Premier Retail's Position on Living Wage

It is Premier Retail's requirement that at minimum, suppliers must comply with all local laws, legally mandated benefits and premiums. This requirement is set out in our Supplier Ethical Code of Conduct, and enforced through our Terms and Conditions of Trade.

In addition, Premier Retail believes that wages should always be enough to meet the basic needs of workers and their families, and be able to provide a level of discretionary income.

The UN and the International Labour Organization (ILO) have declared just remuneration and living wages as a human right.[1]

Although living wage methodology may vary in its calculation, the Global Living Wage Coalition (GLWC) and Anker Methodology's definition of living wage is widely accepted in the fashion industry and supported by Premier Retail. Living Wage is defined by GLWC as:

> *"The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events "*

In spite of the industry challenges with living wage, Premier Retail fully supports the principle of a living wage in our supply chain.

Collective bargaining and the right to free association play an important role in achieving this through the negotiation of improvements to wages, conditions, as well as changes connected to productivity and efficiency gains driven by process enhancements.

We are committed to working alongside our suppliers, NGOs, unions and industry peers in addition to exploring multi stakeholder initiatives where we will continue to strive to close the gap between minimum legal wage and a living wage.

On the following page, we specifically set out the progress of our living wage commitments, including our plans for further expansion of those commitments.

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[1] 'A fair wage. A human right', International Labor Organization, 2013

Areas of Focus	Commitment in 2022	Progress to date - 2023	2024 work program
Responsible purchasing practices training	• Refresher training with additional tools scheduled	• Partial — rollout in full scheduled for FY24 for all buying (product) teams • Anti-bribery training commenced for all buying teams (NEW) • Raw material and cost input update provided to all product teams every quarter to enhance integrity of negotiations	• Full rollout of updated Responsible Purchases Practices training to the buying teams • Complete rollout of Anti-bribery training • Raw material and cost input update to continue each quarter
Modern Slavery training	• Updated comprehensive supplier training and workshop to be delivered in FY23	• Complete — our training program included the concept of Living Wage and introduced the position on Living Wage	• Refresher training for suppliers to be completed with a focus on wage and working hour insights and learnings from the past 12 months of our Ethical Sourcing program
Wage gap analysis	• Increased transparency and accuracy of worker wage information through new LRQA audit program and worker sentiment surveys	• Complete — now ongoing as a key pillar of our Ethical Sourcing program	• Rollout of upgraded ERSA audit standard from version 2.0 to 3.0 with a focus on vulnerable workers and working hours which may increase insights on wages
Amplify worker voice			• Scoping project to understand and activate existing grievance mechanisms in factories in other sourcing markets
Industry engagement			• Engage with industry multi stakeholder living wage initiatives to learn and gain better insights into best practice in this area

For further information on the full breadth of our Ethical Sourcing framework to improve working conditions and mitigate the risk of Modern Slavery in our supply chain you can refer to our latest FY23 Modern Slavery Statement <https://www.premierinvestments.com.au/about-us/board-policies/commitment-to-sustainable-and-responsible-business-practices/