



# Bisley

## WORKWEAR



**MODERN SLAVERY  
STATEMENT 2021**





# Executive Summary / Introduction

PROTECTING  
AUSTRALIANS  
FOR OVER

**60**  
YEARS

Bisley Sales Pty Ltd, also known as Bisley Workwear, is owned by Parent Holding company DJG Corporation. David Gazal is the Managing Director of Bisley Sales Pty Ltd.

Over the last 12 months Bisley Workwear has implemented several improvements in terms of our Business Ethics, both Domestically and Internationally. In our statement we will highlight these improvements and how we have achieved them. In addition, Bisley is committed to continually improving the lives of the people who manufacture our products.

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Our commitment to tackle modern slavery and meeting the requirements of the Modern Slavery Act throughout our supply chain and domestic operations are a priority for our Company.

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# Our Commitments

Bisley Workwear recognises that as a global apparel company, we are responsible for our supply chain and partners working in an Ethical, Legal and Sustainable way. We have long-standing, well-established relationships with our supply partners. As a result, we believe that we can work collaboratively with them to ensure that Bisley's values and stipulated standards are not only shared with, but also agreed to, by our supply partners.

Bisley Sales Pty Ltd (Bisley) has a zero-tolerance policy to Modern Slavery. Any act or practice where freedom is taken away from the employee is considered modern slavery.

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## The definition of Modern slavery is any act of:

1. Forced labor
  2. Involuntary servitude
  3. Human trafficking
  4. Debt bondage
  5. Child Slavery
  6. Or any other form of slavery exploitation
  7. Forced prostitution
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This statement outlines the steps taken by Bisley to mitigate and address the risks of modern slavery and human trafficking within our operations and supply chain, in accordance with the Australian Modern Slavery Act 2018.

We also acknowledge the requirements of the Modern Slavery Act 2015 in the United Kingdom and the recommendations for business stated in the International Covenant on Civil and Political Rights (ICCPR) 1976



# Actions taken in 2021

Since our last statement, we have reassessed our auditing process and have made the decision that for 2021 Annual Audits, as well as future audits, our factories will be audited via SMETA (SEDEX) four pillar audit. This audit methodology covers four key topics: Labor, Health and Safety, Environment, and Business Ethics.

This the most comprehensive social auditing methodology currently in practice. We work with our independent auditor Intertek to conduct the audits to ensure we have full transparency and assurance of authenticity. We share this information with our customers and suppliers who are members of Sedex.

As per Bisley's Supplier agreement, our supply partners must provide documents to qualified independent auditors proving that staff are being paid minimum wage and working hours are not excessive on an annual basis. During the annual audits, the independent auditors will randomly select employees and conduct interviews without supervisors being present. This will ensure that no Modern Slavery practices are present at the facility. The independent auditors are trained to identify when false or misleading information is being provided. The annual audits will also include inspections of living quarters, communal dining areas, sleeping quarters, bathroom facilities, exits and fire escapes.

As members of Sedex, we share our supply chain information with our customers who are members of Sedex for supply chain transparency. The Sedex platform stores and manages all the Factory audits which are conducted by Intertek. This initiative has provided Bisley with a platform to become open and transparent with our supply chain. Sedex is driving social improvements internationally, the Sedex platform is not only a teaching tool, the portal also all maintains all SMETA audits and reporting for review from our internal stakeholders and customers.

As our Manufacturing supply partners are Sedex members, joining Sedex has elevated their factory practices, improved Business Ethics, and better conditions of the factory workers as a result. Bisley can provide access to our customers to view and assess our supply chain via the Sedex platform for transparency and compliance of Modern Slavery and Ethical sourcing assurance.

As well as the Annual SMETA Audits, our dedicated QA team in our Shanghai office visit the factories to conduct inline quality inspections for every production. During these inspections our team are skilled at assessing the factories and speaking with employees to ensure that the standard reported during the annual audits is being upheld post audits. This extra scrutiny provides the factory workers with an opportunity to speak to the QA team during the inspections.

Our Quality team inspect every production prior to factories dispatching garments.

Additionally, we have implemented increased scrutiny for onboarding factories and potential suppliers. All new Bisley supply partners must agree to our Policies and Agreements and allow Intertek to conduct SMETA Audits prior to Bisley considering them as a supplier. As stated above, these policies and the SMETA audits form part of Bisley's onboarding process.

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 accreditation ensures that our Production and Sourcing team are following strict processes in relation to onboarding new suppliers and working with our currently supply chain.



# Bisley Organisational Structure

Bisley Workwear has been a strong part of the Australian clothing industry since the 1950's.

Bisley Sales Pty Ltd, also known as Bisley Workwear, are owned by Parent Holding company DJG Corporation. David Gazal is the Managing Director of Bisley Sales Pty Ltd.

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 specialist branded Workwear apparel.



Bisley employees 95 Staff across Australia and New Zealand. Our Sydney Head office consists of Senior Management Team, Product Development, Production, Sales, Marketing, Finance, and Customer Service Teams, with sales offices in every state employing Territory Sales Managers.



We have four warehouses in Sydney, Perth, Darwin, and Auckland dispatching over 15,000 units each day.



Bisley Workwear manufactures and distributes more than 4 million garments per year.



