

# THE JUST GROUP

## Key Principles of Ethical Business Conduct

Just Group Limited (“The Just Group”) is committed to respecting and implementing the highest standards of ethical conduct across our supply chain, including in relation to labour conditions and the environment.

Our suppliers are required to ensure safe working conditions, treat workers with dignity and respect, and implement environmentally responsible practices.

In order to ensure a strong and sustainable relationship The Just Group requires all suppliers, agents and factory partners to understand and comply with all local laws, including holding valid business licenses and building permits.

The Just Group Supplier Ethical Code of Conduct (the “Code”) and Merchandise Terms & Conditions of Trade (Ts & Cs) set out our minimum requirements for doing business with The Just Group.

### Agree to Ways of Working with The Just Group



These below non-negotiable principles, which form part of the “Code” and Ts & Cs, are of such great importance that you should carefully consider your ability to both agree to and fully comply with these requirements to have a business relationship with The Just Group.



#### Full transparency

In order to ensure that we maintain a relationship based on trust, all working hours, wage payments, production records and any other internal document that relates to all factory production operations must be correct, complete and not falsified in any way and this must be fully shared with The Just Group and its nominated auditors on request.



#### No child labour, forced labour or any other form of modern slavery

No children below the age of 15 are permitted to work. No worker should be engaged in any hazardous work (and, in particular, nor should young workers). All workers have the right to move freely, and should not under any circumstances be forced to work or forced to work overtime hours. Suppliers must not engage in human trafficking, or the hiring of bonded or prison labour.



#### No bribery

No discussion of gifts, rewards or “thankyou” payments are allowed to take place in your business, whether with auditors, Just Group employees, government officials, consultants or any other party. All business dealings must be of an ethical nature and free from corruption.



#### No abuse or harassment

All workers must be treated with dignity and respect. Suppliers must ensure that their workplaces are free from verbal, physical, sexual and psychological harassment and abuse.



#### No locked or blocked fire exits

Suppliers must comply with all fire safety regulations. All facilities and dormitories must have sufficient marked emergency exits that are unlocked and kept free from obstruction at all times.



#### No unauthorised subcontracting

All Just Group production must take place in sites approved in writing by the Just Group Ethical Sourcing team. Production cannot be moved to another factory unless approval has been given in writing by the Just Group. Just Group production teams’ track approved factories for each production order.

### What happens if there is a breach of these principles?



Suppliers found to have breached any of the above six principles of working with The Just Group breach the Supplier Code of Conduct. These matters may also breach local laws. The Just Group reserves the right to terminate its business relationship as per the Ts & Cs.