnership is highlighted under our Packaging and Hangers section.

Cartons

Other packaging such as cartons ordered for the warehouses are sourced from Abbe and Visy. These suppliers are located in Australia, however, as of yet, Bisley has not traced the locations their cartons or cardboard are sourced from.

Hangers

100% of certified ocean-bound plastic hangers sourced for Bisley by our suppliers are sourced from approved supplier, Arch and Hook, in China.

Buy-in companies

In situations where Bisley does not produce a specific product required in a contract, we partner with 11 select Buy-in Companies to source these products. This approach enables us to fulfil our obligations while maintaining our dedication to quality and responsible sourcing.

Customer Transparency

As members of SEDEX, we value transparency of our supply chain information by sharing it with our customers, who are also members of SEDEX. The SEDEX platform, managed by Intertek, houses all factory audits and SMETA audit reporting, providing a transparent view of ongoing practices to both our internal stakeholders and customers. Embracing the SEDEX platform enables us to drive social improvements across our supply chain, reinforcing our commitment to responsible and transparent business practices.



Arch & Hook



2024 GOALS

Digital traceability program implemented, and goals set.

ETHICAL SOURCING AND MODERN SLAVERY DUE DILIGENCE

The Global Slavery Index 2023,⁵ highlights garments as one of the top five products imported into G20 countries at risk of Modern Slavery.

Modern Slavery risk sits within each stage of a garment's supply chain, including the growth and production of raw materials, production of yarns, fabrics and trims, the dyeing and finishing of materials, and the construction of finished goods.

Any act or practice where freedom is taken away from the employee to leave through the use of threats, violence, coercion, deception or abuse of power, is considered Modern Slavery.⁶

Modern Slavery includes:

1. Forced labour
2. Involuntary servitude
3. Human trafficking
4. Debt bondage
5. Child Slavery
6. or any other form of slavery exploitation
7. Forced prostitution

5. <https://www.walkfree.org/global-slavery-index/>.

6. Minderoo Foundation, 2023. 'What is Modern Slavery?'. Accessed 12 July 2023, <<https://www.walkfree.org/what-is-modern-slavery/>>.



Through an analysis of the risks associated with the textiles industry and the location of Bisley's Tier 1 suppliers, unauthorised subcontracting, overtime, and forced labour linked to Xinjiang cotton were identified as the highest Modern Slavery risks potentially linked to our supply chain. Therefore, as a seller of workwear garments, Bisley acknowledges the high risk of Modern Slavery within its supply chains and upholds a zero-tolerance policy towards Modern Slavery.

ETHICAL SOURCING AND MODERN SLAVERY DUE DILIGENCE



Unauthorised Subcontracting

When production of goods occurs in an unauthorised subcontracted factory, there is a lower chance that the factory is upholding the standards expected of approved suppliers and subcontractors. Therefore, the risk of Modern Slavery and worker rights issues occurring in these factories, while not guaranteed, is higher.

Therefore, to ensure that all Bisley Workwear products are being manufactured in facilities that we know meet our standards, Bisley has a zero-tolerance policy on unauthorised subcontracting. All stages of manufacturing, branding and packing of Bisley products must occur in the Bisley authorised, accredited, and known factory that the purchase order was placed with.

Our production of goods is managed in conjunction with our Registered Office in Shanghai and Manila, which are dedicated to quality control (QC) and sourcing requirements. Our Shanghai QC team and Manila Sourcing team are fully responsible for checking all quality points from fabric, garment, and product construction to labelling and packaging. In-line inspections are conducted by the Bisley staff employed in Asia, who travel and inspect garments and products during the production phase. Only after goods pass our final QC are they then approved for shipment. This extra security assists Bisley in minimising the risk of unauthorised subcontracting occurring during production.

All subcontractors used by suppliers must be pre-approved by Bisley before beginning work for our suppliers on Bisley products. Subcontractors must also sign the same Supplier Policies as our Tier 1 suppliers. The most common subcontracted facilities used by our Tier 1 suppliers are embroidery and screen-printing facilities, which provide a service that the Tier 1 supplier is unable to provide themselves.

Overtime

Audits conducted in 2021 and 2022 identified that overtime above mandated acceptable limits were a consistent and widespread issue across our Tier 1 suppliers in China, who represent 81.5% of our Tier 1 suppliers.

Overtime is a complex issue as workers often want the extra income that comes with overtime, factories within the fashion and textile industry have been identified as often forcing staff to work overtime and not paying them correctly for overtime hours. Bisley requires any suppliers found to have staff working over the mandated limits, to introduce measures to bring down the overtime hours. The requirement of suppliers to reduce overtime hours, in order to maintain a relationship with Bisley is communicated by the One Global Supply Team after audits and reiterated during supplier meetings.



ETHICAL SOURCING AND MODERN SLAVERY DUE DILIGENCE



Cotton and the Xinjiang Region

In June 2022, the United States Uyghur Forced Labour Prevention Act (UFLPA) outlined that products made in Xinjiang Province, China, are linked to forced labour and cannot be imported into the United States. Further, reports from the United Nations as well as governments and international bodies have highlighted that Xinjiang Province contains re-education camps where people from the Uyghur community and other ethnic-minority groups are being subject to forced labour and potentially other human rights abuses.⁷ As such, cotton grown in China's Xinjiang Province is at high risk of being connected to forced labour of people from the Uyghur community and other ethnic-minority groups in re-education camps. Bisley has implemented various measures to ensure that cotton sourced from China is not sourced from the Xinjiang Province or connected to re-education camps.

As Bisley sources cotton products from suppliers in China, we must be diligent to ensure that our products are not linked to the Xinjiang Province. Further, as we sell products to companies in the USA, we must comply with the UFLPA and Section 307 of the Tariff Act of 1930 which has placed a ban on any goods produced in or materials sourced from the Xinjiang Province.

To uphold our commitment to ethical sourcing and combating Modern Slavery risks, we require all of our suppliers to research and certify that all current and future orders placed by Bisley do not contain any cotton, services, or raw material that may be derived from the Xinjiang region. We provide suppliers with a Certification of Compliance that we ask an authorised representative, i.e., a Principal Officer, to review and execute. Additionally, we request

that our suppliers provide a full Traceability Report with every shipment, which gives us insight into the Country/Region where our product and its raw components were produced. For our suppliers producing goods sold in the USA, we take an extra step to ensure adherence to Section 307 of the Tariff Act of 1930. We send them a letter explaining the ban on imports of products and materials linked to the Xinjiang Province into the USA.

As part of this process, we include a questionnaire to confirm their understanding of the letter, ensuring a shared commitment to ethical practices and compliance with applicable regulations.