Bisley has an office in Shanghai, China with 5 full time employees who support the Sydney Head office with Quality Assurance, Factory Visits, Production and Supplier Relationship management.





Bisley operates a joint venture partnership through BSA Brands in the UK. They have permanent staff of 4 people and distribute stock through a 3PL warehouse partner in the UK who has several dedicated staff. BSA Brands has agreed that it enacts all of Bisley's requirements, laid out in our supplier code of conduct and other policies. While we acknowledge that there are some risks of modern slavery issues in warehouse operations in the UK, we are assured that BSA Brands

have processes in place to prevent modern slavery in their organisation and the operations run in joint venture with Bisley.

Bisley also distributes products through third parties into Africa, the USA, the Middle East, Asia, Canada, Mexico and even to regions as remote as Kazakhstan. These organisations are considered customers and therefore not Bisley entities.

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**Bisley's operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley to operate with efficiencies and that our high-Quality systems and processes are audited and assessed every year for possible improvements.**

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Bisley does not own or operate any of our Manufacturing facilities. We have long standing relationships with our supply partners which we outline in this statement.

The Majority of our Manufacturing Supply partners are located in China. However, we also have suppliers in Laos, Pakistan, and Sri Lanka. In Australia, we partner with local suppliers to add reflective tape, embroidery, screen print, and heat seal garments with our customers logos as required. We also purchase a range of protective sprays from a reputable Australian supplier.

Regardless of location, it is our policy that all our overseas factories are SMETA (Sedex Members Ethical Trade Audits) audited as part of the onboarding process.

Due to the global pandemic, a small number of factories are awaiting SMETA audits delayed from 2021, which Bisley is actively pursuing.

However, all these factories have provided us with alternative audit reports (e.g. BSCI, WCA) which we accept in lieu of a SMETA audit until we are able to rearrange a date for SMETA auditing.

All business partners must agree to Bisley Policies and Supply Agreements prior to commencing work with Bisley.



# Consultation with Entities

Bisley does not own or control any entities as listed in the statement above. Where we have partnerships or joint ventures, we have numerous agreements and contracts in place that stipulate our requirements regarding labor rights, sustainability, and modern slavery. All Bisley's operating processes and procedures are fully accredited to AS/NZS ISO9001:2015 Quality Management System (QMS) standards. This enables Bisley to operate with efficiencies and that our high-Quality systems and processes are audited and assessed every year for possible improvements.

We have included our joint venture and third-party distributors in our risk assessment and have determined that they are not high-risk for modern slavery and are therefore not required to be audited.

We remain in close contact with these organizations throughout the year, so we can react appropriately and change approach if required at any time.

# Own Operations and Employees

Bisley has strong policies and processes in place to ensure that Bisley is a great, safe place to work. We ensure through our code of conduct and other policies that our employees' rights and all relevant labor laws are met or exceeded. Bisley employees are all registered on (MyGov), which ensures that all employees are who they say they are and have their own bank accounts.

We have internal training for employees on modern slavery (listed on following pages), and all employees have access to whistleblowing and reporting mechanisms in case they suspect modern slavery in their role or are in trouble themselves.



# Bisley Policies and Supply Chain Assessment



Bisley acknowledges the clothing industry is High Risk in terms of Modern Slavery and Human Rights abuses. As a result, we have recalibrated the way we formalise our relationships and contracts with our suppliers.

Our suppliers must comply with our policies, and manufacturing requirements as outlined below.

