



ETHICAL SOURCING REPORT — 2021

the **warehouse** 



Getting the most from this report

A brief overview of our programme and progress in 2020 can be viewed on pages 5 and 8. Our key areas of focus and achievements can be found on pages 10 to 20.

Finally, the appendices from page 22 reveal performance trends over the past two years, and feature our factory policy poster, brand and factory lists and source country wage and working hour data.

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INTRODUCTION.



CEO'S INTRODUCTION.



As I look back on the extraordinary disruption and challenges that COVID-19 brought to our business in 2020, I'm really proud to tell you that the momentum of The Warehouse's Ethical Sourcing Programme has continued unabated.

In fact, as I hope you will see in this report, in many ways 2020 was a benchmark year for the evolution of our

programme. I believe, given our scale and diversity, this is the leading programme of its kind within the New Zealand retail sector.

Within The Warehouse Group's 2020 Annual Report, I pledged that COVID-19 will not slow down our commitment to becoming one of New Zealand's most sustainable companies while continuing to deliver great value to our customers. Ethical Sourcing is an indispensable element of this, along with our parallel commitments to climate change action and carbon neutrality, community engagement, waste reduction and sustainable procurement – to name a few.

Ethical and sustainable sourcing is a complex sector and while we have made considerable progress through our programme, there is still a long way to go as we look for new ways to drive positive change in our supply chain. The goal of this report is to provide full transparency about our journey,

challenges and achievements to date, as well the road ahead. We invite both your encouragement and suggestions for improvement.

Finally, I want to express my sincere gratitude to our ethical sourcing specialists and their colleagues within our 200 person strong sourcing team. The results in this report are testament to their hard work and strong supplier collaborations through a unique and challenging year.

Kia Kaha.

Nick Grayston
Group Chief Executive Officer
The Warehouse Group

Ethical Sourcing is just one programme within The Warehouse's suite of "Sustainable & affordable" initiatives. Sustainable & affordable is The Warehouse's guiding statement and branding device representing our aspiration to become one of New Zealand's most sustainable companies while still delivering great value to our customers.



**& Sustainable
affordable**

PROGRAMME AT A GLANCE.

In 2020 The Warehouse's private label products were sourced from 489 factories¹ primarily located in China, Bangladesh, India, Vietnam, Malaysia, and Pakistan.² About 246,000 workers were involved in this production. 170 new factories (67% of applicants) qualified to enter our supply chain via third party Labour and Environmental Audits.

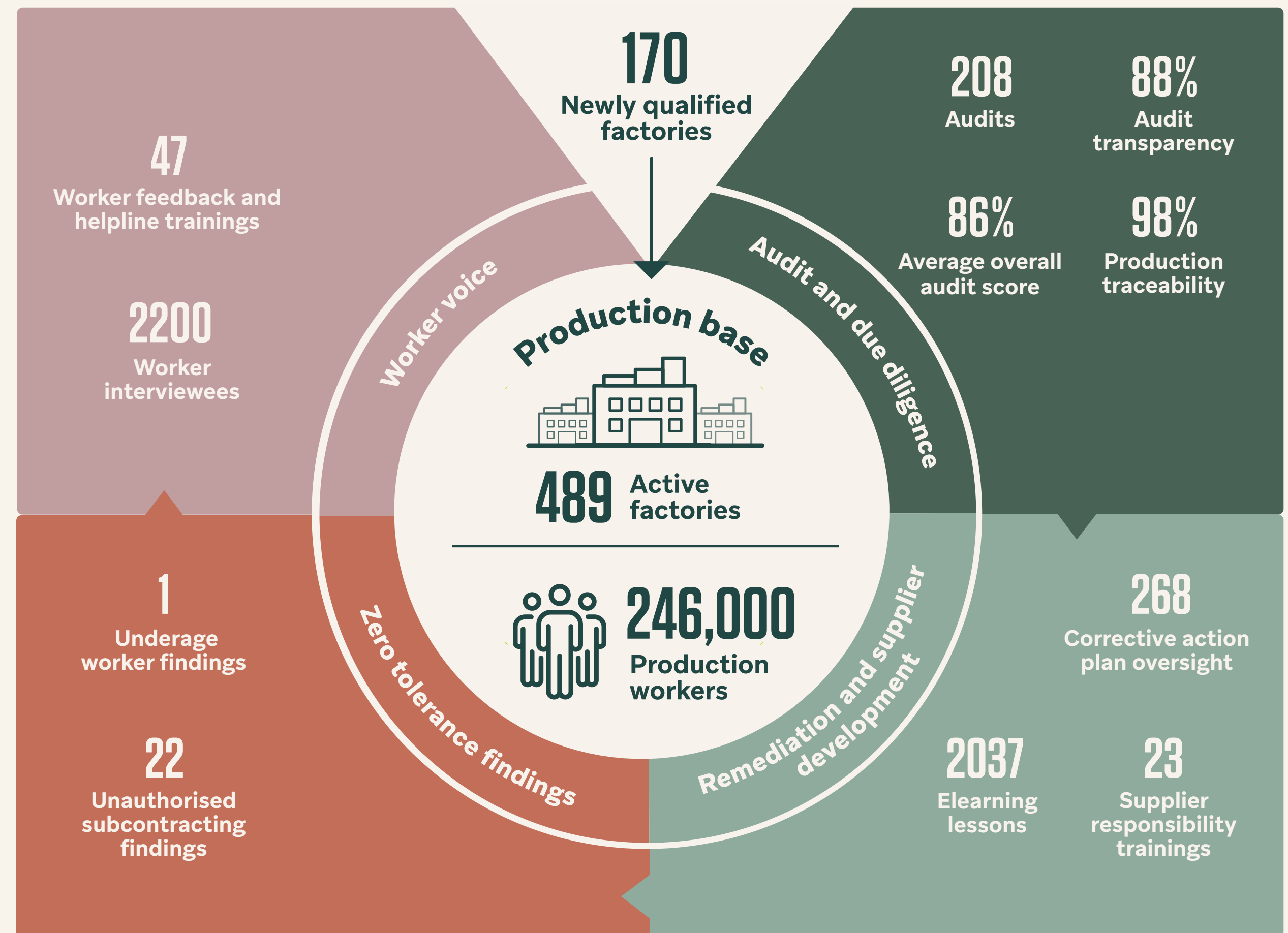
Our audit transparency rating – an important indicator of the reliability of audit disclosures – improved to 88%. 208 audits were completed in the year. Our qualification processes and the linkage of order data to production sources means that we can currently trace 98% of our product range to a qualified factory. We continue to place strong emphasis on the execution of any corrective action plans generated by external audits. 268 such plans were being tracked to completion by our internal team. In support of these improvements, factories completed over 2000 e-Learning lessons on topics such as audit preparedness, working hour control, transparency and ethics, and

vendor responsibility. The Warehouse's own internal ethical sourcing experts delivered 23 supplier responsibility trainings to our largest vendors and trading houses, enabling them to take greater responsibility for factory standards.

Our due diligence and investigative work revealed one case of underage labour and 22 instances of unauthorised subcontracting.

In such zero tolerance instances we always follow a strict protocol to protect the welfare of any underage worker and apply commercial disciplines and penalties, including business termination.

More than 2000 workers were interviewed by our own staff or third parties to ensure we were integrating their voices into any corrective actions we asked factories to undertake. Our team presented a new training on worker feedback and helpline mechanisms to 47 leading vendors and factories.



1. Factories with orders >USD 50K in the period. 2. See supply chain map on page 6 and factory lists pages 24.



TOP 20 SOURCE COUNTRIES.

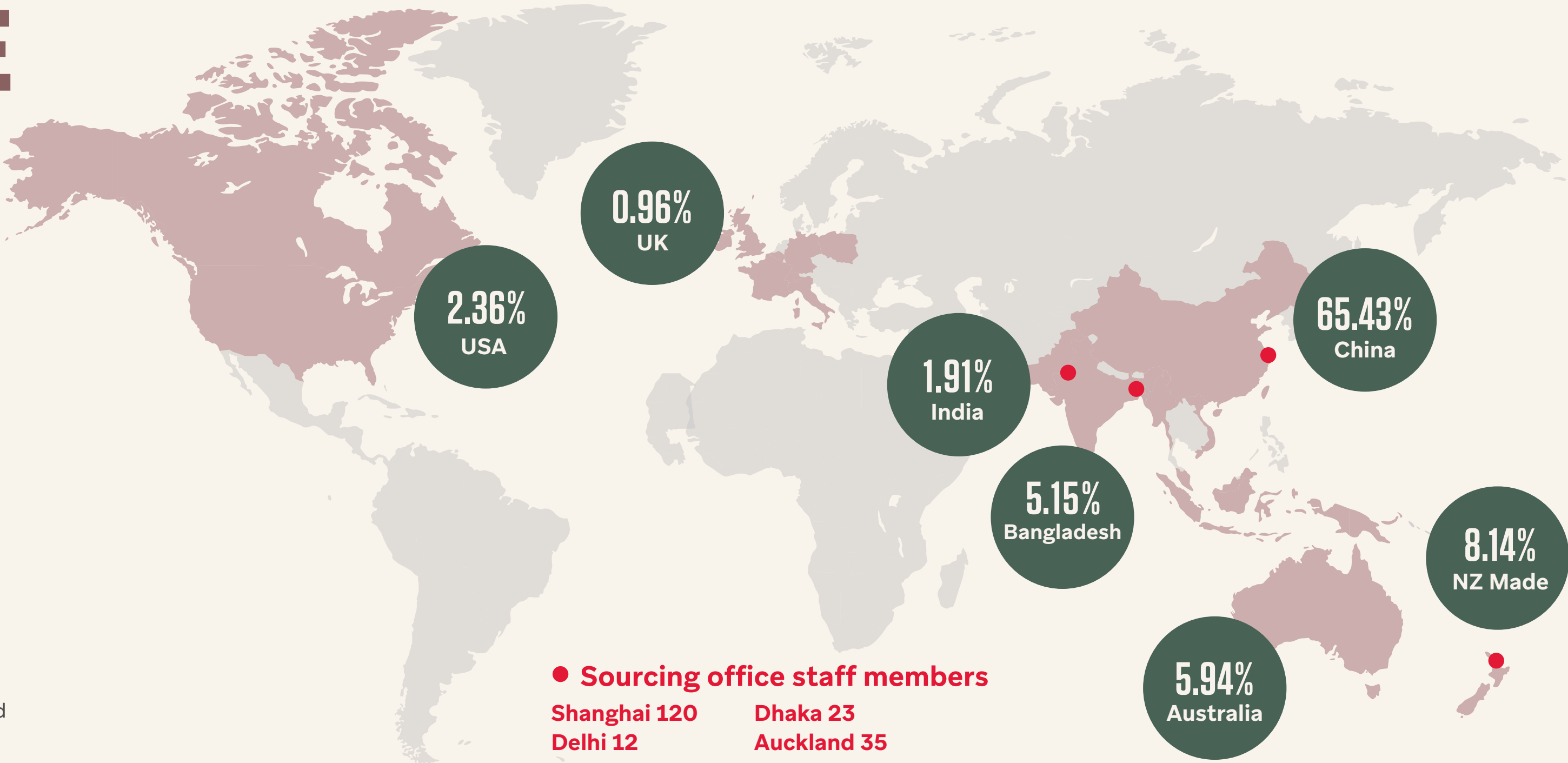
The Warehouse’s supply chain comprises a network of New Zealand and Australian based agents and suppliers, and our own direct sourcing offices in Asia. Our merchandise consists of both national and international brands, and The Warehouse’s own private label ranges.