Whilst these steps were implemented during the reporting period, they were not relevant to products which landed in Bisley distribution locations or were sent directly from suppliers to our customers during this reporting period. As such the impacts of these initiatives will be more greatly felt in FY24.



7. Human Rights Watch, 2023, 'China Events of 2022', accessed 12 July 2023, <<https://www.hrw.org/world-report/2023/country-chapters/china#7934d0>>.

REDUCING MODERN SLAVERY RISK

Supplier Policies and Agreements

Our comprehensive Supplier Policies and Agreements are key components of our strategy to promote ethical sourcing and uphold human rights throughout our operations. All Tier 1 suppliers, as well as their subcontractors, are mandated to sign and adhere to these essential policies, ensuring a collective commitment to responsible practices:

- Ethical Sourcing and Human Rights Policy
- Supplier Acknowledgement
- Supplier Code of Conduct
- Environmental Policy

Our Supplier Policies are influenced by the Ethical Trading Initiative Base Code, International Labour Organisation standards, and the United Nations Sustainable Development Goals.



REDUCING MODERN SLAVERY RISK



These policies were collaboratively developed prior to the reporting period, involving Bisley's legal team, the Global ESG Manager, and external ESG consultants, and has been approved by Bisley's CEO.

To ensure ongoing compliance, policies are reviewed annually by our Global ESG Manager and suppliers are required to re-sign them each year. Policies are made available to suppliers via email. Suppliers are required to return the signed policies for verification by the ESG Compliance team. Bisley's ESG Compliance team verifies the signed policies and company seals, categorising suppliers as compliant once verified.

Throughout the reporting period, we successfully achieved compliance with 92.6% of international Tier 1 suppliers representing 99.7% of spend with Tier 1 suppliers. All 8 value-adding suppliers in Australia and New Zealand have signed the required policies and the New Zealand Tier 1 supplier is expected to sign the policies in 2024.

1



Sign and agree to the policies listed and supplied.

2



Return the signed policies to your PIP representative.

3



Join Sedex® (if you haven't already) and link with your PIP Sedex # ZC420907396.

4



Organise SMETA® 4-Pillar audit with an APSCA registered auditor and initial the audit upload.

5



Arrange a SMETA® audit annually to ensure you maintain a valid Sedex® membership.

In line with our commitment to continuous improvement and transparency, we are currently developing an online 'Supplier Portal' to streamline the process of accessing and signing Supplier Policies. This Supplier Portal is set to launch in FY 2024, further supporting our efforts to promote ethical sourcing and responsible practices.

REDUCING MODERN SLAVERY RISK



SEDEX Membership and SMETA Audits

In 2022, Bisley made the decision to ensure transparency and compliance within our supply chain by requiring all international Tier 1 factories to undertake SMETA 4 Pillar audits. These audits cover key areas, including labour standards, health and safety, environment and business ethics, making them one of the most robust auditing methodologies available. To ensure the integrity of these audits, we require suppliers to collaborate with auditors who are members of the Association of Professional Social Compliance Auditors Inc.

By conducting audits through SMETA we can effectively identify any non-compliances with our Supplier Policies and promptly address them through the implementation of Corrective Action Plans in collaboration with our suppliers. Our Supplier Compliance Team in Shanghai meets regularly with the Global ESG Manager to discuss supplier SEDEX memberships, policy agreements and any non-compliances identified during audits. In cases where non-compliances have not been appropriately addressed by suppliers, Bisley's Non-Compliance Procedures are followed whereby the Global ESG Manager provides guidance on how to work with suppliers on addressing and mitigating the non-compliance. Critical non-compliances are escalated to the Senior Vice President of Operations and Supply Chain and Managing Director of the Global Supply Chain. In the case where a supplier is deemed as unable to align with Bisley's ESG requirements and address and mitigate non-compliances, an exit strategy may be developed. The CEO is involved in cases where an exit strategy is developed and actioned. All critical non-compliances by suppliers are communicated to Bisley's CEO via email and during meetings with the Global ESG Manager.

In recognition of the lower risk of Modern Slavery and worker rights issues within Australia and New Zealand, the audit requirements for Tier 2 supplier facilities in these regions differ from those of suppliers in higher risk regions. Any Australian and New Zealand-based Tier 2 supplier with an annual spend of over \$30,000 must undergo audits conducted by Sustainable Assurance Solutions (SAS). The SAS audit methodology was designed by Arta Beikzkadeh, a leading expert in auditing, training, and Modern Slavery education, guided by the principles of SMETA Pillar 2 and Intertek's Workplace Conditions Assessment audit.

Through our commitment to rigorous audits and collaborative efforts with our suppliers and subcontractors, Bisley Workwear strives to ensure ethical practices and the protection of workers' rights across our global supply chain.

In the reporting period, 88.9% of Tier 1 suppliers had a valid SMETA Pillar 2 or Pillar 4 Audit, representing 96.5% of spend on products from Tier 1 suppliers. The Tier 1 Supplier which received a SMETA Pillar 2 Audit will transition to a Pillar 4 Audit in 2024. The New Zealand based Tier 1 supplier has been assessed as a low-risk supplier and is not required to obtain a SMETA Pillar 4 Audit. The number of non-compliances identified in these audits are unable to be disclosed due to a change in SEDEX accounts.



REDUCING MODERN SLAVERY RISK

Modern Slavery Training

Each year, all Bisley staff are required to participate in Modern Slavery training to equip them to understand and combat this important issue. In the reporting period, this training was further enhanced with an additional video featuring our CEO, David Gazal. In this video, David Gazal explained to our team the importance of understanding and addressing the issue of Modern Slavery.

Supply Chain Due Diligence Effectiveness

At Bisley, we are committed to continuously assessing the effectiveness of our work to combat Modern Slavery throughout our organisation and supply chain. To achieve this, we have established several mechanisms to monitor and evaluate our progress.

Firstly, we conduct regular reviews of our policies and processes, aligning them with our core commitments. By analysing data such as the number of suppliers onboarded through SEDEX, we gather valuable insight and identify areas of strength and areas that require improvement. We also review our processes to align with the ISO 9001:2015 Quality Management System (QMS) standard, updating them as required to ensure we maintain high standards.

Secondly, our SEDEX membership provides us with real-time insights on how our suppliers are improving their labour practices and standards in alignment with our policies. The results of supplier self-assessment questionnaires (SAQs) and audits on the SEDEX platform offer a clear breakdown of their performance, along with any corrective actions and remediation plans that may be needed. This valuable insight allows Bisley to see an overview of the effectiveness of our policies, actions and supplier requirements in tackling indicators of Modern Slavery within their operations.

Through weekly meetings between our Global ESG Manager and Shanghai Compliance teams, we discuss the effectiveness of our initiatives, areas for improvement and progress towards our ESG and remediation goals.