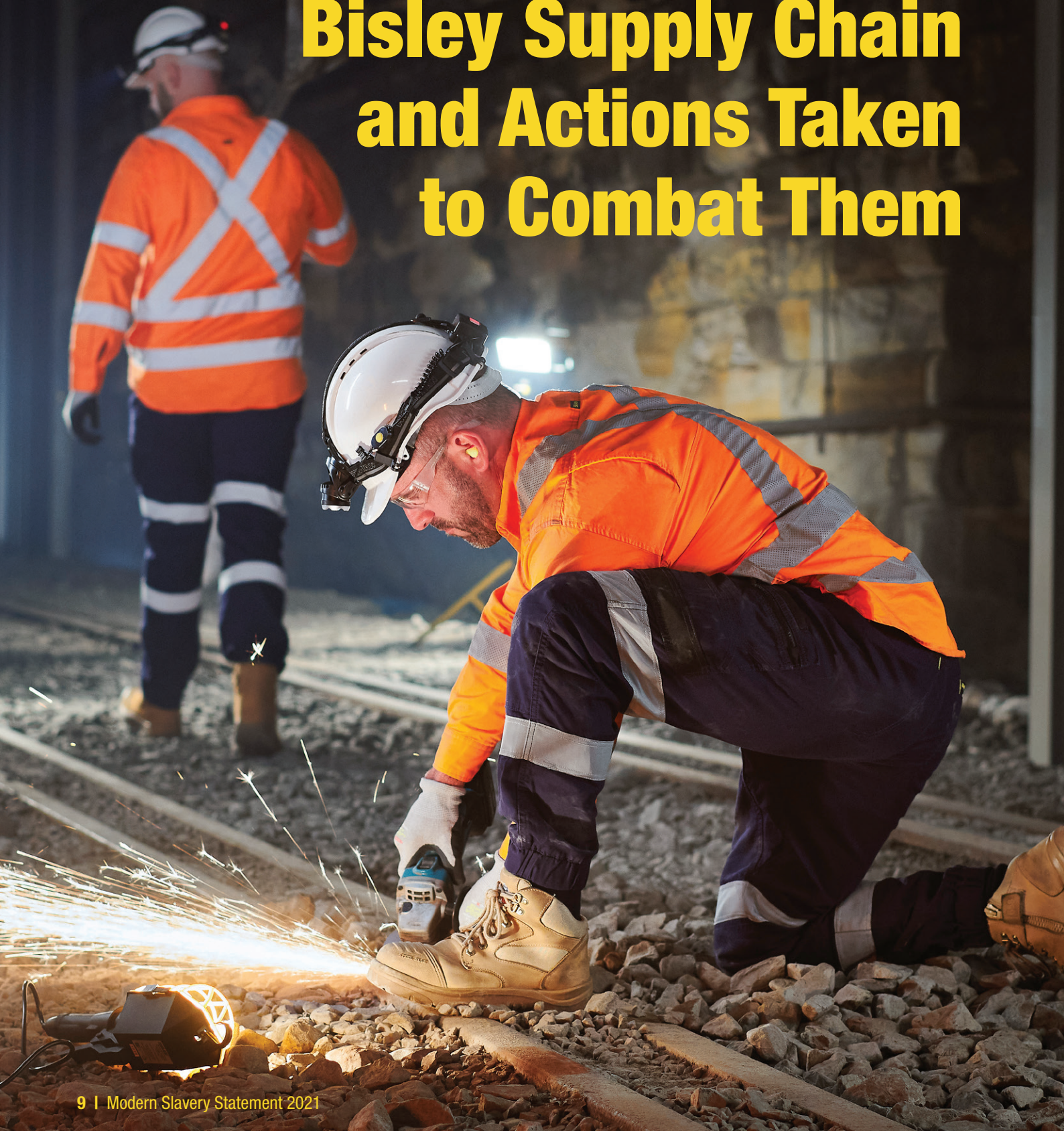
Bisley's Modern Slavery Policy must be signed and adhered to by our supply partners, in addition to the Supplier Agreement.

Bisley takes a risk-based approach to supply chain management and due diligence. We select which of our suppliers to audit and when using our knowledge of risks in the clothing industry and other risk assessment activities.

We ensure that the indicators of modern slavery, forced labour and labour rights abuses are included in our risk assessment, and are checked through the SMETA audit approach.



# Highest Modern Slavery Risks Identified in the Bisley Supply Chain and Actions Taken to Combat Them





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## Unauthorised Subcontracting - Highest Risk to Bisley's Supply Chain

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As per our last statement, we recognise that the area of highest risk of Modern Slavery and Human rights abuses within apparel manufacturing, is Unauthorised Sub-Contracting. Bisley has a zero-tolerance policy on Unauthorised Subcontracting. All stages of manufacture, branding and packing of Bisley product must occur in the Bisley authorized, 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 which is dedicated to quality control and sourcing requirements. Our Shanghai QC team are fully responsible for checking all quality points from fabric and garment construction to labelling and packaging. 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 goods pass our final QC, they are then approved for shipment. This extra security assist Bisley ensure that Unauthorised Subcontracting is not occurring during our production. The Bisley QA team can confirm that productions are being produced in the factory where the PO was placed.



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## Overtime

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The 2021 Audits have identified a consistent and widespread issue in China with overtime being conducted above the People Republic of China's mandated acceptable limits. Overtime is a complex issue as workers often want the extra income. Overtime needs to be elective and not mandated therefore, a careful balancing act is required when assessing the hours as there is an acceptable rate and a non-acceptable rate of overtime.

In our Corrective Action Plans, we have noted that we will continue to use our suppliers, but they must introduce measures to bring down the overtime levels which may include hiring more staff, accepting fewer purchase orders and any other initiative to reduce the hours of overtime required.

During the 2022 auditing period we will ensure that the hours have reduced as per our discussions and CAP reports from 2021. Our Shanghai team are currently reviewing and assisting our factories with programmes and initiatives to reduce overtime.

This is an area that the government of the People's republic of China are reviewing and will mandate in the near future.



# Covid-19 Safety Measures and Employee Entitlements in 2021 and beyond

As most of our manufacturing occurs in China, we have been able to confirm that our supply partners pay their staff according to Chinese Government regulations. Specifically, all staff are paid their base salary by their employers if they contract Covid-19 or during self-isolation periods. Our supply partners pay sick leave as a normal practice, as per our Supplier Agreements and policies.

If staff who are residing in factories that have living quarters become ill with Covid 19, they are taken to a hospital until they regain health and are paid sick leave during this time.

Anyone with symptoms is required to self-isolate in safe locations as per government regulations.

Staff are provided with safety equipment such as masks, gloves, and hand sanitizers. In addition, our supply partners are practicing social distancing in the common areas, as well as the factory floors. Staff temperatures are taken at a regular basis and prior to access into buildings, workstations and living quarters. Additional cleaning is conducted in all areas of the factories and living quarters.