In 2020 about 47% of sales were derived from our own branded merchandise. Our ethical sourcing policy and all relevant New Zealand laws and regulations apply to all suppliers. The assurance mechanisms described in this report are deployed only to our private label suppliers and their Tier 1 (final manufacture) factories.¹

The accompanying map and table illustrates the top 20 source countries for all products sold in The Warehouse, and the location of our direct sourcing teams including quality and ethical sourcing specialists.

China remains the largest source country by a big margin with its unparalleled category mix, integrated raw material and component supply chain and efficient logistics and infrastructure. We are developing new sources in India, Bangladesh and Pakistan especially in apparel and home textiles.

New Zealand remains an important source country for food, beverage and everyday grocery items.



Source countries	Share of Sales	Source countries	Share of Sales	Source countries	Share of Sales
China	65.43%	Thailand	1.16%	Italy	0.44%
New Zealand Made	8.14%	United Kingdom	0.96%	Switzerland	0.38%
Australia	5.94%	Vietnam	0.89%	Poland	0.34%
Bangladesh	5.15%	Malaysia	0.75%	Indonesia	0.34%
United States of America	2.36%	Pakistan	0.60%	Belgium	0.24%
India	1.91%	Germany	0.52%	Canada	0.21%
New Zealand Assembled	1.90%	France	0.47%		

1. A list of these factories can be found on pages 24-37.

--- 2020 SUMMARY.





2020 SUMMARY.

Our aim is to ensure customers can have confidence our products have been ethically sourced. We do this by focusing on the qualification of new factories, ongoing monitoring and training for factories and vendors, identifying and supporting joint industry initiatives such as Her Project and the Better Cotton Initiative, and the provision of transparent reporting to our teams, leaders and public.

Despite COVID-19 disruptions to our Chinese supply chain early in 2020, and later elsewhere in Asia, activities reached an all time high and helped to deliver very promising outcomes for our factories.

Our 2020 new factory entrant numbers were down year-on-year as audit activity paused due to COVID-19 lockdowns. We took special care to ensure that worker rights were not comprised by COVID-19 by regular surveys of factories in India and Bangladesh on their COVID-19 lockdown status, the maintenance of their payroll obligations, and their adherence to industry COVID-19 safety protocols.

We strengthened our emphasis on ensuring any corrective action plans are appropriately implemented in factories that returned negative findings in our audits. These action plans are how we leverage the time and energy that audits involve, into tangible improvements for workers. To ensure the plans are making an impact, we track the correction of any negative findings in relation to working hours, rest days and pay entitlements. In China last year we evidenced a 91% correction rate of these issues in the 214 plans we were monitoring. In Bangladesh, India and Pakistan our success rate was lower

overall at 56% over 54 plans - reflecting for most part persistence of high average weekly working hours in Bangladesh. Underpinning these tangible improvements is all the supplier training and development work undertaken by our internal teams in China and South Asia. This includes factory enrollment in our e-Learning curriculum, supplier workshops both in person and virtually, and factory visits. In some cases, multiple forms of engagement are needed to create the supplier motivation and capability needed to effect change.

An opportunity we had identified in our training programme was a lack of emphasis on worker grievance and feedback channels. We remedied this by getting 47 of our leading vendors to complete an online course on this topic and an attend a series of face-to-face trainings. An adjunct to this was this distribution of an updated policy poster to all factories, which included for the first time an independent contact number and QR code workers can use to reach out to us directly should they choose. We then updated our audit protocol, instructing auditors to validate that workers were indeed aware of these redress channels.

Another gap in our coverage we strove to

close is the challenge posed by the very small percentage of factories at the tail of our supply chain with low order volumes – usually small factories that have some unique capability. The cost of an external audit is too high for this kind of supplier - given the low value of their business with us. For this reason previously they would not have had any kind of formal assessment. For these cases we have adapted our audit into a simplified self-assessment which we require them to complete along with some e-Learning lessons. Our internal team review these self-assessments and randomly select some candidates for an onsite assessment by our own team. In this way we at least have some insight into standards at this level of our supply chain and can respond to any labor risks identified.

Rewarding and impactful as this development work is, it is also necessary to maintain some enforcement and disciplinary tension with our supply chain. Our commercial terms include penalties for breaches of our integrity policy. Our risk-based investigations revealed 22 instances of unauthorised subcontracting in 2020 with attendant penalties and other consequences.

2020 SUMMARY.



“

He aha te mea nui o te ao?
What is the most important thing in the world?

**He tangata, he tangata,
he tangata.**

*It is the people, it is the people,
it is the people.*

”

Our membership of Nirapon – successor to the Alliance for Worker Safety in Bangladesh - expired in January 2020. The Bangladesh Accord for Worker Safety has transformed into a joint initiative with The Bangladesh Garment Manufacturers and Exporters Association (BGMEA) which we may join as this initiative takes shape.

Our first two “Her Project” factory partnerships in Bangladesh concluded in 2020. We are delighted with their contribution to feminine health and hygiene in those workforces and are



now enrolling two new factories in these programmes.

Another great initiative we are proud to be a member of is the Better Cotton Initiative - the world’s largest cotton sustainability programme. We joined in November in 2019 and now over half of our cotton procurement has been sourced as Better Cotton (BCI).

Back in New Zealand, we were pleased to co-facilitate a sustainability forum with Retail New Zealand in March. The conversation focused on ethical sourcing and we were joined by guest speakers from Tear Fund, Kathmandu, and ELEVATE – our

primary audit service provider.

Implicit in all this activity is business-to-business and people-to-people goodwill across national and cultural boundaries.

We are privileged to access the capabilities of these workforces and the everyday benefits they bring to our customers.

Trevor Johnston
Head of Ethical Sourcing & Sustainable Merchandise.
The Warehouse Group.



HERhealth:¹ A PARTNERSHIP FOR CHANGE.

The Warehouse recognises that women working in global supply chains, many of whom are young and undereducated migrants, have limited health knowledge and often lack access to critical health services and products. This is especially true in Bangladesh – a vital source for our garment manufacture.



Ensuring that these women have the information and access to services that they need to prevent and treat disease and maintain their health is vital.

In 2019 The Warehouse partnered with two of its Bangladesh suppliers - Impress-Newtex Composite and Manami Fashions - and Business for Social Responsibility's HERproject business initiative, to deliver the 18-month long HERhealth training to female workforces in these two factories. The work was closely followed and supported by our ethical sourcing specialists based in our Dhaka Sourcing office and jointly funded by The Warehouse and the two suppliers.

HERhealth follows the HERproject methodology, delivering workplace-based interventions with a dual approach:

- HERproject provides guidance to managers on policies and systems improvements so that managers can build inclusive workplaces for women.
- Small groups (5%) of women within the factories and farms learn key information. They then become Peer Educators and share this information with colleagues.

We are really proud of the outcomes of this

partnership and plan to commence two new HERproject programmes in Bangladesh in 2021.

After the kick-off meeting with top managements and middle management orientation, the training was preceded by a baseline study capturing the health knowledge and behaviours of a sample of the workforce and closed with an end line study of the same sample.

Some examples of the outcomes:

Impress-Newtex Composite (788 female workers)

- The consumption of eggs increased by 47%; consumption of iron rich vegetables and dark green leafy vegetables increased by more than 24%; fruit consumption increased by 18% and consumption of vitamin A-rich fruits and vegetables increased 12%.
- During menstruation, all (100%) women workers now use sanitary napkins instead of fabric scraps from the factory or cloth from home. This is compared to 74% at the baseline.
- 80% of the women reported using modern family planning in the end-line survey compared to 59% at baseline.
- Knowledge levels on the value of breast

feeding increased. 100% of women reported that women should exclusively breastfeed her child for only 6 months, this increased from 69% in the baseline.

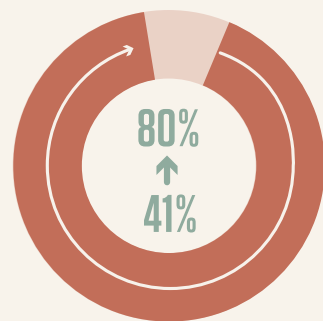
- At the end-line, 96% of respondents knew how to self-conduct breast exam, up from 5% at the baseline and the percentage of women who would seek screening services for breast cancer and cervical cancer increased by about 37%.
- The level of knowledge on the benefits of ergonomics (workplace posture) has increased at the end-line. Now, 100% of women are aware of the recommended posture of avoiding aches and pain, which was only 36% at the baseline.
- Gender attitudes to reproductive health and family planning changed at the end-line study with a much higher weighting towards shared male and female responsibilities.
- Impress – Newtex Management comment: *"As a result of participating in HERProject, (we) observed that a healthy workforce, especially women workers inspired to fulfil production target, provide quality work and reduce absenteeism. They are aware of health and hygiene and maintain it in factory and in their family. There are vast positive changes observed in the factory and their families."*

1. HERhealth™ | Programs | BSR (herproject.org).

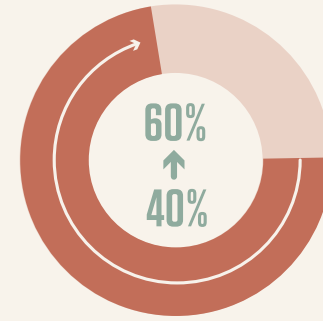


HERhealth: A PARTNERSHIP FOR CHANGE.

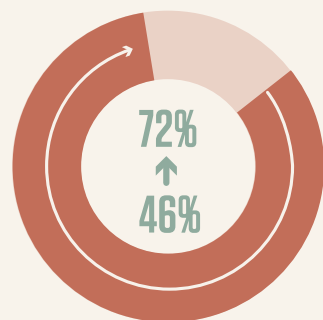
EXAMPLES OF HERhealth IMPACTS TO DATE:



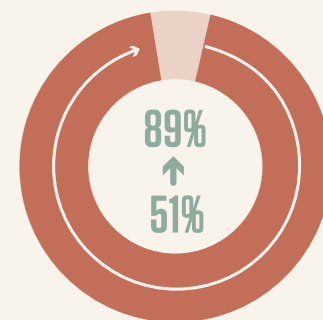
95% increase in number of women believe that **a baby should be born in a hospital.**



50% increase in number of women using **family planning products.**



56% increase in number of women reporting **using health clinics.**



76% increase in number of women that are aware of **HIV can be prevented.**

Aggregated participant survey data from all programmes showing % change from baseline to end line responses.