For further information about Bisley's approach to identify, mitigate and remediate Modern Slavery risks connected to our operations and supply chain, please refer to our 2022 Modern Slavery Statement, which provides detailed information on Bisley, and the owner PIP's, ongoing commitment to this issue.

[Go to the 2022 Modern Slavery Statement.](#) →



REDUCING MODERN SLAVERY RISK



Supply Chain Due Diligence | Reflection

While writing Bisley's inaugural Modern Slavery Statement in 2020, we realised how much we didn't know about our supply chain and what was happening within it.

Since then, we have been on a journey to improve our understanding of Modern Slavery and reduce the Modern Slavery risk associated with our operations and supply chain.

To support us on this journey, we engaged external ethical sourcing consultants to help us identify best practice in this space. Our research led us to explore various audit types, however we encountered challenges when choosing a specific auditing organisation due to concerns of fraud and counterfeit reports. After careful consideration, we adopted the robust SMETA 4 Pillar audit as our preferred approach.

As we researched further and our awareness increased, we came to understand the importance of partnering with organisations that could offer us valuable support in increasing transparency and traceability to combat Modern Slavery. Accordingly, in 2024 we aim to collaborate with TrusTrace to support us in mapping our suppliers and product orders to ensure our products are being produced in accordance with our responsible business standards.

Throughout this journey, our progress in addressing Modern Slavery and implementing supplier policies and auditing requirements has been a dynamic and organic process. We continuously learn and reflect from our experiences, Modern Slavery Statements, and engagement with ESG consultants and industry organisations, leveraging these insights to inform our decisions moving forward.

The process of writing a Modern Slavery Statement has led us to strive for meaningful change within our supply chain and transformed our responsible business practices and supply chain management. We have been inspired to work collaboratively with our suppliers to create socially and environmentally responsible workplace environments and our dedication to combating Modern Slavery remains steadfast.



2024 GOALS



100% of Bisley staff participate in Modern Slavery training;

Launch online Supplier Portal with:

- 100% of Bisley's Tier 1 suppliers onboarded onto Supplier Portal and deemed as compliant;

Bisley Cotton Sourcing Protocol (CSP) developed and implemented with:

- 100% of cotton suppliers to comply with Bisley CSP (Cotton Sourcing Protocol);
- 100% of suppliers to have signed and implemented Bisley CSP;

Attend Australian UFLPA roundtable;

Attend Australian Cotton Farm Tour;

Strategic sourcing strategy developed and implemented with:

- at least 80% of orders placed in line with strategic ethical sourcing program;
- 80% of POs allocated to strategic sourcing partners;

100% of high-risk sourcing partners contracts suspended;

100% of Tier 1 Value Chain sign Ethical Sourcing Policy;

100% of Tier 1 Value Chain audited against Ethical Sourcing Policy and SMETA P4 Pillar.



PLANET

Pillar



PLANET PILLAR



The planet is a key stakeholder in our business. As an organisation that relies on natural resources, operating within a clothing and textile industry responsible for significant global greenhouse gas (GHG) emissions⁸, we take a considered approach to decision making with the aim of minimising our footprint, and working towards restoring balance within our industry.

Each stage of a product's life cycle can have a significant impact on the environment. The production of textiles is often linked to high chemical use and chemical pollution; high levels of CO₂ emissions associated with production and transportation from each stage of the supply chain and to the end customer; high water use⁹; and large amounts of waste, with approximately 200,000 tonnes of clothing being sent to landfill in Australia each year.¹⁰ Product packaging can also have detrimental impacts on the environment. In particular, single use plastic packaging, of which approximately 98% is produced from fossil fuels, is associated with high levels of greenhouse gas emissions.¹¹ Further, approximately 76% of the 9.2 billion tonnes of plastic produced worldwide between 1950 and 1970 has been sent to landfill or has been dumped.¹² Pollution associated with both textiles and packaging has negative impacts on the environment, society and the economy.

As such, Bisley recognises the potential environmental impact associated with its products and operations including:



Potential waste to landfill linked to packaging and trims;



Potential waste to landfill associated with products that are no longer in use or are damaged;



The amount of water, energy, waste and chemical use associated with the production of garments and packaging;



Energy use at Bisley locations.

To mitigate our impact on the planet, we have implemented various initiatives to reduce our impact and require our suppliers to also uphold high standards through our Environmental Policy. Developed alongside other Supplier Policies, our Environmental Policy requires suppliers to actively monitor, audit, and report their environmental performance, addressing key concerns such as deforestation, water and air pollution, climate change, natural resource depletion, energy consumption, and waste management. Additionally, suppliers are required to comply with all local laws and regulations pertaining to proper and safe effluent and waste disposal and adhere to our restricted chemicals/substance list which aligns with the California Proposition 65¹³ and restrictions adopted under REACH.¹⁴

8. Estimates attribute anywhere between 2 (World Resources Institute) and 4% (McKinsey) of global emissions to the apparel sector. <https://www.wri.org/technical-perspectives/roadmap-net-zero-emissions-apparel-sector>; <https://www.mckinsey.com/~/media/mckinsey/industries/retail/our%20insights/fashion%20on%20climate/fashion-on-climate-full-report.pdf> 9. <https://www.nature.com/articles/s43017-020-0039-9> 10. <https://ausfashioncouncil.com/seamless/> 11. <https://www.unep.org/interactives/beat-plastic-pollution/> 12. <https://www.unep.org/plastic-pollution> 13. <https://oehha.ca.gov/proposition-65/proposition-65-list> 14. <https://echa.europa.eu/substances-restricted-under-reach>

PACKAGING AND HANGERS

Our journey towards more environmentally responsible packaging and hangers has been guided by insights and direction from trusted organisations and consultants in the responsible business space. The Australian Packaging Covenant Organisation (APCO), Business Council for Sustainable Development Australia, ESG consultants, Better Packaging Co., and thorough desktop research have collectively informed our understanding of the environmental impact of packaging and provided insights into more environmentally responsible alternatives.

At Bisley, we have set measurable goals to assess our progress in implementing more responsible packaging solutions. These objectives are aligned with APCO commitments, our capacity for change, and the influence we have within Bisley sites and with our suppliers. By continuously evaluating our uptake of environmentally responsible packaging options, we ensure we are making continuous progress towards improved environmental stewardship.

