

ZIMMERMANN

HUMAN RIGHTS POLICY

POLICY STATEMENT

ZIMMERMANN is committed to respecting all internationally recognised human rights according to the principles set out in:

- + The Universal Declaration of Human Rights
- + The International Covenant on Civil and Political Rights
- + The International Covenant on Economic, Social and Cultural Rights
- + The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work¹
- + The ILO Core Conventions²

We follow the UN Guiding Principles on Business and Human Rights to guide our approach and fulfil our responsibility to respecting human rights.

Accordingly, we are committed to preventing or mitigating any adverse human rights impacts and engaging in remediation of any actual impacts, whether they arise from our own activities or result from our business relationships with other parties.

This policy applies throughout our operations globally, and it is binding for all employees regardless of their roles.

¹ [The ILO Declaration on Fundamental Principles and Rights at Work](#), adopted in 1998 and amended in 2022, is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values including:

1. freedom of association and the effective recognition of the right to collective bargaining;
2. the elimination of all forms of forced or compulsory labour;
3. the effective abolition of child labour;
4. the elimination of discrimination in respect of employment and occupation; and
5. a safe and healthy working environment.

² [Forced Labour Convention, 1930](#)

[Freedom of Association and Protection of the Right to Organise Convention, 1948](#)

[Right to Organise and Collective Bargaining Convention, 1949](#)

[Equal Remuneration Convention, 1951](#)

[Abolition of Forced Labour Convention, 1957](#)

[Discrimination \(Employment and Occupation\) Convention, 1958](#)

[Minimum Age Convention, 1973](#)

[Worst Forms of Child Labour Convention, 1999](#)

In addition, we expect that our suppliers, contractors and other business partners adhere to the same human rights principles, comply with all applicable laws and communicate the same expectations to their employees, suppliers and other business partners.

This policy has been reviewed by a cross-functional team and approved by the Executive team and Directors of Zimmermann Wear Pty Ltd.

All of our employees, agents, contractors, suppliers, and majority-owned subsidiaries are required to read, understand and comply with our human rights policy, which is accessible on the ZIMMERMANN website.

POTENTIAL HUMAN RIGHTS IMPACTS

ZIMMERMANN's Human Rights Working Group is responsible for the ongoing human rights due diligence process, aimed at identifying the company's potential human rights impacts that may arise from its activities or business relationships, and for developing appropriate mitigation measures and targets.

The Working Group has identified the following list of salient human rights impacts:

- + Gender equality, non-discrimination, and harassment
- + Health & Safety
- + Living Wage and Social Security
- + Working Hours
- + Indigenous Peoples' and Local Communities' Land Rights
- + Right to a Healthy Environment
- + Forced Labour
- + Child Labour
- + Data Protection and Privacy
- + Freedom of Association and Collective Bargaining

ZIMMERMANN has developed action plans to manage risks to the above human rights and is committed to preventing or mitigating any adverse human rights impacts and engaging in remediation of any actual impacts.

IMPLEMENTATION

The steps that ZIMMERMANN is taking to implement this policy are outlined below. We conduct regular reviews of our implementation mechanisms to ensure they remain relevant to our business activities, human rights risks identified, stakeholder expectations and international context.

- + Training deployed internally and in our supply chain to raise awareness of human rights risks and share our expectations regarding adherence to human rights standards
- + Incorporation of human rights principles in contracts with suppliers
- + Human rights risk assessment carried out before entering a commercial relationship with a third party

- + Ongoing human rights due diligence to identify human rights impacts that may arise as a result of our business activities with respect to our key stakeholder groups, which include our employees, supply chain workers, our customers, suppliers, business partners and the broader community in which we operate
- + Provision of channels for our employees and third parties to raise complaints and seek advice
- + Identification and implementation of channels to engage with workers in our supply chain
- + Audits conducted by an independent third party to assess the implementation of human rights principles in our supply chain
- + Partnership with organisations that facilitate multi-stakeholder dialogue on human rights and assist with remediation of any adverse human rights impacts

REPORTING

ZIMERMANN is committed to transparent, timely reporting to stakeholders regarding the company's environmental and sustainability performance.

As members of the UN Global Compact (UNGC), we have committed to the Ten Principles in the areas of human rights, labour, environment and anti-corruption and are required to report on our progress annually. The report we submit to the UNGC as part of this commitment tracks our progress in the implementation of this Policy. Additionally, we publish a Sustainability Report on the ZIMERMANN website annually. This document tracks our progress towards our commitments and targets.

OTHER RELEVANT DOCUMENTS

[Supplier Code of Conduct](#)

[Diversity and Inclusion Statement](#)