HERhealth case study.

Mrs. Maya has been working at Manami Fashions Ltd. for the last three years. She has two daughters.

She learned about personal hygiene, balanced diet and advantages of keeping a family small from the HERhealth training. Before she would often suffer from different health issue such as common cold, cough, stomach ache and weakness. Mrs. Maya does not face these issues anymore, after following the health messages properly. When she learned the advantages of keeping a family small, she decided to keep her family small as well.

She shared the story of her sister, Mrs. R---- Her sister also has two daughters. Her family is not financially stable. Mrs. R---- does not use any family planning methods because she experiences discomfort if she uses oral pills or injection. Mrs. Maya then discussed the advantages of keeping families small and the advantages of using family planning methods with her sister. She advised her sister to use condoms since other family planning methods did not suit her.

Mrs. R----- followed her sister's advice and began using condoms. Now her physical condition is better, and she also feels relaxed because she can maintain her small family well. Mrs. Maya thanked the HERhealth project and shared that –



“ I feel empowered for being able to help myself as well as my family members. ”

Maya

COVID-19 SUPPLY CHAIN IMPACTS.

As readers will know in 2020 COVID-19 has had a profound impact on Supply Chains Globally. The first COVID-19 forced factory lockdowns began in China in February 2020, followed by a further wave of factory lockdowns in other parts of Asia in the following months. Early in 2020 our own stores also suffered lockdowns and partial openings until fully reopening under COVID-19 alert level 1 on June 8th.

The rolling pandemic presented multiple supply chain challenges to manage. With the first wave of factory lockdowns in China we were faced with delayed availability of future orders and then as New Zealand lockdowns commenced we encountered an inverse dilemma – pending inventory we could not trade. Once the New Zealand retail market was fully opened again a surge in consumer spending created another challenge, and our sourcing teams raced to rebuild inventory levels amidst delays in our supply chain, which still persist in early 2021.

These impacts on retailers and consumers reverberated back on many suppliers who faced a wave of order cancellations or deferments exacerbating productivity losses due to their own local lockdowns. Concerns were

raised early about the impacts on vulnerable workforces in developing countries. At the end of March, the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) reported that a 1000 of their member factories had suffered the rapid cancellation of USD \$2.8 billion worth of orders. The BGMEA President put out an international plea to buyers to honor their commitments and collaborate with their Bangladesh partners in order to survive the crisis. Many labour NGOs and the International Labour organisation made similar calls to action.

In response The Warehouse:

- Ensured we honoured payments due for goods already produced or where materials had been purchased.
- Provided supplier access to prompt payment facilities through our banking partner.
- Allowed factories to self-inspect goods and ship without delay - waiving our usual 3rd party inspection requirements.
- Restricted our own Asia-based team members business travel and supported their work from home needs to ensure their COVID-19 safety.

- Distributed COVID-19 safe resource kits prepared by our industry partners – ELEVATE, Her Project, and The Responsible Business Alliance – to supplier factories.
- In the case of India, Bangladesh, and Pakistan – regions that have been significantly impacted by COVID-19 – we contacted factories directly to confirm and track their COVID-19 management practices, confirmed they were meeting all payment obligations to their workforces, and operating in accordance with any government guidelines.
- Surveyed some supplier groups to assess COVID-19 impacts on their production and capacity.
- Continued to deliver our Ethical Sourcing programme elements of ELearning, vendor training, and remotely managing corrective action plans where physical visits or audits were not possible.
- Reviewed and benchmarked our own actions against international calls to supply chain action such as the Tear Fund COVID-19 Commitments and the International Labour Organization's Call to Action.



RESPONDING TO FORCED LABOUR RISKS.

Foreign migrant workers play an important role in many economies, including New Zealand's. However, they are often vulnerable to unwitting or deliberate exploitation, on a spectrum from unpaid overtime to forced labour or modern-day slavery. Recent legislation, such as the Modern Slavery Acts in the UK and Australia, indicate governments' increasing interest in doing more to protect these vulnerable workers.

- Many of them migrate without information and knowledge about their job, employer and country of destination, creating the potential for exploitation by recruitment agencies;
- Workers are often subjected to high recruitment fees which may lead them into debt bondage;
- Entrenched negative and discriminatory attitudes towards migrant workers reinforce their vulnerability towards exploitation by recruitment agencies and employers; and
- Ineffective provision of grievance mechanism and remedy exacerbates their condition when they arrive at the country of destination.

Among the countries we source from, Malaysia has the highest number of foreign migrant workers and we have been working for some time with our supplier base there to identify risks of forced labour and share insights into the recruitment pathways their migrant workers follow. Working together with the factory management and their recruitment agents we have been able to significantly improve in these practices.

In addition to carrying our own independent due diligence and remediation work, we also invited two of our leading Malaysian partners, Muda Paper Converting (school stationery) and Evergreen Fibreboard (flat-pack furniture) to join a program for employers and their recruitment agents working with foreign migrants. The program was hosted and facilitated by the Responsible Business Alliance's Foundation (RBA Foundation) supported by a grant from the Walmart Foundation – in addition participating brands such as The Warehouse and its suppliers also made contributions.

The Responsible Business Alliance programme concluded in 2020. The RBA Foundation was able to measure the below overall impacts¹ across all program participants through a series of baseline and endline worker surveys.



Workers paid recruitment fees
↓ 26%



Workers borrowed money to pay fees
↓ 43%



Workers received full reimbursement
↑ 19%



Workers keeping their own personal documents
↑ 9%



↑ Recruitment agents participating, are more likely to be recommended

Lower number of workers paid recruitment fees

Overall, the percentage of workers that paid fees reduced by 26%. In addition, for workers that joined in the last year and did still pay fees, the average fee payment amount decreased, especially for workers from Indonesia, Nepal and Myanmar.

More workers are reimbursed for fees paid

The percentage of workers who received a full reimbursement for their recruitment fees increased from 19% to 38%. However, significant improvement was seen in electronics workplaces from 26% to 64%. On the other hand, small workplaces (fewer than 100 workers) and non-electronics workplaces did not show significant improvement on reimbursements, likely because of the financial implications.

Fewer workers borrowed money to pay fees

The percentage of workers who borrowed money to pay recruitment fees dropped by 43%. This is related to the reduction in fees, since workers may not need to borrow money for smaller amounts.

More workers are keeping their own passports

The percentage of workers who keep their own passports also increased by 9%. Small factories had the most significant gains here, up to 22%. This is likely because they had not previously invested in the infrastructure such as lockers to enable workers secure access to their passports.

Recruitment agents participating in the programme were more likely to be recommended by the workers.

1. Courtesy Responsible Business Alliance Foundation – Transforming Recruitment of Migrant Workers Practices in Malaysia (Interim Public Report).



RESPONDING TO FORCED LABOUR RISKS.

The programme was well received by our suppliers



Attention Responsible Business Alliance Foundation

Dear Ms. Lim,

Happy to see your email and thank you for sharing the Interim Report which is very informational.

Our appreciation goes to our customer The Warehouse in getting us to join this program. A big thank you to you and your team Ms. Lim in taking us through this program where we were able to learn and put into practice and achieve the desired results.

I am confident that with our customers' support, Evergreen's journey to be a responsible workplace will continue.

We shall strive to improve and work towards achieving better outcome in this year.

Thank you.

Kind regards,

*N.A.Pagan,
HR & Admin Department,
Evergreen Fibreboard Berhad,
PLO 22, Parit Raja Industrial Estate.*

Attention The Warehouse

Dear Mr. Trevor,

It is great to hear from you. Hope that you are doing well.

As for RRP (Responsible Recruitment Programme), currently we are in the progress of improving some of our documentation, such as – GAP analysis.

As recruitment agency, we would like to state that we appreciate the fully supported RRP programme.

Feedback from my staff is that they have gained deep knowledge and their understanding improved after attending activities provided. Furthermore, the foreign workers are very happy and aware of their rights working in Malaysia.

I am looking forward to giving you more updates on the upcoming activities by RBA Foundation. We take this opportunity to thank Evergreen and The Warehouse for giving us opportunity to participate in this program.

Thank you very much. Hope we can meet very soon.

Regards,

*Jason Cheong
Agensi Pekerjaan Liew Mee Choo Sdn Bhd
(Recruitment Agent for Evergreen BHD)*

SUSTAINABLE MATERIALS.





Cotton is one of the most popular commodities in the world. It is a renewable resource, but its production is vulnerable to poor environmental management and working conditions.



Thanks to the work of the Better Cotton Initiative (BCI), the largest cotton sustainability programme in the world, farmers in the cotton supply chain can have a voice and can work to improve the sustainability of this vital crop.

Through our membership fees, BCI licensed farmers can produce cotton in a way that cares for the environment, minimising the negative effects of fertilisers and pesticides and caring for water, soil health and natural habitats. BCI farmers also commit to decent work principles – conditions that support workers' safety and wellbeing.

Supporting the people who create the products we sell and

2020 IMPACTS

In 2020 The Warehouse sourced Better Cotton Consumption units equivalent to 2270 tonnes of cotton lint. This represents about half of the cotton contained in our apparel and home textile ranges.

1. More than **3500 farmers** reached/trained due to our investment.
2. Almost **6,750 hectares** of land cultivated with Better Cotton Initiative due to our investment.

1 BCI Farmers experience profit increases for a variety of reasons, most commonly due to increased yields and/or optimised use of inputs (such as irrigation water, pesticides or synthetic fertiliser).

minimising environmental harm is a priority for The Warehouse. We are proud to be a member of The Better Cotton Initiative.

When we joined BCI in 2019 we made a public commitment to source 50% of our cotton as Better Cotton by 2024. We are pleased that as at the end of 2020 we nearly achieved that goal.

Better Cotton is sourced via a system of Mass Balance and is not physically traceable to end products. See bettercotton.org/massbalance for details.

3. More than **one billion litres of water** were saved thanks to our sourcing of Better Cotton.
4. An estimated **650 kgs of pesticides** were avoided thanks to our sourcing of Better Cotton.
5. An estimated **472 thousand euros** of additional farmer profitability¹ was generated thanks to our sourcing of Better Cotton in 2020.



BETTER COTTON INITIATIVE.

BETTERCOTTON.ORG



FOREST STEWARDSHIP COUNCIL®



FSC.ORG

We know that our customers are worried about climate change. They are aware of the link between climate change and the preservation of forests – one of the world's most precious resources.

That's why The Warehouse is a member of Forest Stewardship Council (FSC®) and has been specifying (FSC®)certified wood and paper products since the early 2000s.