Within the framework of PIP's commitment to APCO, Bisley diligently reviews our packaging practices against the Sustainable Packaging Guidelines. **We are dedicated to working towards the goal of 100% recyclability of our packaging by 2025 and will approach and support the Sustainable Packaging Guidelines based on the following principles:**

- Reviewal of packaging against the Sustainable Packaging Guidelines (SPG'S);
- Reducing the amount of material used for packaging;
- Materials with improved sustainability are selected;
- Promote recycling to customers using appropriate logos and messaging such as the Australian Recycling Label on primary packaging;
- Providing clear information for customers regarding materials used in packaging;
- Maximising the use of recycled materials.

On top of our APCO commitments, Bisley joined the World Wildlife Fund - Ellen Macarthur Foundation Business call for a UN treaty on plastic pollution which calls for United Nations member states to urgently commence negotiations on a treaty to address plastic pollution. Bisley is proud to have reduced our packaging use and transitioned to more responsible packaging options, bringing us closer to fulfilling our APCO targets and reducing our environmental footprint.



PACKAGING AND HANGERS

Hangers

In the last quarter of 2021, Bisley transitioned to 100% of our hangers being made from certified 100% ocean bound plastic by Arch and Hook. In the reporting period, Bisley ordered 210,000 hangers for use in bulk production, converting an estimated 6.7 tonnes of post-consumer, ocean-bound plastic pollution into Bisley hangers and saving 6.7 tonnes of virgin plastic from being created.

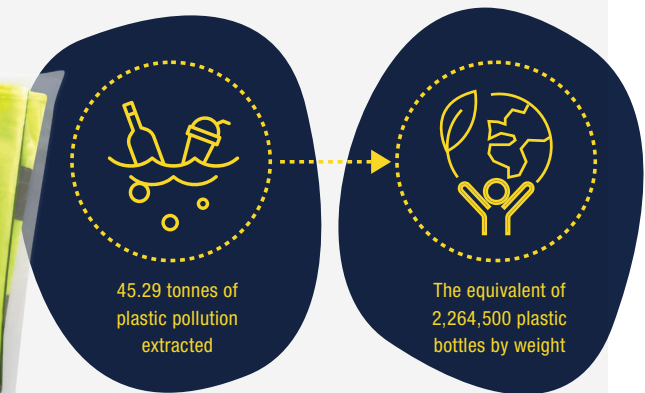
Garment Poly Bags

In July 2022, Bisley supported its suppliers to transition from using standard plastic garment bags to using Better Packaging Co.'s POLLAST!C poly bags made from certified 100% ocean-bound plastic.

Prior to using Better Packaging Co. POLLAST!C poly bags and mailer bags, Bisley's suppliers were responsible for sourcing poly bags for Bisley's products. Therefore, a key challenge in sourcing more responsible poly bags was being able to source responsible options that were accessible to all suppliers. Further, early responsible poly bag options had a shelf life of ten months, which did not meet the needs of Bisley, whereby our core lines, which are trans-seasonal, are held for a longer period in our warehouses. Better Packaging Co.'s POLLAST!C mailer bags solved these challenges. Better Packaging Co. holds stock of Bisley poly bags in their warehouse in China for Bisley manufacturers to order the packaging they need. Additionally, the POLLAST!C bags have a much longer shelf life and create a positive impact on both people and the environment.

Better Packaging Co. work with coastal communities that are most impacted by the compounding effects of pollution and poverty to clean up their beaches and riverways. All plastic collection networks are independently audited to ensure collectors are treated fairly and ethically. This program provides economic development within these communities, as well as a more responsible packaging option for Bisley. Better Packaging Co. is a certified B Corporation and Carbon Neutral, and the programme makes progress towards the UN Global Sustainable Development goals. The collection of plastic for, and production of POLLAST!C mailer bags and garment bags specifically, address Sustainable Development Goals 1-4 and 6-15.¹⁵

15. <https://sdgs.un.org/goals>



PACKAGING AND HANGERS



Asniah is one of the many people who collect ocean-bound plastic for use in POLLAST!C products. Asniah collects ocean-bound plastic in Surabaya, Indonesia. Her primary work as a farmer doesn't pay her enough to support her family, so by supplementing her income with plastic collection, she is able to do that whilst paying off the motorbike she uses to find the plastic pollution.

By the end of the reporting period, the majority of Bisley suppliers were packaging Bisley products in POLLAST!C poly bags. We aim to transition to 100% of our products being packed in POLLAST!C poly bags in 2024.

During the reporting period Bisley's suppliers ordered a total of 1,861,348 POLLAST!C poly bags to store Bisley products. According to a life cycle assessment conducted by Sphera Consulting, the production of Bisley's POLLAST!C polybags ordered during the financial period, prevented approximately 22,455 kg of plastic pollution and emitted approximately 180,090 kg less CO₂ emissions than if standard poly bags were used.



Asniah quote:

"By collecting plastic, I can support my family and pay for my motorbike instalments. Thank you for your support."



Warehouse Packaging and Waste

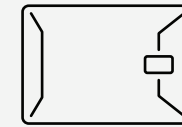
Bisley's warehouses have implemented various initiatives to reduce the amount of waste associated with the packaging and transportation of our products.



Cartons

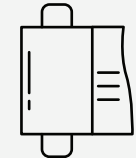
The warehouse aims to reuse the cartons that our products arrive in to pack orders for customers. However, there are times when these cartons are too large and cannot be reused for orders. These cartons are used where possible to store products in the warehouse and when they are no longer useful, are put in our paper and cardboard recycling bins.

Our warehouses purchase cartons of various sizes to send out product orders. These cartons currently do not contain FSC or recycled content, as recycled card is generally not as strong as card made from virgin materials, making some cartons made of recycled materials unable to withstand the weight of products.



Mailer Satchels

Small product orders are sent to customers in Better Packaging Co. Mailer POLLAST!C Satchels made out of 100% post-consumer ocean-bound plastic. During the reporting period, 7,100 POLLAST!C Mailer Satchels were used.



Shrink wrap

Shrink wrap is used in Bisley warehouses to protect products. In order to reduce plastic consumption associated with shrink wrap use, Bisley warehouses transitioned from 25 micron to a thinner 20 micron shrink wrap.

All soft plastic waste including shrink wrap waste is sorted and placed in our soft plastics bin for collection by a soft plastics recycler. On average, 25kgs of soft plastic are sent to the recycler each month.

WASTE SUMMARY FOR BISLEY OPERATED WAREHOUSES

Waste Summary for Bisley Operated Warehouses

Waste Type	Amount (kg)
Cardboard (kg)	60,040
General (kg)	8,880
Mixed (kg)	6,380
Soft plastic (kg)	300
Total	75,600
Total recycled	60,340
Total landfill	15,260
Total	15

Head Office

At our Head Office, we prioritise waste reduction by separating recycling, general waste and food/green waste to reduce the amount of waste going to landfill.

