

## Ethical Sourcing and Modern Slavery Policy

Good Things recognises that we operate in a potentially high-risk industry sector. Our risk classification is the result of complex and diverse supply chains that encompass risks of modern slavery, ethical sourcing, environmental, and product quality concerns. We are committed to working with the resources available to us to assess and address modern slavery and ethical sourcing risks. The promotional products industry in Australia is diverse and is comprised of several providers such as decorators, suppliers, distributors, and other service providers with unique risks in their supply chains. We recognise that our role in complex and diverse supply chains does not preclude us from responsibility to instill a culture of transparency and work with suppliers and customers to address risks of ethical sourcing and modern slavery. While we are not a reporting entity under the Australian Modern Slavery Act 2018 (or any other current or proposed legislation) we are committed to working towards assessing and addressing the risks of modern slavery in our supply chain by empowering and educating our staff and suppliers.

This statement sets out our actions to understand all potential modern slavery risks related to our business and put in place steps to minimise the risk of slavery or human trafficking in our own business and our supply chains.

## Responsibilities and Organisational structure

As an SME we continue to work with the resources available to us to address modern slavery and ethical sourcing risks. The following principles inform how we will implement this policy.

Good Things

- I. will not knowingly use or contribute to modern slavery practices in any form (as outlined in Addendum B to this policy)
- II. will actively work to identify and eliminate modern slavery practices from our operations, business partnerships, and supply chains
- III. acknowledges that any form of exploitative treatment, punishment, abuse of labour rights, and coercive control of workers in our operations or supply chain is unacceptable
- IV. understands that ethical business processes are an essential part of the value for money and 'fit for purpose' considerations
- V. will work with our clients and customers to ensure the final purchasing decisions are not based on price alone

We are committed to preventing slavery and human trafficking in our commercial activities and ensuring that our supply chains are free from modern slavery, by meeting all legal requirements, and our own high internal manufacturing and ethical standards. We partner with trusted suppliers who are experts in their product categories and have long-standing working relationships. We work collaboratively to ensure excellent quality control during the manufacturing process and have a sound working knowledge of their operational and employment practices.

## Risks

We recognise that our principal areas of risk in relation to promotional products include:

1. Sourcing of raw materials and commodities such as rubber, plastic, cotton, timber and metals that go into the goods we procure, as well as sourcing of goods such as Cotton Products, Apparel, Confectionery, Technology, and wooden or paper products.
2. Direct procurement of products and merchandise (including textiles and garments) sourced from suppliers located in countries such as Bangladesh, China, India, Indonesia, Myanmar and Vietnam, and where the risk of modern slavery is high.
3. Exploitation and modern slavery in the materials processing, packaging, transport (particularly international shipping), logistics and warehousing sectors.
4. Use of contract workers including low-skilled or temporary migrants anywhere along our extended supply chain.
5. Employment of women and girls or use of child labour in the extended supply chain. 6. Use and disposal of dyes, inks, hazardous materials and packaging used in the manufacture of promotional products.

## Our Commitment

Our approach to modern slavery risk management and ethical supply chains is based on an industry-wide acknowledgment of risks and commitment to the following key actions:

1. Build meaningful relationships with suppliers that aim to educate and support them in addressing modern slavery and ethical sourcing risks. This includes working towards:
  - a. Communicating our expectations through honest and open discussions with our highest priority suppliers
  - b. Increasing awareness of modern slavery in our extended supply chain through conversation, engagement and training
  - c. Providing information on any actions being undertaken to address modern slavery and ethical supply risks when requested.
2. Consider how our own business operations could influence and contribute to inappropriate practices through our purchasing policies and processes.
3. Work towards understanding where modern slavery risks exist in our operations and supply chains and manage and mitigate these risks through appropriate due diligence.
4. Work in conjunction with our industry association (APPA) to empower our industry and promote active involvement in supply chain risk management.
5. Work as a collective to influence the wider industry to move towards more ethical and slavery-free supply chains, recognising the leverage we have to influence change.

## Supplier Code of Conduct and Due Diligence

Good Things expects all our suppliers to respect and comply with the criteria set out in this Policy. We encourage our suppliers to be open and honest about the challenges they face so we can work together to find practical solutions. We will continue to work with and support those suppliers who demonstrate a commitment to ethical sourcing and continual improvement and reserve the right to review or terminate contracts where continual non-compliances or lack of commitment is observed.

We are implementing a Supplier Code of Conduct agreement to formalise the current expectations of our supply chain, which, once implemented, we will require our suppliers to read through and sign. The document lists a detailed explanation of the ethical standards we require from them, stating that they:

- Comply with policies and all applicable laws in the countries of operation. Wherever standards differ, the standard offering a greater degree of protection to workers will apply.
- Allocate necessary resources for full implementation of social compliance.
- Communicate honestly and openly and allow access to sites and documentation as required to evaluate performance against social compliance policies.

We undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers. Our due diligence and reviews include:

- Mapping and reviewing our supply chain to assess product categories or geographical areas that are at higher risk.
- Building strong relationships with a high-caliber group of trusted suppliers.
- Offering advice to suppliers and requiring action plans to be implemented if there are concerns over employment practices.
- Not working with suppliers that do not meet our standards and looking for alternative options when existing suppliers violate our code of conduct and fail to take steps to improve their processes.

[Addendum A](#)

[Addendum B](#)

## Feedback and Review Processes

This policy and any associated codes of conduct and procedures will be reviewed annually.

**Signed by:**

**Timothy Molloy**

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