FSC® is the world's most trusted sustainable forest management solution and the original pioneer of forest certification. Our FSC® and FSC Mix® certified paper and wood product ranges provide assurance of :

Zero deforestation

Although trees are harvested, there is no net loss of forest over time



Environmental protection

FSC® certification requires biodiversity to be maintained, and high conservation value areas - including old growth forests – to be protected

Indigenous peoples' rights respected

FSC® certification requires forest inhabitants to be consulted and engaged, and cultural rights to be maintained

Fair wage and work environment for workers

FSC® has a strong focus on securing workers' rights by incorporating core labour requirements into its system. These requirements include effective abolition of child labour, elimination of all forms of forced or compulsory labour, the elimination of discrimination in respect of employment and occupation, respect of freedom of association and the effective recognition of the right to collective bargaining.

Learn more:

Forest Stewardship Council® (fsc.org)

FSC® PRODUCTS AT THE WAREHOUSE

You can find Forest Stewardship Council® products throughout our Stationery, Back to School, Toys, Art & Craft, and Outdoor Furniture product ranges.

In 2020 these exceeded over 700 product lines selling in excess of 3 million units.



OUR POLICY IN PRACTICE.



POLICY IN PRACTICE.

This section explains further how the major themes of our policy¹ are applied in practice.

Management Systems

Average audit score for policies and management systems in 2020 = 95%.

Within the first section of every audit we undertake, there is a comprehensive series of twenty-seven checkpoints which examine the factories policies and management systems. These address wages, benefits and hours, overtime rates, discipline and termination, grievance procedures, harassment and abuse and written contracts. Also included are age identification, freedom of association and collective bargaining rights, prohibitions on child labour, forced or bonded labour, and non-discrimination on grounds of pregnancy or other reasons.



Child Labour

We had one underage worker finding in 2020.

Child labour is a zero-tolerance issue within our due diligence approach.

Our auditors carefully review identity records for any evidence of underage workers along with careful observation of workers during interviews and the factory tour. Wherever we encounter an underage worker we always issue the factory a warning along with a requirement that they take steps to help the underage worker leave the workplace while ensuring they are in safe keeping until the school term recommences or the child reaches the legal working age. The occasional incident of an underage worker working with a relative in the school holidays or entering the workforce a few months prematurely is very different to systemic and abusive child labour – which we have never encountered in the tier of the supply chain we can observe and influence.

Voluntary Labour

We had no forced labour findings in 2020.

This policy provision addresses risks of forced labour abuse. In addition to checking for a factory's policies on these topics our auditors also closely examine payroll practices for evidence of delayed or withheld payments, or deductions associated with disciplinary fines. Where evidence of these practices is found, an immediate corrective action to the offending practice is raised. Bonded labour is a concern in countries such as Malaysia where there are high rates of migrant workers coming from other developing countries. In these environments, our auditors look closely at the recruitment pathways deployed by the factory, their practices around the safekeeping of identity documents, and worker disclosures about the fees paid to secure their placements or access to working visas. The legality of visas is closely examined as undocumented workers or those with expired visas are vulnerable to exploitation.

Health & Safety

Our average health and safety audit score in 2020 was 90%.

A safe workplace is the most basic worker entitlement. Our due diligence assessment contains over 57 Health & Safety investigation points. Fortunately, in most cases, because of the long-held focus of brands on this area, and the interest of local governments, Health & Safety is consistently one of the highest scoring sectors within our audit reports. In Bangladesh, because of historical deficiencies in the quality of their construction and infrastructure, we have an additional requirement that factories must be able to evidence that they hold positive remediation status within one of the major historical safety initiatives in Bangladesh. (The Bangladesh Accord and The Alliance for worker safety).

Wages and working hours

In 2020 the average audit score for wages and working hours was 73%.

Determining workers' actual pay and its relationship to legal entitlements and working hours is one of the most important and challenging tasks for our auditors. The baseline indicator an auditor must be aware of is the legal minimum wage for that region and any entitlements such as workplace insurance. In many developing countries' workplaces, workers are paid by pieces produced rather than an hourly rate. Auditors must convert a worker's total piece rate payments into an equivalent hourly rate for regular hours worked and an overtime rate for overtime hours worked. To make this calculation true auditors must have both accurate payroll data and accurate working hour data and then validate that this amount was paid to the worker either in cash or via bank account deposits. A random sample of payroll records for individual workers are analysed and averaged over several months, and cross checked with payslips information from worker interviews.

We have been tracking developing country working hours data for more than ten years. Unlike progressive increases in wages, and significant improvement in health, safety, and environmental measures, working hours have remained persistently high – especially when viewed from a western perspective.



1. See page 23 for an abbreviated version of our policy.

POLICY IN PRACTICE.

A cultural norm of “12 (hours) x 6 (days)” is tacitly endorsed through many Chinese workplaces including some white-collar environments. Long hours remain despite the intensive monitoring efforts of numerous brands and multi-stakeholder initiatives. Unless local governments decide to strictly enforce this element of their labour law, change is unlikely. Production worker earning aspirations, and competitive labour markets continue to dictate working hour norms – even where wages have grown significantly. Our approach is to place transparency at the forefront and seek a reliable account of working hours in every audit we undertake.

According to data from our China factory audits in 2020 average weekly working hours were 63 hours. In a much wider sample of audits undertaken for multiple international brands working hour averages for China and Bangladesh respectively were 65 and 66 hours per week.¹ We believe by pursuing transparency and accepting reasonable local working norms we are much more able to identify excessive hours and reduce these via the corrective actions plan agreed with the factory. A typical corrective action request where excessive hours are identified is to first reduce weekly hours to 72 or less with one rest day per week along with an insistence that overtime hours are compensated correctly.

¹ See wage and working hour table page 49

Freedom of association and collective bargaining

Each audit we undertake includes an evaluation as to whether these worker rights are being restricted. However, the legal sanction for such rights varies by country. China for example has not ratified the International Labour Organization conventions related to the rights to organise, associate, and collectively bargain. Nor has it ratified the convention obliging ILO members to maintain a system of labour inspection. Bangladesh by contrast has ratified both these conventions – their garment sector alone has more than 500 registered trade unions. Notwithstanding China’s position our audits have never revealed any attempts by factory management to restrict these rights.



Environment

Factories’ environmental audit scores averaged 87% in 2020.

The suite of environmental check points within our audit tool seeks to assess first whether the factory has achieved any form of external environmental accreditation such as ISO 14001, or Oeko-Tex 100. We then examine the factories environmental planning resources such as its policies, environmental hazard register, and records associated with energy and water conservation. Finally, we track the practical and legally required actions being taken to monitor wastewater discharge, control air pollutants, dispose of solid waste, enable recycling, and deal with any hazardous wastes.

We have observed a steady improvement in environmental practices in the history of our programme. Many factories especially those in the textile sector now exhibit leading edge water, energy, and chemical management policies.

Subcontracting

Our risk-based investigations revealed 22 instances of unauthorised subcontracting in 2020.

Ensuring that production is occurring in qualified source factories is a challenge in many supply chains - especially in apparel and footwear. We have developed a way to identify factories that may be at risk of these practices by analysing their patterns of production and shipping. Where indicated, we then conduct surprise inspections which involved a multifaceted reconciliation of the factories production assets and documentation against our purchase order history. In the instances where we uncover unauthorised subcontracting we may suspend trading with the responsible vendor or factory until we can re-establish confidence that they will adhere to our policies. An escalating series of commercial penalties are applied which may lead to a termination of the business relationship.

Unless a final manufacture site is very large and vertically integrated some processes and most procurement of materials and components must be sourced from subsidiary suppliers or processors. This is a necessary and entirely legitimate form of subcontracting.

Business integrity

Our overall audit transparency score in 2020 was 88%.

Every audit we undertake contains the auditor’s assessment of the transparency and reliability of the audit findings. Our auditors function within a protocol that demands an immediate notification of any integrity breaches such as bribery attempts. We received two such notifications in 2020. By far the most common breach of integrity we encounter is an attempt during an audit to misrepresent payroll and working hour data. This is a zero-tolerance issue for us and unless this is resolved promptly we terminate the trading relationship. Our commercial terms include penalties for submitting falsified documentation or certificates.

We maintain supplier scorecards with social and environmental measures. High performing suppliers are rewarded with extra business.

New Zealand is still fortunate enough to enjoy the highest ranking in Transparency International’s World Corruption Perceptions Index. We are lucky that “doing the right thing” is still a core Kiwi value. At the Warehouse, we are determined to do our best to uphold this value wherever we operate. We know we are not perfect - we find challenges everyday – but we are continuing to press forward with efforts to foster supplier relationships based on transparency and integrity.



APPENDICES.



PROGRAMME OUTCOMES & TRENDS 2019 – 2020.

This table captures the most important activities and outcomes over the past two years. Some activity was restricted in 2020 due to COVID-19 lockdowns in source countries.

Key Measures and Activity Trends	2019	2020
Active factories (all categories)	593	489
Active factories (apparel only) Factories with orders > USD 50K in the period	119	102
New factories qualified	240	170
New factories declined Pass rate of new applicants - 67% in 2020	115	84
Audits completed (unannounced) Labour and Environmental audits by qualified 3rd parties – all semi-announced since 2019	341	208
Audit waivers (desktop recognition) approved Recognition of an existing audit report from a qualified 3rd party	77	68
Average overall audit score	84%	86%
• Policies	93%	95%
• Wages and Working Hours	69%	73%
• Health & Safety	90%	90%
• Dormitory	91%	93%
• Environment Average Audit Subsection scores	86%	87%

Key Measures and Activity Trends	2019	2020
Audit transparency achieved % Validated verbal and documented audit disclosures	85%	88%
Traceability of orders to qualified factories	95.30%	98.05%
Unauthorised subcontracting findings Discovered via unannounced production audits... subject to financial penalties	18	22
Underage worker findings Incidents always followed by a standardised underage worker remediation protocol	0	1
e-Learning lessons completed Topics include , assessment preparation, working hours control, transparency and ethics, corrective action plans, vendor responsibility	2443	2037
Supplier responsibility trainings Face to Face workshop training with vendors enabling them to maintain their own due diligence over their factory base.	44	23
Worker feedback and helpline trainings A new training focused on worker grievance channels	N/A	47
Corrective action plan progress follow up The number of factories under continues improvement monitoring within the calendar year	204	268

FACTORY POLICY POSTER.¹

This policy applies to all suppliers of goods and services to The Warehouse Group, (TWG), which includes the subsidiary companies The Warehouse, Noel Leeming Group, Warehouse Stationery, and Torpedo7.

The policy is a supplement to, not a substitute for, all local laws and regulations applying to suppliers in their country of origin. Suppliers regardless of their size or class of goods and services are expected to be aware of, and strive to adhere to, all laws and regulations governing their operations especially in regard to the employment of their workforce, health and safety, environmental protection, and the safety, quality, and legality of goods and services sold to companies within The Warehouse Group.

ETHICAL SOURCING POLICY ELEMENTS

The following standards are pre-requisite for all the suppliers in the TWG supply chain.

Management Systems

Suppliers should maintain all necessary policies, management and information systems, facilities, and human resources needed to ensure they comply with all applicable local laws and regulations and the requirements of this policy.