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As our factories are audited annually, our Independent Auditors are paying particular attention to documents relating to sick leave, entitlements and pay this year. They are also auditing, and monitoring safety equipment and training provided to staff relating to Covid 19. This includes factory floors, common areas - such as dining rooms and sleeping quarters.

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The 2021 audits, the owners and factory employees have been vaccinated as per the government regulations. Anyone who contracts Covid 19 will still be taken care of as outlined above.

Citizens in China must also present travel documents and health cards when requested. Anyone travelling outside of their region into another, for example Migrant workers, must self-isolate until they are safely Covid Free- approximately 14 days.

Should a factory or company fail to reopen or declare bankruptcy as a result of lost income due to Covid 19, the Chinese Government has set up a monthly payment to ensure that life essentials are covered.

Our policies, due diligence approach and actions taken to address and remediate modern slavery.

Our intention is to be completely open and transparent in relation to our supply chain and we intend to share this with



Bisley is aware that there are ongoing accusations of forced labour in the clothing manufacturing globally. We have total transparency over the production of our goods, which occurs in the Shanghai Region, Beijing Region, Wuhan and Fuzhou. We continue to work with our peers and colleagues to collaborate on this topic where possible.

We have high moral and ethical standards and expect that our business partners share these values. There are several values that are so important to us that we have formalised them by way of contracts and policies that are signed and agreed to by all our Supply Partners (below).

All new Bisley supply partners must agree to our Policies and agreements and supply Audit Reports prior to Bisley considering them as a supplier. As stated above, these policies and the SMETA audits form part of Bisley's onboarding process.

Suppliers must comply with all Anti-Slavery and Modern Slavery Laws and must not engage in any modern slavery practices. Bisley's Modern Slavery Policy must be signed and adhered to by our supply partners, in addition to the Supplier Agreement.



All Bisley suppliers must have a SMETA Audit, conducted by Intertek international, which will ensure that the requirements of the policy are being put in to practice, and that there are no forms of slavery, forced labour, or human trafficking at our Supply Partners Facilities. Our Registered Office in Shanghai which is dedicated to quality control and sourcing requirements, have a close working relationship and are in contact daily. These close relationships also provide Bisley with a high level of transparency and knowledge about our supply partners factories and business practices.

We believe that by working together to see these policies and standards enforced our company and its suppliers and their factories, contractors and business partners can help achieve

a genuine improvement in the lives of working people around the world.

However, if any Modern Slavery or Human rights abuses are identified, Bisley will immediately seek to rectify the issue with our suppliers and if the Corrective Action Plan (CAP) is not being resolved in the agreed timeframes, Bisley will terminate the contract with the supplier. This would be the last resort, as Bisley support our suppliers to overcome the CAP either by providing training or support from our offices. This mission has been at the very core of the company's values and principles and will continue in the future, with our ongoing relationships.



our consumers via the Sedex portal, which lists all audit reports and Corrective Action Plans. The extra scrutiny and focus implemented, Bisley aims to prevent future breaches and failures, and ultimately mitigate future risk and improve the lives of workers who manufacture our garments and accessories (hangers, packaging, buttons).

As most of our production is in China, our Shanghai QC team are fully responsible for checking all quality points from fabric and garment construction to labelling and packaging in that region. In line inspections are conducted by Bisley staff, employed in Shanghai, who travel and inspect garments from every order prior to shipment approval. In addition to the Annual SMETA Audits our dedicated QA team visit the factories to conduct inline quality inspections for every production.



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During these inspections they inspect the factories and trained to assess the factory and speak to employees to ensure that the standard assessed during the annual audits is being upheld.

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Bisley Trading terms state that the supplier will act if an issue is identified during the audits, such as Corrective Action Plan. Our Ethical sourcing and Sustainability team and Shanghai office mitigate risk by having constant contact and visitation with our supply partners. As stated above, our QA team attend the factories every production to inspect prior to despatch. This further level of security cannot be overstated and provides Bisley with assurance that we are aware of and mitigate any concern or risk in relation to modern slavery and human rights. Should any breach or risk behaviour be identified, we work with the factory immediately to overcome and improve the issue. We have been working with our factories for decades and have a high level of support and confidence in the way they conduct their operations and employment policies.

Workwear garments have a level of complexity and higher QA standards than fashion garments, in essence they are safety garments made to protect the wearer. As a result, factories who are able to meet the detailed specifications required to construct Bisley garments are highly skilled garment manufacturers. The Factories are considered leaders in both operations and employing skilled workers. Bisley has been working with the majority of our factories for decades, in some instances over 40 years.

The above process applies to all our Tier 1 Suppliers, such as CMT (Cut, Make, Trim) garment factories.





# Ongoing Initiatives and Training

## Ethical Sourcing and Sustainability Team

Our Ethical Sourcing and Sustainability team are responsible for the Bisley modern slavery approach and meet fortnightly to discuss new initiatives, Non-Government Organisations (NGO) to consider partnering with and any issue or new development pertaining to Ethical sourcing, Modern Slavery, or sustainability. The team can be contacted at any time via [ethicalsourcingsustainability@bisley.com.au](mailto:ethicalsourcingsustainability@bisley.com.au). This email address is included on all our Policies and Agreements to ensure that our Supply Partners are aware of whom to contact should any Modern Slavery, Corruption or any other breaches of our policies be identified. This can also be used by anyone wanting to report unethical behaviour as an anonymous “whistle blower”. This will be listed on our website to enable our potential and current customers to ask any questions they may have in relation to our Ethical and sustainable practices.