Responsible Packaging | Reflection

Key learnings from transitioning to more responsible packaging options include:

- 1.Find supplier partners who share similar values and who are also working towards making the right kind of impact on the environment and in people's lives. By working with likeminded suppliers, we can tackle challenges collaboratively and identify further ways to create impact. Any claims that suppliers make must be substantiated by evidence such as certification, or independent verification
- 2.The responsible products on offer must also be practical, accessible to our manufacturers and meet our storage requirements

Whilst the majority of these lessons have not been formally incorporated into policies and procedures, they have, and will continue to influence Bisley's work in implementing more responsible packaging and ESG initiatives moving forward.



2024 Packaging and Waste Goals

Waste (resource) management strategy developed, and reduction goals set;

100% products packed in POLLAST!C post-consumer, ocean-bound waste poly bags;


80% of packaging to be made from more responsible materials.

ACCESSORIES AND TRIMS

Throughout the reporting period, Bisley undertook research and development to review the availability of recycled and more responsible trims in the market.

The design team reviewed samples and costs internally to develop an idea of what responsible trim options were possible for implementation in 2024.

2024 GOALS



Transition all swing tags to 100% recycled/certified sustainable alternatives (e.g. FSC);

Roll out kimble/pins made from 100% certified recycled plastics;

Move all remaining labelling, swing tags, accessories, and trims to certified recycled product;

Remove all unnecessary virgin plastics by 2024;

Develop recycled button program.

REDUCING OUR FOOTPRINT

Sydney Warehouse

Thanks to Goodman, the landlord of our Sydney warehouse, this facility has implemented numerous responsible energy and water solutions to reduce our environmental footprint.

Bisley's Sydney warehouse is powered by 100% GreenPower, an Australian Government accredited renewable energy product.

Solar Panels on the warehouse car park, along with energy-efficient LED lights, further contribute to our environmentally responsible practices at our Sydney facility. Additionally, water harvesting and smart irrigation systems manage and conserve water usage in our warehouse.

Membership Associations

In addition to our BCSD membership, Bisley has been a member of Textile Exchange since March 2021. Textile Exchange is a global nonprofit that creates leaders in the preferred fibre and materials industry. Textile Exchange develop, manage, and promote a suite of leading industry standards, as well as collect and publish critical industry data and insights that enable brands and retailers to measure, manage, and track their use of preferred fibre and materials.

With a robust membership representing leading brands, retailers and suppliers, Textile Exchange is positively impacting the climate through accelerating the use of preferred fibres across the global textile industry.

Bisley actively participates on the Hub with industry leaders to gain knowledge to assist us to improve our practices.

2024 GOALS

100% carbon neutral at own corporate sites;

Baseline measurement of Scope 1,2 and 3 measured and offset;

100% renewable energy at corporate sites;

Decarbonisation pathway and reduction goals developed.





PRODUCT

Pillar



FIBRE TRANSPARENCY

Creating functional, safe, and responsible workwear is the core of our business and we are committed to displaying stewardship around circularity and product innovation.

Fibre Breakdown

In line with our commitment to the planet, we have analysed the fibre content of our products. By breaking down the fibre content of products produced in the reporting period, we are better able to identify potential areas for impact to focus on regarding our fibre use.



Fibre content	100% (# units)	100% (% total units)	80-99.9% (# units)	80-99.9% (% total units)	50-79.9% (# units)	50-79.9% (% total units)
cotton	2,627,810	55.7	693,816	14.7	69,409	1.5
wool	390	0.01	0	0	0	0
virgin synthetic	646,580	13.7	25,801	0.6	210,224	4.5
recycled synthetic	87,000	1.8	0	0	5,060	0.1
manmade inherent fibre	0	0	0	0	840	0.02
LENZING™, FR, Modacrylic blend	51,845	1.1	0	0	0	0
100% PU Coated (unsure of base fabric comp)	31,260	0.7	0	0	0	0
bamboo viscose	0	0	12,600	0.3	0	0

5.4% of total products require further information to determine their fibre content

RECYCLE RANGE

Introducing the Bisley Recycle Range was a key milestone during the reporting period, featuring shirts, pants, jackets and hoodies created using rPET (recycled post-consumer plastics). This endeavour marks the beginning of our responsible fibre journey, and we plan to expand this range to include other products. By choosing rPET instead of virgin polyester, we actively reduce the demand for virgin polyester while simultaneously lowering the amount of post-consumer plastic sent to landfills.

2.1% of Bisley products (99,635), incorporated rPET or recycled polyester.

2% (92,060) of total products contained a minimum of 65% recycled polyester.

Although 71.6% of our products consist of fabric containing 50-100% cotton, we have not yet transitioned into recycled cotton due to its higher price point in comparison to rPET and recycled polyester.

Nevertheless, we remain committed to embracing circular economy principles and seeking more environmentally responsible fibres, all while maintaining competitive pricing.

2024 GOALS



Launch LENZING™ Lyocell range as an alternative to the recycled polyester range;

Design team trained in circular design;

Develop product circularity guidelines;

Transition all polyester in Airflow range to recycled polyester;

Investigate feasibility of transitioning all polyester to recycled polyester for catalogue range;

Responsible fibre matrix developed and implemented across sourcing team and supply chain.



PRODUCT STEWARDSHIP

Bisley is committed to addressing the global issue of textile waste and ensuring that our products do not contribute to the landfill burden. We actively collaborate with our customers to encourage responsible end-of-life options for our garments.

To reduce our environmental footprint, we provide our valued customers with education on recycling options for their old, unused, or damaged garments. In Australia, we recommend Blocktexx¹⁶ and Textile Recyclers Australia¹⁷ as suitable partners for textile and clothing recycling.

As part of our responsible warehousing practices, we take a proactive approach to handling customer orders stored at Bisley warehouses. When garments become written off, we facilitate their donation or transportation to recycling partners. During the reporting period, we proudly supported one customer in donating 1,555 garments from our warehouses to SCR Group. SCR Group provides donated garments to people in need within Australia and worldwide. Additionally, Bisley supported another customer in sending 1,489 unusable garments to Blocktexx, a clean technology company that recovers polyester and cellulose from clothing to be turned into a resource.

With our unbranded excess and written-off garments, Bisley have been organising informal donations of these products to farmers in need across Australia.



2024 GOALS

Customer recycling guidelines formalised and implemented.



16. <https://www.blocktexx.com/> 17. <https://texrecaus.com/>

INCLUSIVE PRODUCT DESIGN



Women's Safety Wear and Workwear Range

In February 2020, Bisley launched an extensive women's safety wear and workwear range into the Australian and New Zealand market. This range was an important step towards promoting gender inclusivity and women's safety. Tailored to meet the varied requirements for women, including a stock service maternity range, the collection has been thoroughly tested to be fit for purpose, even in the most rigorous conditions.