Child Labour

Suppliers shall not employ workers younger than the national minimum working age. A worker must be at least 15 years old or over the minimum age required by the local legislation of the country of manufacture. Suppliers must ensure all legal requirements for the work of authorized juvenile or young workers pertaining to hours of work, wages, type of work and working conditions. Children are not permitted in the workshop areas of the factory during holidays or at any other time.

Voluntary Labour

Our suppliers are prohibited from using any kind of prison or bonded labour. Any kind of obligation associated with recruitment fees, fines, loans, deferred payment is prohibited. Any recruitment through human trafficking is strictly prohibited throughout the supply chain. Suppliers shall not retain identity documents (such as passports or identity cards) unless at the request of workers and with written permission.

Health & Safety

Suppliers must ensure safe and healthy working conditions for all workers. Hazards must be clearly identified and controlled through a working health and safety plan. Suppliers must appoint a senior manager to be responsible for health and safety, provide regular safety training to workers, and ensure appropriate Personal Protection Equipment is used by workers at all times. Suppliers must comply with all national laws, regulations and best practices concerning building, electrical, and fire safety. Serious violations of local law pertaining to worker health and safety should always be reported to local authorities if not immediately resolved by factory management.

Non-discrimination

The suppliers must not discriminate in hiring, compensation, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Women must be able to enter and remain in the workforce without mandatory pregnancy testing and must have access to all their maternity leave entitlements under local law. A feedback and complaints policy, process, and training must be established for workers that ensures confidentiality, freedom from reprisal, and a pathway to resolution.

Wages and Benefits

Wages for regular working hours shall meet or exceed local minimum rates, enable workers to meet their basic needs, and provide some discretionary income. Where labour is employed indirectly through a licensed agency or broker, wages for regular working hours shall meet or exceed local minimum rates, enable workers to meet their basic needs, and provide some discretionary income.

Where workers are paid by piece, the factory's piece rate schedule should enable workers to achieve at least the minimum legal payment applicable to all regular and overtime hours worked.

Every worker must have signed contracts that includes relevant information about their employment conditions, wages, working hours and benefits.

Working Hours

Regular working hours, excluding overtime, should not exceed legal limits. Overtime must not be excessive. All overtime hours should be voluntary and compensated correctly.

Workers shall be provided with at least one day off in every seven-day period or two days off in every 14-day period.

Supplier must record workers' regular and overtime hours accurately as the basis for controlling excessive working hours and providing correct compensation.

Freedom of Association and Collective Bargaining

Suppliers are required to recognize and respect the right of their workers to freedom of association and collective bargaining in accordance with local law. The employer must not hinder, the development of

parallel means for independent and free association and bargaining. Workers' representatives should not be discriminated against and have access to carry out their representative functions in the workplace.

Subcontracting

Facilities engaged by the supplier / factory for subsidiary processing must be disclosed at the time of factory registration. Subsidiary processing facilities may be inspected at any time at the discretion of The Warehouse Group. Purchase orders must be manufactured at the factory designated by the supplier on the purchase order. Order diversion or subcontracting of primary manufacture to a factory other than designated on the purchase order shall only occur with the advance knowledge and written authority of The Warehouse Group.

Business Integrity

Suppliers shall not offer gifts or money to any employee or service provider engaged by The Warehouse. Assistance with transportation shall be limited to local hub connections. Hospitality shall be limited to working lunches or dinners. Where an employee or service provider of The Warehouse Group solicits gifts, money or any other benefit this must be declined and reported to The Warehouse Group at **ethical.sourcing@thewarehouse.co.nz** or to the most senior local representative of The Warehouse Group.

Suppliers and their employees shall not attempt to fraudulently meet the requirements of this policy, or quality standard, or any other business requirement through any kind of intentional misrepresentation or deception whether documentary or verbal in nature. Suppliers shall participate in any audits or assessment undertaken with respect to their compliance with this policy in a cooperative and transparent manner.

Reporting Breach of Policy

For more information or to anonymously report any breach of this policy please contact:

ethical.sourcing@thewarehouse.co.nz

All reports will be followed up. The identity of anyone who makes a report will be kept strictly confidential.

Worker Feedback & Helpline

Workers should first endeavour to present feedback or complaints to the factory's management and human resources staff. If feedback or complaints about serious breaches of The Warehouse Group policy are not resolved with the factory, workers are welcome to contact The Warehouse anonymously:

Via email:

ethical.sourcing@thewarehouse.co.nz

In India, Bangladesh and South East Asia at: **+880173119060**

In China at below QR Code:



1. Also translated into Hindi, Bangla and Mandarin.

TIER 1 APPAREL MANUFACTURING FACTORIES – ACTIVE IN 2020.

Factory Name	No. of workers	Street Zone	Town	City	Province	Country
Arrival Fashion (Gazipur)	2225	Vill - Colomesshor	P.O. - National University	Gazipur	Dhaka	Bangladesh
Bd Designs Private Limited	2422	Plot: 48-49, Sector:03, Karnaphuli Epz	Chittagong	Chittagong	N/A	Bangladesh
Birds RNR Fashions	2400	113, Baipail	Ashulia	Savar	Dhaka	Bangladesh
Essential Clothing	770	Akulichala, Sakashor	Maddhapara	Gazipur	Dhaka	Bangladesh
Hams Garments	4850	Dakkhin Vangnahati, Boiragirchala	Sreepur	Gazipur	Gazipur	Bangladesh
Impress-Newtex Composite	4700	Gorai	Mirzapur	Tangail	0	Bangladesh
L Usine Fashion (Mawna Unit)	1000	Ansar Road, Kawya, Chonnapara, Maona.	Sreepur	Gazipur	Kawya	Bangladesh
M.i.m Fashion	930	226/1, Tilargati, Shingbari Road	Tongi	Gazipur	0	Bangladesh
Manami Fashion	1410	Kabirpur, Ashulia	Savar	Dhaka	0	Bangladesh
Matrix Styles Ltd	990	Degerchala, National University,	0	Gazipur	0	Bangladesh
Network Clothing	1000	228/3,Shahid Rawshan Sarak, Chandana	Gazipur	Gazipur	0	Bangladesh
Nippon Garment Industries	1200	Auchpara, Tongi, Gazipur	0	Gazipur	0	Bangladesh
Norban Comtex	3870	Mouza: Sarabo, Kashimpur	Gazipur	Gazipur	Dhaka	Bangladesh
Opex Garments	1104	56/1, Block-C, Section-13	Mirpur	Dhaka	Dhaka	Bangladesh
Silver Composite Textile	3055	Bk Bari, Taltoli	Monipur	Mirzapur	Gazipur	Bangladesh
Tm Fashions	2400	Chandana Chowrasta	Gazipur Sadar	Gazipur City	Gazipur	Bangladesh
Valmont Fashions	1805	Plot # 923 & 928, Aziz Complex, Vogra, National University, Joydevpur, Gazipur	0	Gazipur	0	Bangladesh
Voyager Apparels	758	8, Malibag Chowdhury Para, Dhaka-1219	0	Dhaka	0	Bangladesh
Anhui Huiyuan Garments	350	107# Danxia Road	Economic Development Zone	Hefei	Anhui	China
Baijia(Fujian) Underwear (FAMA)	1000	Shifeng Industrial Area	Shenhu	Jinjiang	Fujian	China
Beijing Aikon Textiles	104	No. 11, West First Yanqihe Road,	Yan Qi Industrial Development Zone, Huairou	Beijing	0	China
Changzhou Gaorui Clothing	180	No.16 Hongshan Road	Jintan	Changzhou	Jiangsu	China
Changzhou Gaozhuo Clothing	160	No.2 North Xinghuo Road	Hutang	Changzhou	Jiangsu	China
Cixi Aoerlan Garment	500	No.142, Datang West, Songjiacao Village, Kuangyan Town	0	Cixi City	Zhejiang	China
Dongguan Yongzhi Leather	500	No.16 2nd Lane,Xuetang Village	Liaobu	Dongguan	Guangdong	China
Fanchang Huanghu Garment	120	Huanghu	Fangchang	Wuhu	Ahhui	China
Fortress Expert	157	Changhong Road 5, Zhangkeng Industrial Park	Xicheng Area, Hengli Town	Dongguan	Guangdong	China
Fuzhou Outstar Clothing	35	2nd Floor, 1st Building,Riversuny Building, Zhongyuan Village	Xiangqian	Minhou County, Fuzhou	Fujian	China
Gaotang Shangde Garments	121	South Of Hesheng Road	Gaotang County	Liaocheng City	Shandong Province	China
GMT TW	292	No. 80 Longxing Nan Road	Shaxi	Zhongshan	Guangdong	China
Guangzhou Bangqi Leather	300	No. 83 Xiangxing Road	Shiling Town	Guangzhou	Guangdong	China
Guangzhou Jingni Leather	500	No. 3, Lane 1, East Economic Society	Yiqun Village, Shiling Town,Huadu District	Guangzhou	Guangdong	China
Guangzhou Qiqi Garments	139	Building A1, 2 Road No.3 Fangzhong Huangshatou Village Xintang Town	Xintang	Zengcheng Dis- trict,Guangzhou City	Guangdong	China
Haining Weiersi Kintting	300	No. 5, Shuanglian Road	Haining Economic Development Zone	Haining City	Zhejing Province	China
Haiyang Worldbest Co., Ltd	220	No. 6, Yantai Street, Industrial Park Economic Development Area	Fengcheng	Haiyang	Shandong	China

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TIER 1 APPAREL MANUFACTURING FACTORIES – ACTIVE IN 2020.

