

# PACIFIC BRANDS

## Hazardous Chemicals Policy

### Introduction

Pacific Brands is committed to upholding the highest ethical and social standards across its supply chain. This extends to ensuring that all products manufactured comply with applicable laws, regulations and its quality and safety standards.

### Our Suppliers' Responsibility

Suppliers are responsible for continually upholding Pacific Brand's standards regarding high quality products, delivered on time and to agreed product specification and workmanship. This includes maintaining compliance with our strict product safety standards.

### Product Safety Matrix

Pacific Brands Product Safety Matrix details its standards and requirements in relation to safety in design and manufacture as well all banned and restricted hazardous chemicals. Compliance with the Product Safety Matrix is mandatory. Prior to transacting with any supplier Pacific Brands will assess a Suppliers ability to comply with its Product Safety Matrix. In particular, Suppliers are required to:

- Comply with Pacific Brands policy in relation to hazardous and restricted substances as contained within the Product Safety Matrix
- Comply with all safety specifications in the design of products supplied to Pacific Brands, as contained within the Product Safety Matrix
- Conduct compliance and verification tests to identify and quantify the presence of relevant chemicals with the aim of ensuring that at no time products are supplied to Pacific Brands, in contravention of the standards set out in the Product Safety Matrix
- Adhere to product labeling requirements including the use of warning labels.

### Product Safety Audits

Pacific Brands has a comprehensive product safety audit program which requires product compliance checks to be regularly conducted ensuring the ongoing quality and safety of its products.

Where a material non-compliance is identified, Pacific Brands has a range of sanctions available to it including termination of the relevant supply agreement and pursuing the Supplier for damages for breach of its supply obligations.

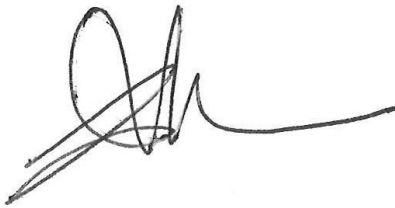
Pacific Brands has a governance framework and process in place which requires any non-compliance to this policy to be handled by an independent function within Pacific Brands.

## Other Policies

This policy should be considered in conjunction with other relevant Pacific Brands policies including:

- The Quality Policy
- The Supplier and Manufacturer Code of Conduct
- The Environmental Policy.

These policies are available on the Pacific Brands website under Corporate Social Responsibility.

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John Pollaers  
Chief Executive Officer  
Pacific Brands Limited