The Team consists of the Bisley Senior Sales Executive, the Bisley Production Manager, Bisley Senior Designer, our QA & Textile Technician and is championed by the Bisley Owner and Managing Director from our Senior Management Team. The business has also appointed an Ethical Sourcing and Sustainability Manager to spearhead the initiative.

The Ethical Sourcing and Sustainability team regularly attend training and conferences regarding Anti- Modern Slavery, Ethical Sourcing and Sustainable practices, to further their knowledge and understanding. Due to Travel restrictions created by Covid 19, our team has been able to attend far more conferences and information sessions presented in Webinar platforms. The Team leads attend several webinars a week in relation to Ethical Supply chain and Sustainable initiatives and advancements. Our partners, BSCD Aust, Sedex, Textile Exchange share information, improvements daily.

This enables the team at Bisley to be up to date with current advancements. We in turn share any new development that would benefit our supply chain partners and staff as they become available.

Our Ethical Sourcing and Sustainability Team are also on working groups with ACTA, BCSD Aust, Circular Textiles Working group with CEBIC Vic Government.

In addition to the Annual SMETA Audits, our Shanghai team constantly monitor factories to ensure the standard is the same throughout the year, as it was during the annual audit. We believe this change in how we manage our manufacturing partners, will reduce the likelihood of Modern Slavery and Unethical behaviours occurring in the Bisley supply chain.



# Effectiveness of Modern Slavery Approach

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Bisley has several mechanisms in place to check the effectiveness of our actions to combat Modern Slavery throughout the organization.

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**1** Firstly, we review our own policies and processes against our core commitments on an ongoing basis. Over the next year, specific modern slavery KPIs will be developed and added to our checks. This gives us the opportunity to assess their effectiveness, gather feedback and identify what is or is not working. Examples of this include reviewing the effectiveness and suitability of our audit process in 2020, and moving to a new, enhanced process using SMETA audits in 2021. We also review our processes against our ISO 9001:2015 Quality Management System (QMS) standard to ensure the processes around our modern slavery approach are appropriate and update them where needed.

**2** Secondly, our membership of Sedex provides us with real-time feedback on how our suppliers are improving their labor practices and standards over time in alignment with our policies. The results of supplier self-assessment questionnaires (SAQs) and audits are clearly broken down on the platform, alongside any corrective actions and remediation plans that may be needed. This allows Bisley to see an overview of the effectiveness of our policies, actions, and requirements of suppliers on tackling modern slavery within their sites and organizations.

**3** Thirdly, we have joined many initiatives and peer working groups related to sustainable business and tackling modern slavery (many of which are mentioned in the Participation and Memberships section). Our participation allows us to keep abreast of changes and trends in the industry, as well as learning about best-practice activities from other organizations. We feed back the best-practice ideas and lessons learned from our peers into our own processes to ensure we are taking the best approach possible for Bisley.

**4** Finally, we are engaging with external consultants to review our modern slavery and broader sustainability approaches and receive feedback and guidance on how to improve going forwards.



# Participation and Memberships Tackling Modern Slavery and Human Rights Abuses

Bisley has invested in programmes and initiatives to improve our supply chain impacts on the environment and Workers. Our ultimate goal is to improve the lives of the people in our supply chain whilst minimising our environmental impact. As a result of our dedication to these improvements we have joined a number of organisations to improve all aspects of our value supply. We support the UN Sustainable Development Goals and have aligned our business activities and partnerships to the relevant global goals.





## Sedex Member

Bisley joined SEDEX in March 2021 as part of our transition to better transparency of our supply and value chain. Post Chinese New Year our factories commenced SMETA (Sedex Members Ethical Trade Audit) Sedex is a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains. We provide practical tools, services, and a community network to help companies improve their responsible and sustainable business practices, and source responsibly <https://www.sedex.com/>

Bisley utilize the Sedex platform as a learning and training tool, as well as for complete supply chain transparency, reporting and record keeping.

## Intertek International

Bisley engages with Intertek International – a renown, independent auditing company – to conduct all our SMETA audits on international factories. Intertek are an approved affiliate auditor of Sedex, which means that they have gone through rigorous training to ensure SMETA audits are carried out to the highest standard.

We have chosen to work with Intertek to ensure that the audits we request are consistent in quality and approach, and that the results and corrective action plans (CAPs) we receive are independently verified. Intertek encourage the use of SMETA audit methodology – which Bisley adopted – to ensure that all audits are as thorough as possible.

## BSCD Australia

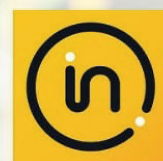
In March 2021 Bisley joined BSCD Australia to collaborate with like-minded industry leaders towards a more sustainable future.

The Business Council for Sustainable Development Australia (BCSD Australia) is the national peak body representing forward-thinking companies and organisations that are working towards the transition to a sustainable Australia. The BCSD's mission is to accelerate this transition by making sustainable business more successful.