Factory Name	No. of workers	Street Zone	Town	City	Province	Country
He Fei Qi Garments	150	No. 7, Huai Road,Xuxiang Village	Yijing Town	Changfeng County	Anhui	China
Henghua Handbag	82	#7, Tongxin Street	Shiling	Huadu, Guangzhou	Guangdong	China
Heze Elegance Fashions (FAMA)	500	Jinan	Heze	Heze	Shandong	China
Huai'an Xinghang Gloves	98	Top North West Street, Chuzhou District	0	Huai'an	Jiangsu	China
Hubei Amethyst Garments	150	Donggang Road	Huandiqiao Town	Daye City	Hubei Province	China
Jiangsu Jurong Hongan Knitwear	400	Antou	Baitu	Jurong	Jiangsu	China
Jiangxi De Gar (FAMA)	100	No.666 Of 3rd Block,Dongtai Road,Changdong Industrial Area	0	Nanchang	Jiangxi	China
Jinjiang Bowei Umbrella	135	No.5 Industrial Area, Zengdai Village,	Anhai Town	Jinjiang City	Fujian Province	China
Jinjiang Hongren Knitting	90	76 Jinquan Road, Kengbian Industrial Park,	Shenhu	Jinjiang	Fujian	China
Jinjiang Jiayuan Garments	182	Kenwei Industrial,Yingdun Village	Yonghe Town	Jinjiang	Fujian	China
Jinjiang Shengyi Fashion (FAMA)	150	0	Jiapai Village, Yinglin Town	Jinjiang	Fujian	China
Jinjiang Yinuos Garments	50	No.113,Mashan East	Yinglin Town,	Jinjiang	Fujian	China
Kunshan Boge (Bai Ge) Garment	50	No.22 Shanpu West Road	Qiandeng Town	Kunshan	Jiangsu	China
Laiyang Future Knitting	67	No 569, Longmen West Road	0	Laiyang City	Shandong Province	China
Lingxian Lixin Garment	80	Lingzhou Road West Of Bus Station	Lingcheng	Dezhou	Shandong	China
Nanchang Qunfu Knitting (FAMA)	200	No.666,Dongtai Road,	Changdong Industrial Zone,	Nanchang	Jiangxi	China
Ningbo Ideal Apparel	250	No.2 Xiyanggang Industrial Area	Gulin Town Yinzhou District	Ningbo	Zhejiang	China
Ningbo Xiangshan Junyu Garment	30	No.149 Baihe Road	Xiangshan	Ningbo	Zhejiang	China
Ningbo Yinzhou Chengyong	120	Industrial Zone,Shenjia Village	Qiuga Town,Yinzhou District	Ningbo	Zhejiang	China
Ningbo Yinzhou Sunrise (FAMA)	60	No.266 qianshengqiubi	Village	Ningbo	Zhejiang	China
Puning Ji Mei Clothes	80	Zhonghe Development Zone	Liusha	Puning	Guangdong	China
Qingdao Zhongxin (FAMA)	45	Inside The Employment Training Center, No.1 Qianhaixi Community, Jihongtan Sub-District	Chengyang	Qingdao	Shandong	China
Qixia Jingxi Garment Factory	60	Taocun	Qixia	Yantai	Shangdong	China
Quality & Beauty Garments Mfg	500	No.1319 Liquan Street	0	Gaomi	Shandong	China
Quanzhou Fengshuo Garment	60	Building D, Gaoshan Industrial Zone	Fuqiao Town,	Quanzhou Cit	Fujian	China
Quanzhou Yihui Garments	60	F-16 (B) West Area,	Economic And Technical District	Quanzhou	Fujian	China
Shantou City Sheng Yuan	80	South Of Gurong Road, Jiangjunyang Industrial Zone, Xiabo Village,	Gurao Town	Chaoyang District, Shantou City,	Guangdong Province	China
Shantou Fulong Garment	130	No. 67 Gufeng Road,	Gurao Town	Chaoyang, Shantou City	Guangdong	China
Shantou Yufeng Knitting	400	Dongyanggou, Huaguang Village	Gurao Town, Chaoyang District	Shantou	Guangdong	China
Shaoxing Hanbo Garments	60	Gaobei Industrial Zone,	Gaobu Town	Shaoxing City	Zhejiang	China
Shaoxing Jinxin Garments	158	Fengle Village Shangwang Village	Jianhu Town	Shaoxing City	Zhejiang	China
Shaoxing Keqiao Liaoliang	76	Xihuqiao	Pingshui	Shaoxing	Zhejiang	China
Shaoxing Linyue Garment	100	Yushan Road, Luojiafeng Village	Jianhu	Shaoxing	Zhejiang	China
Shaoxing Xinnuobao Garment	120	Maoyang Village	Taoyan	Shaoxing	Zhejiang	China
Shaoxing Yifan Garment	120	No.26 Xincheng Road	Fuquan	Shaoxing	Zhejiang	China
Suining Guotai Guohua Garments	900	12-13 The First Industrial Park	Suicheng, Suining County	Xuzhou	Jiangsu	China

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Factory Name	No. of workers	Street Zone	Town	City	Province	Country
Sunny Jet Hosiery (FAMA)	141	No.9 Longquan Road	Guangling Industry Zone	Yangzhou	Jiangsu	China
Tg00261	298	Nanhai	Dali Town	Foshan	Guangdong	China
Tonglu Kairui Knitting	47	No.189, Xihuang Road, Shengfeng Village	Hengcun Town	Tonglu	Zhejiang	China
Tongyi Knitting Dress (FAMA)	250	Matou Street	Shenhu Town	Jinjiang City	Fujian	China
Weihai Select Garment	148	3f,South Gate,No.238,North Qingdao Road,	0	Weihai City	Shandong	China
Wenzhou Bangqi Leather (Tebang)	500	No.2,Shenyi Road,Xianyan Industrial District,	Ouhai	Wenzhou City	Zhejiang	China
Wing Hing Lung Garment	79	Liang Wu Industrial Area	Yuan Zhou Town Bo Luo County	Hui Zhou	Guang Dong	China
Wuxi Style Cap Accessories	135	No.195, Xizhang Road	Gushan Town	Jiangyin	Jiangsu	China
Xiamen Jia De Xing	500	2-5th Floor, 16th Building, Huli District,	Tong'an Industrial Zone	Xiamen	Fujian	China
Xiamen Yangli Garment	575	No. 152, Tong An Industrial Park, Tong An Dis.	Tong An District	Xiamen	Fujian	China
Xiangshan Xingang Apparel	118	No 305 Xigu Road	Xiangshan	Ningbo	Zhejiang	China
Xin Langya	50	0	Jinjing	Jinjiang	Fujian	China
Xuzhou Gorgeous (FAMA)	70	No 29 Wanglin Industrial Concentration District, Qiuji	Suining	Xuzhou	Jiangsu	China
Yiwu Fangyuan Stocking	200	No.25, Suxin Street	Suxi	Yiwu	Zhejiang	China
Zaozhuang Baoyuan (FAMA)	85	Shizhong	Shuiguo	Zaozhuang	Shandong	China
Zhangjiagang Huaxia Headgear	596	European Industrial Park	0	Zhangjiagang City	Jiangsu Province	China
Zhaoyuan Castte (FAMA)	150	Panjiaji Village	Linglong Town	Zhaoyuan	Shandong	China
Zhejiang Jintex Industries	200	Kaiyuan Road	Paojiang Industrial Zone	Shaoxing	Zhejiang	China
Zhejiang Weina (Oos)	227	No.49 Suhua Road	Suxi Town	Yiwu City	Zhejiang	China
Zhejiang Zhiyin Textile	250	No.8 Jinsan Road	Beiyuan	Yiwu	Zhejiang	China
Zhuji Moretex Socks	150	No.11, Lianhe Road	Taozhu Street	Zhuji	Zhejiang	China
Zhuji Rongxing Knitting	98	No. 517 Longtan	Datang Town	Zhuji City	Zhejiang Province	China
Zhuji Yabang Knitting (Oos)	93	No.3 Huafeng Road,	Anhua Town,	Zhuji	Zhejiang	China
Dongguan Weier Industrial	98	No. 5 Tongren Road, Longbeiling Industrial Area	Tangxia	Dongguan	Guangdong	China
Jiaxing Great Socks (FAMA)	45	256 Xiuzhuang Road	0	Jiaxing	Zhejiang	China
Lianyungang Liansheng Clothing	60	No 32 ,Zhangzhuang, Shuiquan, Daliang Lane	Xu Gou Town	Lianyungang	Jiangsu	China
Yantai Huarun Knitting	70	0	Taocun	Yantai	Shandong	China
Yantai Jinlejia (Qixia Jiae)	50	Na	Taocun	Yan Tai	Shan Dong	China
Yantai Yuexiang Knitted (FAMA)	70	Beilaodu	Taocun	Yan Tai	Shandong	China
Liyang Zhongfanglian Knitwear	270	35 Jinwu Road	Kunlun	Liyang	Jiangsu	China
Jinjiang Libixing Garment (FAMA)	800	Gaohu Industrial Zone	Yinglin	Jijaing	Fujian	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Labelling Item	Checkpoint	550	Adamjee (Aeapz)	Siddirganj	Narayanganj	Narayanganj	Bangladesh
Fabric Mill	Newtex Dyeing & Printing Ltd	260	Mirzapur	Tangail	Dhaka	Dhaka	Bangladesh
Others Trims & Packaging Item.	Rainbow Thread & Accessories	1500	305, Shadhinata Sharoni (Moynar Bag)	Uttar Badda	Dhaka	Dhaka	Bangladesh
Wash Factory	Top Jeans	200	618, Atipara, Uttarkhan	Uttara	Dhaka	Dhaka	Bangladesh
Fabric Mill	Chittagong Denim	730	Gazipur	Gazipur	Gazipur	Dhaka	Bangladesh
Wash Factory	Mayesha Knit Composite Ltd.	240	Bortapara, Sarakghat, Pirujali,	Gazipur	Gazipur	Dhaka	Bangladesh
Fabric Mill	Nice Denim Mills Ltd	150	Gazipur	Gazipur	Dhaka	Dhaka	Bangladesh
Others Trims & Packaging Item.	Patriot Packaging	120	Tongi	Gazipur	Dhaka	Dhaka	Bangladesh
Others Trims & Packaging Item.	TM Trims Ltd.	113	Bahadurpur	Mirzapur	Gazipur	Dhaka	Bangladesh
Accessories	Checkpoint Systems Bangladesh Ltd.	800	Factory - Plot 37 & 56, Aepz, Narayanganj - 1431	Baridhara,	Dhaka	Dhaka	Banglabesh
Dyeing	Alliance Knit Composite Ltd.	224	Zirabo	Ashulia	Dhaka	Savar	Bangladesh
Yarn	Armada Spinning Mills Ltd	1000	Gorgoria Master Bari	Gilarchala	Sreepur	Gazipur	Bangladesh
Accessories	Atandra Graphics, Baridhara Packaging	80	Vabinipur	Gazipur	Gazipur	N/A	Bangladesh
Hanger	Bay Poly & Packing Ltd.	300	Kakrail	Kakrail	Kakrail	Dhaka	Bangladesh
Trims	Bd Designs Private Limited	746	Adamjee	Epz	Siddirgong	Narayangong	Bangladesh
Washing	Bengal Hurricane Dyeing & Printing (PVT.) Ltd (Washing Unit)	197	Taltoli	Gazipur Sadar	Gazipur	Dhaka	Bangladesh
AOP	Binoda Knitwear Limited	300	Mirzapur	Gazipur	Gazipur	N/A	Bangladesh
Carton	Bright Packages Ltd	30	Boad Bazar Road	Gazipur	Gazipur	Gazipur	Bangladesh
Yarn	Crc Textiles Mills Ltd	1800	Dakkhin Vhangnahati	Boiragirchala	Sreepur	Gazipur	Bangladesh
PK Poly / Blister Poly	Dekko Accessories Ltd	1600	Hemayetpur	Hemayetpur	Hemayetpur	Dhaka	Bangladesh
Accessories	Dekko Accessories Ltd / Agami Accessories Ltd	1680	Hemayetpur, Savar-Dhaka	Savar	Savar	Dhaka	Bangladesh
Sewing Thread	Dhaka Hong Kong	50	Tejgaon	Tejgaon	Tejgaon	Dhaka	Bangladesh
Yarn	Everway Yarn Dyeing	1075	Monno Nagar	Tongi	Gazipur	Gazipur	Bangladesh
AOP	Famkam Print(Lithe Group)	600	Bagherbazar	Gazipur	Gazipur	N/A	Bangladesh
Hanger Sizer	Fashion Trims	50	Motijhil	Motijhil	Motijhil	Dhaka	Bangladesh
Dyeing House	Gaint Tex	250	Mahona	Banirchala,Bhabanipur	Gazipur Sader	Gazipur	Bangladesh
Accessories	Gms Trims Ltd	626	Sardaganj, Kahimpur	Gazipur	Gazipur	Dhaka	Bangladesh
Fabric Mill	Hwa Well Textiles (Bd) Ltd	1200	Habirbari	Bhaluka	Mymensingh	Mymensingh	Bangladesh
Fabric	Hycinth Fbric Mills Ltd	350	Dhamrai	Dhaka	Dhaka	Dhaka	Bangladesh
Poly & Button	Impress Accessories Ltd.	430	Jabbar Sarker Road, Rangamatia, Durgapur, Ashulia	Savar	Dhaka	Dhaka	Bangladesh
Elastic	K.b Accessories	250	South Solimpur	Jafrabad	Sitakunda	Chittagong	Bangladesh
Yarn	Kamal Yarn Ltd	1500	Valuka	Myemnsignh	Myemnsignh	N/A	Bangladesh
Knitting & Dyeing	Karooni Knit Composite Ltd.	390	Shafipur	Kaliakoir	Gazipur	Gazipur	Bangladesh
Carton	M&U Packaging Ltd.	515	Dhanua	Sreepur	Gazipur	Gazipur	Bangladesh
Printing	Mak Design	50	Plot No: G-60/61, Road No: N-1/1, E-2	Eastern Housing Second Phase	Pallabi	Mirpur, Dhaka	Bangladesh
Yarn	Malek Spinning Mills Limited	2000	Shafipur	Gazipur	Gazipur	N/A	Bangladesh
Yarn	Matin Spinning Mills Limited	2000	Kashimpur	Gazipur	Gazipur	N/A	Bangladesh
Print & Accessories	Montrims Ltd.	3050	Mouchak	Gazipur	Gazipur	N/A	Bangladesh