During our research and development phase, we found that 40% of female workwear users felt less safe at work due to ill-fitting garments, often as a result of wearing men's clothing. To design and perfect this range, our dedicated Product team collaborated closely with five female tradies from five different trades. This collaboration spanned research, development and rigorous wear trials to ensure that our women's range is not only comfortable but also truly fit for purpose.

Adopting a three-dimensional approach to female fit, we designed this range from the ground up, incorporating features that our tradies required. These included reinforced panelling, additional stretch for ease of movement, new waistbands and waist heights for optimum comfort and fitted leg panels.

We continue to build on the Women's Safety Wear and Workwear Range each year as our commitment to promoting women's safety is steadfast. For every new menswear safety product we launch, we launch an equivalent in the womenswear range.

Quotes from lady tradies on the Women's Workwear Range

"Has made it so much easier - you can be professional and get the job done"

"It's so rare for a company to go out of their way and help us lady tradies"

"It's important that we do have an input, we know how the clothing will fit"

"Some of the new features in the range include the cuffs at the bottom of the pants, all the extra pockets..."

Maternity Range

Bisley's maternity range was also expanded in the reporting period through collaboration with pregnant staff members to ensure products were designed to meet the evolution of women's bodies during pregnancy. The pre-reporting period range included just one pair of pants and one shirt and was extended in the reporting period to include a stretch jean, knit polo and shirt with a better fit.

In comparison to Bisley's first maternity range, the new range has been designed to fit right up until the final stages of pregnancy, rather than just up to 4 or 5 months.



DIVERSITY IN OUR MARKETING



Every photoshoot, every catalogue and every image used to advertise Bisley's product ranges are thoughtfully designed to be inclusive and unisex. This means that we do not put one token female in our advertisements but place them front and centre alongside men to ensure that female tradies feel represented and empowered by Bisley. Further, we have some amazing lady tradie ambassadors who act as wonderful role models to all lady tradies.

Our ambassadors include Bardie Somerville (@bards.builds) and Bec, The Chipper Chippy (@thechipperchippy)

Quote from Bardie

'What sets Bisley apart from the rest is their unwavering commitment to shine the spotlight on women within the industry. It's not just about making epic workwear; it's about fostering a culture of empowerment and representation. From the job site to their very own company, they champion women like no other. Working with their team means I get to collaborate with some of the most incredible and inspiring women, it is genuinely empowering. Their impact on women within the industry through representation and support is nothing short of remarkable. Showing up onsite, in a uniform that fits, is functional and professional, really allows me to feel respected and confident in my role. Every day I put on my Bisley workwear, I feel powerful and like a boss. It's more than just clothes; it's a symbol of progress and breaking barriers. I am part of a movement that's greater than just me, and that's a feeling that keeps me going, even during the toughest days.'



Quote from Becca

'I love to work with Bisley because they acknowledge the diversity of people actually working in trades and make the effort to have that representation in their campaigns and ranges. It's important to me to look good but also feel comfortable on site and Bisley products tick those boxes. The Women's FLX & MOVE Shield Panel Pants are the biggest win for this winter, they have saved my knees big time! I'm proud to be part of the Bisley brand and the support I receive from the team through my content is amazing.'

PRODUCT SAFETY AND QUALITY

At Bisley Workwear, we stand behind the quality of our products and we have implemented strict quality control measures throughout the production process to ensure our high-quality standards are maintained. By implementing strict safety and quality measures, we ensure that our products are safe to manufacture, handle and wear, and meet their use requirements. If safety and quality standards are not maintained, there is risk of injury to those who manufacture, handle, and wear our products. As a workwear provider, it is of utmost importance that all our products meet industry standards and requirements, allowing wearers to successfully do their jobs safely and in comfort.

Bisley's entire manufacturing process, warehousing, sales offices and Head office is strictly monitored via a series of quality control measures, adhering to the standards demanded by ISO 9001:2015 Quality Management System (QMS), which we are accredited. This enables Bisley to operate with efficiencies and to ensure that our high-quality systems and processes are audited and assessed every year for possible improvements. In addition, it ensures the identification and resolution of quality issues in a timely manner.

The manufacturing of our products by our suppliers and their delivery to our warehouses in Australia and New Zealand is managed in conjunction with our Registered Office in Shanghai, which is dedicated to quality control (QC) and sourcing requirements. Our Shanghai QC team is fully responsible for checking all quality points from fabric and garment construction, to labelling and packaging. This ensures that all products meet our high standards of quality and safety and align with our detailed Tech Packs. Bisley fabrics are developed and produced according to our quality specifications. Bisley batch tests every batch of fabric for colour, weight, colour fastness

(wet and dry), shrinkage, pilling and twisting before we allow our factories to commence production. Fabric is tested by an independent testing facility for performance and only once it has passed all testing is the fabric approved for use in bulk production. Further, in accordance with ISO 14184-2:2011, fabric used in Bisley Workwear garments is tested regularly to ensure that naturally created formaldehyde levels are kept to the safe minimum standard set out by the Australian Competition and Consumer Commission. Bisley Workwear garments are formaldehyde free. In-line inspections are conducted by the Bisley staff employed in Shanghai, who travel and inspect garments from every order before shipment is approved. Only after the goods have passed our final QC, are they then approved for shipment.

Every Bisley garment includes a printed label containing the product barcode and purchase order details. All stock in Bisley warehouses can be tracked by the purchase order number. This process of batch management allows Bisley to track and identify any issues by tracing back to the fabric production, manufacturing and/or warehousing to identify the source of the problem and rectify the issue for future orders. These standards and processes ensure the identification and resolution of any quality issues are identified prior to shipping. If there is a quality issue, it is either corrected (if possible) or the production is rejected. In addition, all our supply partners are audited every year to ensure that they comply with the high quality and human rights standards required by Bisley.



MEETING WORKWEAR INDUSTRY STANDARDS

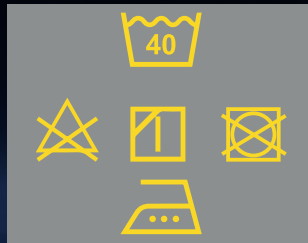
Ensuring optimum product safety requires a focus on fabric safety, product construction and technical fit.

At a minimum, all Bisley Workwear garments meet the requirements of the following standards:



AZ/NZS 2622:1996:

Outlines the method for labelling fibre content in textile products



AS/NZS 1957:1998:

Outlines the care instructions needed to ensure proper garment care



- AS/NZS 2392:1999:

Outlines the method for permanent labelling of brand name, size, care instructions, fibre content and country of origin

All fabrics used in Bisley Workwear products designed for high visibility of the wearer, meet the AS/NZS 1906.4 and AS/NZS 4602.1 and other relevant international standards to ensure the safety of wearers.