BCSD Australia are the Australian partner of the World Business Council for Sustainable Development (WBCSD).

Members believe that by integrating social and environmental impacts with financial results, business lowers its risk profile, makes better decisions, and creates the solutions needed to meet the Sustainable Development Goals.

Bisley is an active member on a number of BCSD Australia working groups that meet weekly.



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# Formalised Training Programmes - Go 1 and Found U

Bisley senior management identified that ongoing and consistent training programmes as an area of improvement in 2021.

We have launched a training platform to cover Business Ethics, including but not limited to, Price Fixing, Corruption, Modern Slavery, Collusion and Fraud. As well as Workplace Behaviour such as Anti Bullying, Sexual Harassment, Diversity, Age inclusion etc. We have paid particular attention to Modern Slavery and formalised our education process and updates on our supply chain improvements and initiatives.

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**We have partnered with Go1 Learning Management with a catalogue of over 80,000 courses.**

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We work with our Account manager to select the most appropriate training modules for the mandatory training in both Business Ethics and Behaviour training as listed above. In addition, Individual teams and employees obtain training tailored to job specific roles as required or requested. Go1 is web based and available on demand, which gives our staff flexibility to schedule training according to their individual schedules and preferences.

The Go 1 platform is integrated with the Bisley's HR portal Found U to ensure that the access is convenient and available to everyone. Bisley staff are invited to access the portal and to participate in any training module of interest to them.

Bisley is committed to further education and training programmes to advance our staff's knowledge and expertise whilst empowering them to choose their own modules.

We believe that by offering elective training programmes we are providing staff with the skills to elevate their career opportunities both at Bisley and into the future.



# Future Steps

In the next year, we will be extending our supply chain due diligence approach to include tier two suppliers. Some of our recent supplier partnerships – such as with Arch and Hook – allow us to have visibility over tier two already. We will be taking guidance on best practice in this area from Sedex, our memberships and our peer working groups to ensure we take the best approach.

We will continue to assess and audit our factories, as per our due diligence approach, and we will ensure any outstanding SMETA audits from 2021 are completed as soon as safely possible.

Our Ethical Sourcing Policy and Modern Slavery Statement outlines Bisley's principles of ethical behaviour for all Bisley Workwear's Supply partners, as well as Bisley directors and employees. It provides a framework for maintaining and enhancing Bisley Workwear's performance and reputation. It is about establishing common values and setting guidelines of acceptable behaviours for our supply partners and direct employees.

Bisley Sales Pty Ltd, also known as Bisley Workwear, are owned by Parent Holding company DJG Corporation. David Gazal is the Managing Director of Bisley Sales Pty Ltd.

Please see supporting evidence from ASIC following this statement.

This statement was approved on behalf of Bisley Sales Pty Ltd by **David Gazal**



Sole Managing Director, David Gazal  
December 13 2021



**ASIC**

Australian Securities &amp; Investments Commission

**Company:** BISLEY SALES PTY. LIMITED ACN 608 776 816**Company details**

Date company registered	16-10-2015
Company next review date	16-10-2021
Company type	Australian Proprietary Company
Company status	Registered
Home unit company	No
Superannuation trustee company	No
Non profit company	No

**Registered office**

'BISLEY SALES' LEVEL 5 , 163 O'RIORDAN STREET , MASCOT NSW 2020

**Principal place of business**

'BISLEY SALES' LEVEL 5 , 163 O'RIORDAN STREET , MASCOT NSW 2020

**Ultimate holding company**

DJG CORPORATION PTY LTD

ACN 621 254 706

Incorporated in AUSTRALIA

**Officeholders**

GAZAL, DAVID JOSEPH

Born 26-10-1967 at SYDNEY NSW

116A VICTORIA ROAD , BELLEVUE HILL NSW 2023

Office(s) held:	Director, appointed 29-12-2017
	Secretary, appointed 07-04-2020

JUVEKAR, NILESH

Born 14-08-1967 at THORNLEIGH NSW INDIA

9 ALMA COURT , THORNLEIGH NSW 2120



# Additional Partnerships and Sustainability Supply Chain Initiatives



Bisley has converted our Energy sources to environmentally sustainable options to reduce our emissions and impact on the environment.



Bisley Auckland Distribution Centre Electricity supply is Carbon Neutral via Carbon Zero via ecotricity -New Zealand's greenest electricity supply.



Bisley Head office in Mascot uses Greenpower via AusGrid. Our lightbulbs have been converted to LED energy efficient bulbs.



Bisley Northern Territory Distribution Centre is run on 100% solar power.



Our Eastern Creek Distribution Centre uses GreenPower and is carbon neutral. Our Eastern Creek warehouse is managed by Goodman Group who are also in the process of converting buildings and infrastructure to solar power, including our warehouse.



Bisley's Perth Distribution Centre is provided by Synergy- NaturalPower which is Solar, Wind and traditional electricity power supply. Our contract is for the highest amount of GreenPower that they offer. Western Australia is in the process of upgrading their power grids and anticipate that by 2050 they will be fully renewable.



Our policies, due diligence approach and actions taken to address and remediate modern slavery.