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Printing	Mrm Printing & Accessories	33	Eastern Housing	Mirpur	Dhaka	Mirpur	Bangladesh
Print	Network Apparel Ltd. (Print Unit)	75	228/3, Shahid Rawshan Sarak, Chandana	Gazipur	Gazipur	Dhaka	Bangladesh
Yarn	Nrg Composite Yarn Dyeing	750	Masterbari	Valuka	Mymenshingh	Mymenshing	Bangladesh
Fabric	Orion Knit Textile	500	Valuka	Myemnsignh	Myemnsignh	N/A	Bangladesh
AOP	Polo Composite Knit IND. Ltd.	248	Hemayetpur	Savar	Dhaka	Dhaka	Bangladesh
Yarn	R.A Spinning Mills Ltd	1200	Kewa, Mawna	Sreepur	Gazipur	Gazipur	Bangladesh
Carton	Razzak Packeging	46	Farmgate	Tejgaon	Dhaka	Dhaka	Bangladesh
Accessories	Rbm Trims Bd Ltd.	30	Factory: Plot# 13 (Th Floor) ,Road#02 ,Sector#07	Mirpur	Mirpur	Dhaka	Bangladesh
Carton	Sans Packaging & Accessories Industries Ltd.	160	216. Kathuriachala	Vannara	Mouchak	Kaliakoir, Gazipur	Bangladesh
Dyeing and AOP	Sawf Tex	150	Bhangnahati	Sreepur	Gazipur	Gazipur	Bangladesh
Yarn and Significant Wash	Shepherd Industries Ltd	1800	Bagrapara,Kathali Road	Valuka	Mymenshingh	Mymenshing	Bangladesh
Fabric	"Silver Composite Textile Mills Ltd.(Unit-3) B.K Bari Taltoly, Monipur, Mirzapur Bazar, Gazipur	1000	Mirzapur Bazar	Gazipur	Gazipur	Gazipur	Bangladesh
Carton	Razzak Packeging	46	Farmgate	Tejgaon	Dhaka	Dhaka	Bangladesh
Accessories	Simtex	700	Khagan	Savar	Dhaka	N/A	Bangladesh
Elastic	Smart Narrow Fabric	384	Jamirdia	Masterbari	Valuka	Mymensingh	Bangladesh
Accessories	Systematic Design	25	Greenway, Bara Moghbazar, Dhaka-1217	Moghbazar	Dhaka	Dhaka-1217	Bangladesh
Metal Items	Tex Zippers (Bd) Limited	400	Dhaka	Dhaka	Dhaka	Dhaka	Bangladesh
Zipper	Tex Zippers (Bd) Ltd	1300	Aepz	Narayongonj	Narayongonj	Narayongonj	Bangladesh
Accessories	Tex Fasteners	350	Adamjee Epz, Narayanganj, BD Button Factory, Plot# 180, Adamjee Epz, Narayanganj	Adamjee EPZ	Narayanganj	Narayanganj	Bangladesh
Hanger	TIC	250	Sonargaon	Narayangonj	Narayangonj	N/A	Bangladesh
Packaging	TIC Manufacturing (Bangladesh) Ltd	550	Meghna Industrial Economic Zone	Tripordi, Mograpara,	Sonargaon, Narayangonj	Narayangonj	Bangladesh
Trims and Accessories	United Accessories	27	153/1, Arambagh(2nd Floor)	Motijheel	Dhaka	Dhaka	Bangladesh
Sewing Thread	VFS	350	Gazipur Sadar, Gazipur	Gazipur	Gazipur	Gazipur	Bangladesh
Thread	Well Thread	400	Kalurghat	Chattagram	Chattagram	Chattagram	Bangladesh
Trims/Poly	Western Fashion Accessories	30	3 No Rail Gate, Sharaipara	Chattagram	Chattagram	Chattagram	Bangladesh
Carton	Youngshine Packtrims Limited	161	Boherarchala	Ansar Road	Sreepur	Gazipur	Bangladesh
Fabric, Printing, Trims, Accessories	Yunusco T&A (BD) Ltd.	2000	35,A-B,Kalurghat Heavy Industrial Area, Chittagong-4802	Chattogram	Chattogram	Chattogram	Bangladesh
Pocketing	Z & Z Textile	220	Panchdona	Narshingdi	Narshingdi	Narshingdi	Bangladesh
Fabric Mill	Shishi Liya Compay	122	Xiguo Zone	Hongshan	Shishi	Fujian	China
Package	Beijing Aikon Textiles	83	South Yanqi Development Zone	/	Benjing	Benjing	China
Carton	Billerudkorsnas International Trading (Shenzhen) Co. Ltd.	40	Huaqiang Road North,	Futian	Shen Zheng		China
Fabric	Blue Fabrics Ltd.	350	Room C, 5th Floor, Building #1. No. 825 Zhaojiabang road, Shanghai -200032. China.	Xuhui	Xuhui	Shanghai	China
Package	Dongteng Carton Factory	15	Shier Liang, Pingshui Town, Keqiao District	Keqiao	Shaoxing	Zhejiang	China
Printing Mill	Boyin Printiing Co. Ltd	30	Chunhu Street	Fenghua	Ningbo	Zhejiang	China
Knit Fabric	Changchou Jinmajinfei Co. Ltd	35	Sanguatang	Hutang	Changzhou	Jiangshu	China

