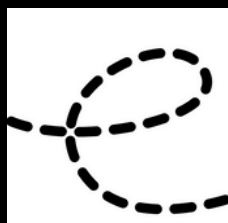




PACT

ECA

Accreditation



ethical
clothing
AUSTRALIA

ADA (Australian Defence Apparel P/L)

1 Equator Road,
Thomastown VIC 3074

+61 3 9353 4555

sales@ada.com.au
ada.com.au

Contents



ECA Accreditation

Our Ethical Commitment	01
------------------------	----

The Audit Process	02
-------------------	----

Our Ethical Commitment

ADA is committed to ensuring that all workers are compensated appropriately. Accreditation by Ethical Clothing Australia (ECA) ensures that local textile workers throughout the supply chain receive all their legal minimum entitlements and work in safe conditions.

ADA is proudly the first Australian business to apply for ECA accreditation when the program launched over 20 years ago.

The ECA program maps ADA's Australian supply chain throughout the design, pattern-making, cutting, making, trimming and dispatch, including any value-adding services. This is done via annual third-party compliance audits conducted by the Textile, Clothing and Footwear (TCF) Union. By encouraging companies to view supply chain management as an integral part of business, ECA protects the rights of both local factory-based workers and outworkers (Also known as homeworkers).

ADA is accredited and licensed to display the Ethical Clothing Australia trademark on its Australian-made garments.

The Audit Process

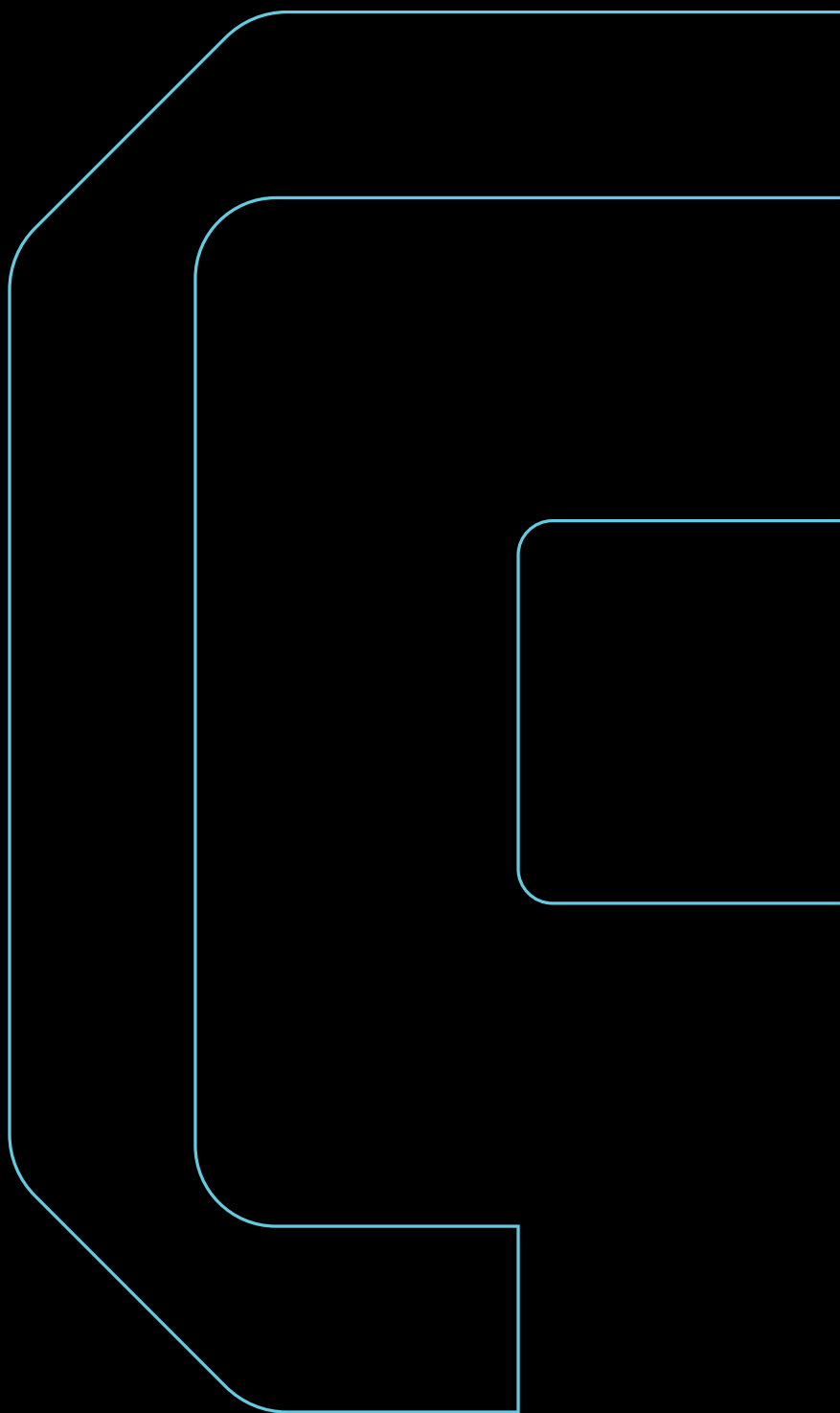
Existing suppliers and sub-contractors are audited annually as part of our accreditation process.

New suppliers in the value-add or local manufacturing chain are required to sign a written agreement with ADA, indicating that they will meet their legal obligations under the TCF Award, Fair Work Act 2009. The ECA will arrange for an independent compliance audit to ensure that these and other relevant obligations are being met.

There is no cost to you (the supplier) for the compliance audit to be undertaken, and you will benefit by ensuring that you are meeting all your legal minimum requirements.

The ECA outsources compliance auditing to industry experts from the TCF Union (the Union). A union Compliance Officer will undertake the physical audit work with you (the supplier) to achieve legal compliance. Examples of what will be covered in the audit include time and wages records, work records and arrangements and OHS requirements. The process will begin when the Compliance Officer gets in touch to arrange a convenient time to visit your (the Supplier's) premises. After the initial visit, they will let you know if further documents or additional items are needed to complete the audit. You (the supplier) will not be required to do anything more than meet the legal minimum requirements under Australian workplace laws. If any issues need to be addressed during the audit, the Compliance Officer will provide support to rectify them and help you to achieve compliance going forward.

Further information can be found in the ECA's Accreditation Guidelines.




ECA Accreditation



Let's make a PACT!

PACT is ADA's ESG program. It is a movement towards Promoting Accountability, Community and Transparency. Through this innovative initiative, PACT and its partners are not just contributing to global ESG standards - they're reshaping them.

The PACT Program includes 4 pillars and tangible pathways to achieve our vision.

ESG Program Name	PACT			
4 Pillars Sits under ESG	 Planet	 People	 Practice	 Performance
Pathways Sits under Pillars	Designing for End of Life Circularity Waste Reduction	Indigenous Partnerships Diversity & Inclusion Employer of Choice Responsible Supply Chain Corporate Social Responsibility	Ethical Trade Transparency Risk Management	Job Growth Exceeding Customer Expectations Research, Development & Innovation Responsible purchasing and sourcing

Join us as we define what it means to do business in the 21st century!

Learn more about PACT
ada.com.au/pact



ADA (Australian Defence Apparel P/L)

1 Equator Road,
Thomastown VIC 3074

ada@ada.com.au
ada.com.au

+61 3 9353 4555