We are currently working with Arch and Hook, the most sustainable hanger manufacturer in the world, to replace all our virgin plastic hangers to 100% Marine waste GRS (Global Recycled Standard) hangers. With this environmental improvement we also gain knowledge and transparency of our hanger manufacturer. Currently our suppliers source their own hangers, and we have no visibility of the suppliers manufacturing procedures. Arch and Hook is B Corp registered, we have received their Auditing reports that ensure the supply chain is free of any form of Modern Slavery or Human Rights Abuses. As a world leader in Ethical and Sustainable practices, supplying to some of the World's most recognisable brands, Bisley has confidence that we are making an impact on workers quality of living as well as the environment. The conservative estimate for 2 years Bisley's hanger requirements is converting 38 Tonnes of ocean waste out of the Ocean to hangers. The result of this is 38 tonne of Virgin plastic being saved from production.

In addition to the manufacturing being Sustainable and from Recycled materials, there is a significant financial and social impact as well. The communities employed to collect the Ocean waste, are among the poorest in the world. This initiative provides employment opportunities for communities that normally have few opportunities. In addition, they are paid a living wage, which impacts the people themselves and the wider community by providing economic opportunities for the community in general. The economic benefits are overlayed with cleaner beaches and living conditions as a result of the waste collection.

Bisley has also partnered with Arch and Hook to produce our buttons manufactured from Marine Waste, again using communities in the poorest nations to assist with lifting them out of poverty. Bisley currently uses over 20 million buttons per year. The impact of us transitioning to Marine waste recycled buttons is approximately 5.8 tonnes of pollution out of the ocean. Resulting in Bisley using 7.26 tonnes of less Virgin Plastic in our supply chain every year.

Both the hanger and button programmes not only clean the world's oceans and rivers, but they also provide a living wage for the communities that work with the Arch and Hook.



IT'S TIME WE CLEAN UP  
WHAT WE AS HUMANITY  
HAVE CAUSED.



**WHY CLEARING MARINE  
PLASTIC MATTERS:  
CLIMATE CHANGE**

#ThePlasticOceanProblem



**WHY CLEARING MARINE  
PLASTIC MATTERS:  
CLIMATE CHANGE**

#ThePlasticOceanProblem







Another brand enhancement is our partnership with Better Packaging company. In early 2022 we launched Bisley Recycle, all the packaging for this campaign was made by the Better Packaging company Pollastic range.

Post Chinese New Year 2022 all garment packaging used for Bisley products will be made from 100% Marine and post-consumer plastics- Pollastic by Better Packaging Company. Plastic Pollution and Poverty are inextricably linked. Better Packaging supports and employs communities in the world's poorest and most polluted coastal regions to clean up their beaches and rivers. As a result, the communities are lifted out of poverty and provided with a living wage to collect the plastic. This has a 2-fold impact of higher standard of living and cleaner environments for the communities. Better Packaging is block chain verified, B corporation Certified, Certified Carbon free and the programme meets UN Global Sustainable Development goals. The estimated impact of Bisley 6 monthly order is:

- 45.29 tonne of plastic pollution extracted
- The equivalent of 2,264,500 plastic bottles by weight
- Contribution towards 13 of the UN's Sustainable Development Goals. For every 1 million bags impact 100 families in disadvantaged communities.



## THE BETTER PACKAGING CO.

FOR A ZERO WASTE WORLD



The plastic in our oceans comes mostly from waterways and shorelines in countries with undeveloped waste management systems. We collect this 'unrecyclable' plastic pollution BEFORE it enters the ocean

### PLASTIC OUT OF OUR OCEANS



Every 1 million bags we make impacts 100 families in disadvantaged communities. Our collectors are well paid, their communities flourish and their environment is cleaner



## THE BETTER PACKAGING CO.

FOR A ZERO WASTE WORLD



This company meets the highest standards of social and environmental impact





# Waste@Wear™

In 2021 we have worked with Waste2Wear to purchase our polyester for polo shirts and food production garments. Waste to wear turns post-consumer PET bottles into fabric. One polo shirt is made up of at least 38 plastic bottles (size dependant larger polos use more bottles).

Bisley has transitioned all polos manufactured from mid-2021 to fully recycled polyester made from post-consumer plastics, specifically PET bottles.

These incentives and advancements to our supply chain meet several UN Sustainable Development Goals as listed above.







Bisley joined Textile Exchange in March 2021 as part of our commitment to the Sustainable and Ethical supply chain.

Textile Exchange is a global nonprofit that creates leaders in the preferred fiber 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 fiber 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 fibers across the global textile industry. With our new Climate+ strategy, Textile Exchange is the driving force for urgent climate action on textile fiber and materials with a goal of 45% reduced CO2 emissions from textile fiber and material production by 2030.

By benchmarking the industry and providing actionable tools for improvement, Textile Exchange is driving a race to the top. [TextileExchange.org](https://www.textileexchange.org)

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Higg is an integrated software platform that helps consumer goods businesses take responsibility for your entire impact – from materials to products, from factories to stores, across energy, waste, water, and working conditions. Higg unlocks a complete view of a business' social and environmental impact. [www.higg.com](https://www.higg.com)

By using the Higg BRM, conscientious businesses can track, measure, and share their sustainability progress with value chain partners, consumers, investors, and other key stakeholders.