While it is not a requirement of the Australian Standard for all high-visibility garments to be tested against the AS/NZS 4602.1 requirements, if Bisley is concerned that a garment does not meet the standards, Bisley will pay for testing to occur through an independent third-party certifying body. Certification requirements differ worldwide and therefore all high-visibility products sold to customers in the European Union require a EN ISO 20471 certification, which is organised and provided by Bisley.

Bisley Workwear waterproof garments are compliant with AS 2001.2.18-1987. During testing, garments are deemed compliant when no water has passed through the garment over an 18-hour period. These garments have a water-repellent or water-resistant coating that stops moisture from reaching the wearer in wet weather conditions.



Regarding the needs of workwear wearers across regions, in Australia for example, one of the biggest issues facing workers is heat stress. Therefore, to alleviate heat stress, products designed for use in Australia are often made using ultra-lightweight stretch ripstop fabric with permanent wicking and added laser perforation to prompt airflow.



FRESCHÉ ANTIBACTERIAL TREATMENT

68.4% (3,226,978) of products were treated with Fresche® Antibacterial Treatment.

This sustainable treatment prevents odours and protects garments by treating mould and mildew. The Australian owned solution is derived from coconut oil, a sustainable and renewable resource.

Fresche® utilises a combination of proven Quaternary Ammonium Compounds (QAC's) combined with unique surface-bound antimicrobial to provide broad spectrum disinfection of surfaces. It also provides ongoing defensive protection of treated surfaces against pathogenic microbes.

The benefits of Bisley Workwear garments treated with Fresche®:

- Reduces the risk of the garment being a vector for the spread of pathogenic microbes;
- Prevents odours caused by bacteria in the garments;
- Core active is derived from natural sustainable resources;
- Bonds covalently to natural and synthetic textiles;
- Protects textiles from fungal stains and mould;
- FRESCHÉ remains active for up to 100 washes.

Whether a product requires Fresche® is outlined in the tech packs provided to suppliers who have all had training in how to apply Fresche® to products. The majority of styles not treated with Fresche® are outerwear, or are not manufactured by our direct suppliers, such as our 'Buy In' products.



The hand sanitizer lasts for up to 24 hours protection



Kills 99.999% of bacteria



The hand sanitizer softens & protects the skin

OEKO-TEX 100

90% (4,245,522) of the Bisley products were made using OEKO-TEX 100[®] certified fabrics.

An OEKO-TEX 100[®] Certification ensures that the fabric has been tested for substances that may be harmful to human health and have been found to align with the strict substance standards of the certification, therefore ensuring the fabrics used in our products are deemed safe to wear.

Product Safety and Quality | Effectiveness

The following indicators are used to measure the effectiveness of our product safety and quality systems and processes.

- ISO 9001:2015 Quality Management System (QMS) accreditation
- Percentage of Bisley products certified against harmful substances (OEKO-TEX 100[®])
- Number of product quality and safety recalls
- Feedback during our product design and development processes from tradie partners
- Customer feedback

Due to our high product safety and quality standards, no product recalls occurred in the reporting period. However, approximately 1,493 sold products, representing only 0.04% of total products sold during the reporting period, were identified as having a manufacturing fault through customer service channels.

These 1,493 products may include some products sold in FY22. If product safety or quality issues arise, these are addressed on a case-by-case basis to ensure the best possible outcome and safety of customers.

All customers, whether they purchased a product directly from Bisley or from a Bisley seller, can contact Bisley's customer service team at any time to provide feedback on product quality and safety. All feedback is responded to in accordance with our Customer Service Procedures which were last reviewed in July 2022 by our Head of Customer Service Australia and New Zealand.

All product-based feedback is relayed to the Production Department. If it is determined that a product fault is related to production, the Production Manager is notified and will follow up with the relevant supplier to come to an agreed upon solution. If the fault is not once off and is deemed to be a continuing problem, the product may be recalled. Any feedback pertaining to a product fault is treated with concern and customers are offered a replacement product and/or credit.



Product Safety | Lessons Learnt

One of the biggest learnings related to product safety at Bisley has been how the requirements of a product, in terms of fabric/product certifications, testing and overall safety, vary depending on factors such as work type, gender and the region where the product is intended to be used.

The design and development of each new product includes a learning process to understand the regulated safety requirements of a product, but also the user's needs based on their gender, work type and location. These lessons shape our product design and development processes, with our team ensuring that all tech packs and product specifications are clear and align with legal and user requirements.

Further, we have established ongoing relationships with male and female tradies from diverse industries, who actively contributed to our product development and design. During the development of new products, we proactively engage with customers and conduct wear trials with representatives from different trade industries.

This collaborative approach ensures that our products meet the specific needs and preferences of the wearers, while also complying with industry standards and requirements. Our commitment to continuous improvement and user engagement is central to ensuring product safety and customer satisfaction.

2024 GOALS

100% compliance product quality
and safety.





PROSPERITY

Pillar

LOCAL PROSPERITY



Making a meaningful contribution to society and the environment is a key value of our organisation. An important part of our responsible business journey is to support and implement programs that will enable and enhance the positive impact of our industry.

Bisley holds a key role in the Australian workwear industry, which has been an important contributor to the Australian economy. From 2020-2021, Australia's fashion and textile sector contributed more than \$27.2 billion to the national economy, representing approximately 1.5% of the entire Australian economy. Notably, around \$1.2 billion of this contribution came from the distribution of Uniforms and Workwear.

The Australian fashion and textiles industry significantly supports economic growth by contributing over \$15.7 billion AUD in wages to more than 489,000 Australians, supporting households and enabling workers to circulate this money throughout the economy. Additionally, given that approximately 77% of the Australian textile and fashion industry is made up of women, the prosperity of the industry plays a significant role in contributing towards the economic advancement and livelihoods of Australian women.¹⁹

This situates Bisley within an exciting home-grown industry, creating both local and global prosperity and reach while aligning with Sustainable Development Goal 8: Decent Work and Economic Growth.



19. <https://ausfashioncouncil.com/wp-content/uploads/2021/05/From-high-fashion-to-high-vis-EY-final-report-31-May-2021.pdf>

CHARITY PARTNERS



National Breast Cancer Foundation

Breast Cancer is the most commonly diagnosed cancer amongst women in Australia and has directly impacted various Bisley staff over the years, making the National Breast Cancer Foundation's work something we strongly value. Since 2014, Bisley has been raising money for the National Breast Cancer Foundation (NBCF) through the sale of our range of PINK shirts, which have NBCF embroidery on their sleeve. On average, Bisley sells 22,000 PINK shirts every year, and this number keeps on growing! With \$3 from every NBCF shirt sale donated to the NBCF, we are proud to say that during the reporting period Bisley donated approximately \$69,464.10 to the National Breast Cancer Foundation. Since 2014, Bisley has raised over \$678,638 for the National Breast Cancer Foundation and will continue supporting this important foundation into the future.



