

Introduction

Pacific Brands is a marketer of Everyday Essential Brands. The origins of Pacific Brands can be traced back to 1893 when the business began manufacturing Dunlop bicycle tyres. Today, Pacific Brands is a leading manager of Everyday Essential Brands in Australia and New Zealand, marketing some of the most recognised brands including Berlei, Bonds, Jockey, Sheridan, Tontine and Dunlop Flooring.

In line with our objective to remain a supplier of choice it has become paramount to choose, acknowledge and develop our suppliers so that there is alignment with our expectations of ethical behaviour. Our intent is to engage with suppliers of our goods and service to ensure that basic labour and human rights are met, environmental impacts are managed and they behave ethically.

Our Suppliers as Partners

Suppliers are integral to our value chain. We reward suppliers that deliver high quality products on time, in full and to agreed specification, workmanship and price as well as recognising those that undertake continuous improvement programs to optimise these outcomes. We will also seek and support suppliers that attain our social compliance standards.

Labour and Human Rights

Our suppliers and manufacturers must ensure that;

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour is not used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

Environment Impact Management

At Pacific Brands we value the natural environment and acknowledge the benefits responsible environmental management delivers our employees, customers, suppliers, shareholders and the broader community.

Pacific Brands requires its suppliers and manufacturers to:

- meet legal obligations in relation to environmental performance
- establish objectives, targets and key performance indicators to improve their environmental performance
- maintain management systems to plan, document, monitor and review their environmental performance
- identify, assess and manage the environmental hazards which arise from their activities, products and services and effectively manage the environmental hazards by applying best practice principles to the prevention of pollution

Ethical Business Practice

Pacific Brands endeavours to act professionally and ethically and our suppliers and manufacturers must:

- abide by all local legal requirements and not engage in any form of corruption or fraud
- notify Pacific Brands as soon as any form of conflict of interest becomes apparent
- not offer unreasonable gifts when engaging with our employees in order to receive benefits

Animal Welfare

Pacific Brands is committed to ensuring the highest standards of animal welfare are adhered to in its supply chain. Where animal products are used, we expect our suppliers to treat animals in a humane manner which includes provision of appropriate comfort, shelter and freedom from distress or hunger.



David Bortolussi
Chief Executive Officer
Pacific Brands Limited