Developed by the industry, this trusted assessment helps brands and retailers establish and maintain strong corporate social responsibility strategies and practices that promote the well-being of workers and the planet.

Bisley joined the Higg Index in September 2021 to monitor, track and improve our supply chain Environmental and Social impacts. Higg has assisted Bisley with identifying areas for improvement year on year, in a clear and trackable format.

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ACTA is the conduit between the Industry and Government, we ensure we offer a harmonious and inclusive approach, articulating the most crucial objectives and needs of Industry today. It is ACTA's responsibility to ensure Government support is directed to Industry where it's most needed.

Bisley are active members of the Australian Circular Textile Association since 2020 Launch. Bisley are proud to be one of the first brands to commit to the association.

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Bisley's Ethical Sourcing and Sustainability Team are active participants of the Australian Textile Network. The Network consists of a group of professionals working in the Apparel Industry, collaborating to share and develop workable roadmaps towards a sustainable future. The charter is for industry leaders to work together to improve the industry practices and environmental impacts of the apparel industry. We believe this will be achieved by implementing sustainability programmes into supply chains identified by the network. Together, by sharing information and intelligence, the network aims to promote and implement circularity in the textile industry.



In 2020, Australia's environmental agenda has seen inspiring national leadership. The new Waste and Reduction Recycling Bill passed in August establishes new national criteria for waste handling, and the award of the Product Stewardship Centre of Excellence and National Product Stewardship Investment Fund (NPSI) will contribute to national environmental reform.

The Centre aims for the wide-scale adoption of product and material stewardship principles by businesses to reduce waste generation and create positive environmental and social outcomes. Centre of Excellence Director Rose Read said the Federal Government was showing "immense leadership" in fostering and supporting product stewardship and supporting businesses to thrive and do more.

Bisley are Key members of the Circular Threads working group and committee, an industry group working towards commercially viable end of life programmes for uniform programmes in Australia and New Zealand.



A new Victorian Government program called the Circular Economy Business Innovation Centre (CEBIC). This program is designed facilitate collaboration and foster innovation that supports businesses to lead the transformation to a circular economy in Victoria. CEBIC achieve this via three main activity streams – grant funding, events & networking, and advice & information sharing (e.g., research reports and best practice). You can find out more about CEBIC at the website <https://www.cebic.vic.gov.au/>

CEBIC team explore opportunities for our program to support textiles industries to reduce waste and increase materials efficiency & resource recovery.

Working with a select group of industry stakeholders, including Bisley to explore key opportunities and challenges in transitioning to a textiles circular economy with CEBIC support.



# Community Support



## NATIONAL BREAST CANCER FOUNDATION PLATINUM PARTNER



The National Breast Cancer Foundation (NBCF) is Australia's leading national body funding game-changing breast cancer research with money raised entirely by the Australian public.

They receive no government funding. 'What we do, would not be possible without the support and generosity of people and organisations like YOU'.

Bisley has been a committed partner and supporter of the National Breast Cancer foundation since 2014.



Bisley has raised over \$400,000 since 2014 and will continue supporting this important foundation into the future.

Since NBCF's inception in 1994, the five-year survival rates for breast cancer has increased from 76% to 91%.



The aim of the NBCF is simple: Zero Deaths by breast cancer by 2030.



Bisley donates \$3 for every shirt sold from the embroidered NBCF range.







## BUILD LIKE A GIRL

Bisley is a Founding Sponsor of Build like a Girl, a not-for-profit organisation that provides support, mentorship, and advice to female trade skilled career.

Build Like a Girl are making the building and construction company safer and more welcoming for women, taking gender out of the equation by removing outdated attitudes and hurdles to women going the industry.

In 2020 Bisley launched the most comprehensive range of female garments, specifically designed for the female body.

In 2020 Bisley launched the most comprehensive range of female garments, specifically designed for the female body.

This range was designed in conjunction with Female tradies to development a comfortable and fit for purpose range.



## TOUR DE CURE SILVER PARTNER

We're proud to have contributed to 45 scientific cancer breakthroughs.

Our work since 2007 has shown us that finding a cure for cancer is possible. We're making progress all the time. We use our bike rides and our events to fund the pioneering cancer projects that we believe will lead to a cure.

Thanks to the ongoing generosity of our supporters – individuals, families, corporate partners and the Australian community – we fund the boldest research, the most talented scientists and the world-class cancer projects that we believe will have the biggest impact.'

Bisley has a long-standing partnership with Tour De Cure. We have been sponsoring and providing support uniforms since 2011. Bisley is dedicated to this charity and will continue to support them in the future.





## BISLEY HEAD OFFICE

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**For further information,  
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Sourcing and  
Sustainability team on  
[ethicalsourcingsustainability@  
bisley.com.au](mailto:ethicalsourcingsustainability@bisley.com.au)**

**PROTECTING  
WORKERS  
FOR OVER**

**60**

**YEARS**

Although we take care during photographic reproduction of our products, colours shown may vary slightly from the actual finished product. For further information on this or any other offer, please contact Bisley Workwear customer service on 1300 247 539 or your local sales representative.

ABN 90 608 776 816.