Quote from NBCF

"The National Breast Cancer Foundation is proud to partner with Bisley for their Pink Shirt range. The generosity of corporate partners such as Bisley means we can continue to fund world-class breast cancer research that will help ultimately save lives. The loyalty of this partnership, which started in 2014, is a testament to both parties and their commitment to reaching our ambitious vision of Zero Deaths from breast cancer."

- NBCF CEO Associate Professor Cleola Anderiesz.



Tour de Cure

Bisley has a long-standing partnership with Tour de Cure and have been sponsoring them and providing uniforms for their support team since 2011.

Tour de Cure organises and runs events such as cycle tours and walks, to raise money for research to cure cancer.

We are proud to say that since 2011, we have donated \$300,000 worth of uniforms to Tour de Cure, of which approximately \$23,870 (representing 1,730 individual garments) was donated during the reporting period.



2024 GOALS

Community and partnerships
strategy developed;

50% of team volunteering in
community;

20% increase in giving back to
strategic community partners.



GRI INDEX

GRI 2: General Disclosures	
Disclosure 2-1 Organizational details	A - C: Introduction Reporting Approach D: Introduction Reporting Approach, The Bisley Value Chain
Disclosure 2-2 Entities included in the organisation's sustainability reporting	Introduction Reporting Approach
Disclosure 2-3 Reporting period, frequency and contact point	A-B: Introduction Reporting Approach B-D: Title Page
Disclosure 2-4 Restatements of information	No restatements of information have been made in the reporting period.
Disclosure 2-5 External assurance	
Disclosure 2-6 Activities, value chain and other business relationships	A: Introduction Reporting Approach B-D: The Bisley Value Chain, Supply Chain Transparency: Transparency
Disclosure 2-7 Employees	The Bisley Value Chain: Our Employees
Disclosure 2-8 Workers who are not employees	The Bisley Value Chain: Our Employees
Disclosure 2-9 Governance structure and composition	Introduction Reporting Approach
Disclosure 2-10 Nomination and selection of the highest governance body	Introduction Reporting Approach
Disclosure 2-11 Chair of the highest governance body	A: Introduction Reporting Approach B: Introduction Reporting Approach, Responsible Business Governance
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	Bisley.POSITIVE Our ESG Initiative, Bisley Leadership Commitment to ESG
Disclosure 2-13 Delegation of responsibility for managing impacts	Bisley.POSITIVE Our ESG Initiative
Disclosure 2-14 Role of the highest governance body in sustainability reporting	Introduction Reporting Approach

Disclosure 2-15 Conflicts of interest	Responsible Business Governance: Managing Conflicts of Interest
Disclosure 2-16 Communication of critical concerns	Responsible Business Governance: Managing Critical Concerns
Disclosure 2-17 Collective knowledge of the highest governance body	Bisley.POSITIVE Our ESG Initiative, Bisley Leadership Commitment to ESG
Disclosure 2-18 Evaluation of the performance of the highest governance body	Bisley Leadership Commitment to ESG
Disclosure 2-19 Remuneration policies	Responsible Business Governance: Remuneration
Disclosure 2-20 Process to determine remuneration	Responsible Business Governance: Remuneration
Disclosure 2-21 Annual total compensation ratio	Compensation Ratio
Disclosure 2-22 Statement on sustainable development strategy	CEO Letter
Disclosure 2-23 Policy commitments	Responsible Business Governance: Bisley Policies, Supplier Policies, Employee Rights, Ethical Sourcing and Modern Slavery Due Diligence: Supplier Policies and Agreements
Disclosure 2-24 Embedding policy commitments	Responsible Business Governance: Bisley Policies, Supplier Policies, Employee Rights, Ethical Sourcing and Modern Slavery Due Diligence, Occupational Health and Safety at Bisley
Disclosure 2-25 Processes to remediate negative impacts	Employee Rights, Occupational Health and Safety at Bisley, Ethical Sourcing and Modern Slavery Due Diligence
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Employee Rights

GRI INDEX

Disclosure 2-27 Compliance with laws and regulations	Responsible Business Governance: Laws and Regulations
Disclosure 2-28 Membership associations	See Bisley.POSITIVE ESG Initiative: Stakeholder Engagement: paragraph on Business Council for Sustainable Development Australia collaboration, PLANET PILLAR: Membership Associations
Disclosure 2-29 Approach to stakeholder engagement	Bisley.POSITIVE ESG Initiative: Stakeholder Engagement
GRI 3: Material Topics	
Disclosure 2-30 Collective bargaining agreements	Employee Rights
Disclosure 3-1 Process to determine material topics	Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
Disclosure 3-2 List of material topics	Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
Disclosure 3-3 Management of material topics - Governance	Responsible Business Governance E-i: see final paragraph Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
Disclosure 3-3 Management of material topics - Occupational Health and Safety	Occupational Health and Safety at Bisley E-i: see final paragraph Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
Disclosure 3-3 Management of material topics - Packaging	Planet Pillar, Packaging and Hangers E-i: see final paragraph Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
Disclosure 3-3 Management of material topics - Modern Slavery	Ethical Sourcing and Modern Slavery Due Diligence E-i: see final paragraph Bisley.POSITIVE ESG Initiative: Key Impact Areas Material Topics
GRI 403: Occupational Health and Safety	
Disclosure 403-1 Occupational health and safety management system	Occupational Health and Safety at Bisley
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety at Bisley

Disclosure 403-3 Occupational health services	Occupational Health and Safety at Bisley
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety at Bisley
Disclosure 403-5 Worker training on occupational health and safety	Occupational Health and Safety at Bisley
Disclosure 403-6 Promotion of worker health	Occupational Health and Safety at Bisley : Non work-related health care support
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety at Bisley
Disclosure 403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety at Bisley
Disclosure 403-9 Work-related injuries	Occupational Health and Safety at Bisley Incidents and Injuries at Bisley operated warehouses from 01 Feb 2022 - 31 Jan 2023, Rate of work-related injuries per 1000000 hours worked at warehouses, Head Office/ Mascot
Disclosure 403-10 Work-related ill health	Occupational Health and Safety at Bisley Incidents and Injuries at Bisley operated warehouses from 01 Feb 2022 - 31 Jan 2023, Rate of work-related injuries per 1000000 hours worked at warehouses, Head Office/ Mascot