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Dyeing Mill	Changshu Kaixiang Needle Textile Co. Ltd	100	Miao Hong Road	Miaoqu	Suzhou	Jiangsu	China
Fabric	Changshu Rongqi Knitted Manufacture Co. Ltd	60	No.198 Meinan Road	Meili	Changshu	Jiangsu	China
Padding, Quilting	Changyideyao Textile Co. Ltd	80	Yinma	Changyi	Weifang	Shandong	China
Fabric	Changzhou Hengfa	30	Building 10, 217# West Ring Road, Shengze	Xinbei	Changzhou	Jiangsu	China
Fabric Mill	Changzhou Jingfa Textile Co. Ltd	200	168 Qingyang South Road,	Wujin District	Changzhou	Jiangsu	China
Package	Chengwu Jiahe Packaging Ltd	35	Goucun Town	Goucuntown	Heze	Shandong	China
Washing Factory	Cinray Jinhua	30	Shifeng Road		Jinhua	Zhejiang	China
Fabric Mill	Cixi Baisha Rd Jiangxinbo Knitting Mill	30	Textile B Qu No.49	Baisha	Cixi	Zhejiang	China
Printing Mill	Cixi Guan Hai Wei En Li Clothes Printing Factory	35	Shanhai Village	Guancheng	Cixi	Zhejiang	China
Elastic	Da Li	260	Shi Feng	Shenhu	Jinjiang	Fujian	China
Printworks	Danmiaojie	100		Yiwu	Yiwu	Zhejiang	China
Package	Danyang Ronghua Packaging Factory	15	Yuhenan Road	Jintan	Changzhou	Jiangsu	China
Dye	Daxin	630	Caohupu Industrial Park	Jinjing	Jinjiang	Fujian	China
Fabric Supplier	Dexing	100	Shimu Road	Gurao Town, Chaoyang District	Shantou	Guangdong	China
Package	Dong Jia Sheng Carton Compay	50	89 Dapu Road, Fengnan, Tong'an District, Xiamen City	Tongan	Xiamen	Fujian	China
Embroidery	Dongguan Daxing Embroidery	100	Julongjiang	Wangniudun	Dongguan	Guangdong	China
Foam Cup	Dongguan Hongzhan Mold Cup Factory	80	Zone 3, Jingshan Industial	Chashan	Dongguan	Guangdong	China
Package	Dongguan Lijun Packaging Co. Ltd	50	Tangjiao	Chasha	Dongguan	Guangdong	China
Embroidery	Dongguan Sanduo Lace Textile Co. Ltd	60	Nianzhou	Shatian	Dongguan	Guangdong	China
Package	Dongteng Carton Factory	15	Shier Liang, Pingshui Town, Keqiao District	Keqiao	Shaoxing	Zhejiang	China
Printing Mill	Dong Xuan Shun Jiangsu Textile Technology Limited	200	Zhenshi Road	Luoshe	Wuxi	Jiangsu	China
Print Mill	Fanhua Print Mill	17	No. 36, Sun Cun Garment Zone	Sun Cun	Wuhu	Anhui	China
Yarn Factory	Feicheng City Jincai Textile Co. Ltd	50	No. 578 Tuntou Village,	Taoyuan	Feicheng	Shandong	China
Dyeing	Fujian Baikai Warp Knitting Industry Co. Ltd.	3500	Fenglin Industrial Zone	Longhu	Jinjiang	Fujian	China
Yarn	Fujian Yikun Co. Ltd.	130	Jiapai Village	Yinglin	Jinjiang	Fujian	China
Trim	Fujian Yong Ze Fu Liao	15	Kekeng Village	Yinglin	Jinjiang	Fujian	China
Dye	Futian	620	Jintian	Shenhu	Jinjiang	Fujian	China
Package	Fuzhou Cangshan Xingkai Printing Factory	30	Panyu Road	Cangshan	Fuzhou	Fujian	China
Printing	Fuzhou Drifting Printing Co;Ltd	15	No.17 Hongxing Farm Panyu	Changshan	Fuzhou	Fujian	China
Trim	Fuzhou Jinxing Garment Knitted Co. Ltd.	185	Jinshan Indust.	Jianxin	Fuzhou	Fujian	China
Fabric	Fuzhou Leef High-Tech Material Co. Ltd.	80	Nanyang Indus. Zone	Baisha	Fuzhou	Fujian	China
Packing	Fuzhou Outstar Clothing Co. Ltd	35	2nd Floor,1st Building,Riversuny Building, Zhongyuan Village	Xiangqian	Minhou County, Fuzhou	Fujian	China
EMB	Fuzhou Quanyuan EMB Co. Ltd	15	Forth Floor No.1 Factory No.31 Sushan Zhongyuan Village	Xiangqian	Minhou County, Fuzhou	Fujian	China
ACC.	Fuzhou Xingyada Clothing ACC. Co. Ltd	15	Forth Floor Fushang Buliding No.1 Douxi Road Antai Stree.	Gulou	Fuzhou	Fujian	China
AOP Factory	Gaomi Fumeite Printing Co. Ltd	170	80 Meters West Of The Intersection Of Shengquan Street, Yi 'An Avenue	Gaomi City,	Weifang	Shandong	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
AOP Factory	Gaomi Fuxin Knitting Garment Co. Ltd	260	No. 1917, Jiayuan Street, Xinhe Industrial Park, Gaomi Development Zone	Gaomi City,	Weifang	Shandong	China
Fabric Printing Factory	Gaomi Zhonghe Garment Co. Ltd	200	Xiazhuang	Gaomi	Weifang	Shandong	China
Fabric Mill	Golden Horizon	452	Schangshou Road	Yuanzhou	Huizhou	Guangdong	China
Fabric	Guangdong Derun Textile Co. Ltd	120	Ronggui Ht	Shunde	Foshan	Guangdong	China
Lace	Guangdong Fengyan Textile Co. Ltd	80	Donghua	Panyu	Guangzhou	Guangdong	China
Fabric Mill	Haian Sutong Textile Co. Ltd	650	Haian	Duntou	Nantong	Jiangsu	China
Packing	Haining Weiersi Kintting	300	No.5 Shuanglian Road	Haining	Haining	Zhejiang	China
Fabric Mill	Haining Yueda Co. Ltd	60	No.51 Xinglong Road.		Haining	Zhejiang	China
Carton	Haiyan Huagang Print Co. Ltd	20	Xiaying Industrial Park		Ningbo	Zhejiang	China
Packing	Haiyan Chuangmei Printing Co. Ltd	30	Heng Gang	Baibu	Haiyan	Zhejiang	China
Accessories Factory	Haiyang City Lanyue Label Weaving Co. Ltd	35	Fangyuan	Haiyang	Yantai	Shandong	China
Box Factory	Haiyang Hualong Packing Co. Ltd	15	Fangyuan Street	Haiyang	Yantai	Shandong	China
Dyeing Mill	Haiyang Risheng Dye Co. Ltd	28	Haihe Road	Rushan	Weihai	Shandong	China
Carton Factory	Haiyang Xiaohua Package Co. Ltd	20	Bunan Village	Hyaiyang	Yantai	Shandong	China
Fabric Mill	Hangzhou Longlu Fabric Company	80	1st Road Of Dongan	Xiaoshan	Hangzhou	Zhejiang	China
Fabric	Hangzhou Tuofang Textile Co. Ltd	45	No.98 Zhangtan Village	Guali	Hanghzou	Zhejiang	China
Package	Hao Tai	30	Keng Bian	Shenhu	Jinjiang	Fujian	China
Yarn Factory	Hebei Hongrun New Type Material Co. Ltd	3000	Hongrun Street	Gaoyang	Baoding	Hebei	China
Washing	Hefei Huiyuan	15	No. 1 Building, Huiyuan Industrial Park, 107# Danxia Road	Jingkai	Hefei	Anhui	China
Carton Factory	Hefei Jinyu Baozhuangchang	20	Hangbu	Shucheng	Luan	Anhui	China
Dyeing Mill	Hengda	350	Juexi Industail	Xiangshan	Ningbo	Zhejiang	China
Microfibre	Heshan Zhengxing Knitting Co. Ltd.	150	No.36 The Third Sanlian Industrial Disrict	Heshan	Jiangmen	Guangdong	China
Embroidery	Heze Yunmei Arts & Crafts Co. Ltd	40	No.6 Hexie Road	Huang Town	Heze	Shandong	China
Metal Items	Hm(Hk)International	600	38 Ferry Street	Jordan	Kawlon	Kawlon	China
Packing	Hongan Knitwear	300	Antou	Baitu	Jurong	Jiangsu	China
Strap/Elastic	Hongye Elastic Factory	100	Kwai Shing Road	Xinhui	Jiangmen	Guangdong	China
Fabric Printing	Hosa China Co. Ltd	300	Huashan Industrial Park	Shenhu Town	Jinjiang	Fujian	China
Yarn Mill	Hua Ding Textile Co. Ltd	500	Suxin Street	Suxi	Jinhua	Zhejiang	China
Dyeing Mill	Huaguan	135	Binghai	Binghai Industry Zone	Changle	Fujian	China
Carton Factory	Huanghongxiang	30		Yiwu	Yiwu	Zhejiang	China
Packaging	Huangzhou Shuangmeitang	20	Fengsheng Village	Kanshan	Hangzhou	Zhejiang	China
Packing	Huanjin	30	Huanshan Industrial Park	Shenhu	Jinjiang	Fujian	China
Carton Factory	Huilin	15	Nanjing Street	Haiyang	Yantai	Shandong	China
Dying Mill	Huilong Dye Co.	70	No 15 , Jiulian Road,Sun Cun Garment Zone	Sun Cun	Wuhu	Anhui	China
Printing	Huo Yuan	20	Jin Yu	Shenhu	Jinjiang	Fujian	China
Printing Mill	Jdx Prnting Company	35	Tong'an Ind Zone	Tongan	Xiamen	Fujian	China
Hook & Eye	Jia Ying	50	Dali Yanbu New Town Industrial Zone		Foshan	Guangdong	China
Button Supplier	Jiacheng Garment Accessories Co. Ltd	20	Niukou South Rd	Xitang	Jiashan	Zhejiang	China
Accessory Mill (ZIP)	Jiang Su Cmz ZIP Co.	1000	Qiting Street Yixing City	Qiting	Wuxi	Jiangsu	China

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
ZIP	Jiangsu Cmz Zipper Sci & Tech Co. Ltd	800	Qiting Street	Yixing	Wuxi	Jiangsu	China
Fabric Mill	Jiangsu Dongbao Dyeing Mill	100	13#, Youtangmiao Road	Jintan	Changzhou	Jiangsu	China
Fabric	Jiangsu Heyi Textile Co. Ltd	150	Changhong Road	Yaoguan Town	Wujin Changzhou	Jiangsu	China
Yarn	Jiangsu Tianhua Textile Limited Company	3000	Luqiao Street Huashi Town	Jiangyin	Nanjing	Jiangsu	China
Fabric	Jiangsu Unitytex International Co. Ltd	20	26/F Tower 1, Huifeng Times Plaza, 22 Huanghe Road	Changshu	Suzhou	Jiangsu	China
Yarn	Jiangxi Jinyuan Textile Co. Ltd	55	No.333 Fuda Road	Fengxin Country	Yichun	Jiangxi	China
Dyeing	Jiangxi Province Xinye Industry Co. Ltd	75	Huiren Dadao	Xiaolan Economie Zone	Nanchang	Jiangxi	China
Dying	Jiangxi Xingye Industry Limited Company	350	Huiren Avenue, Xiaolan Economic Development Zone	Nanchang	Nanchang	Jiangxi	China
Fabric Mill	Jiangyin Gedemei Textile.Co. Ltd	55	Tongdu South Road	/	Jiangyin	Jiangsu	China
Dying	Jiangyin Yuheng Printed & Dying Co. Ltd	500	No.8 Tonggang Road	Changjing	Jiangyin	Jiangsu	China
Button Factory	Jiashan Goodwill Garment Accessories Factory	18	Dashun Buttonbutton South Road	Xitang	Jiashan	Zhejiang	China
Button Factory	Jiashan Jieyi Costume Metrial Factory	20	No.88 Shunding Road	Dashun	Jiashan	Zhejiang	China
Button	Jiashan Shun Long Garment Accessories Co. Ltd	30	Dashun Buttonbutton South Road	Xitang	Jiashan	Zhejiang	China
Accessory	Jiashan Shunxiang Accessory Factory	30	Xitang	Jiashan	Jiaxing	Zhejiang	China
Accessories Factory	Jiashan Shunxinda Fushi Fuliaochang	17	Dashun	Jiashan	Jiaxing	Zhejiang	China
Accessories	Jiashan Shunxing Auxliary Material Factory	20	Dashun	Xitang	Jiashan	Zhejiang	China
Button Factory	Jiashan Xiuzheng Garment Accessories Factory	35	Huaxing Road	Jiashan	Jiaxing	Zhengjiang	China
Button Factory	Jiashan Yinfeng Garment Accessories Factory	30	Shang Wang Road	Jiashan	Jiaxing	Zhengjiang	China
Accessories	Jiashan Yutai	15	280# Dashun Road, Industrial Zone	Dashun	Jiashan	Zhejiang	China
Dying Mill	Jiaxing Caidie	100	Lianshi Road	Huzhou	Jiaxing	Zhejiang	China
Fabric Mill	Jiaxing Changyou Spinning Co. Ltd	730	Huanzhen Road,	Xincheng Town	Jiaxing	Zhejiang	China
Packing Factory	Jimei	98	Liusha	Puning	Jieyang	Guangdong	China
Washing Factory	Jimo Yongjia Washing Factory	50	Longquan	Jimo	Qingdao	Shandong	China
Trims	Jin Hua Mei Manufacturing Co. Ltd	120	Torch Dev		Zhongshan	Guangdong	China
Packaging	Jingran	100	Shexia Industial Park	Shenhu	Jinjiang	Fujian	China
Yarn	Jingxing Textile Co. Ltd	150	Jingxing Industrial Park	Yinglin Town	Jinjiang	Fujian	China
Embroidery	Jinhua Caidie Embroidery Factory	18	Qiubing Street	Qiubing	Jinhua	Zhejiang	China
Washing	Jinhua Xinfazhan Textile Co. Ltd	16	No.800 Road	Qiubing	Jinhua	Zhejiang	China
Printing	Jinjiang Dongguang Printing Co. Ltd	120	Xinshicun Industrial Zone	Jinjing	Jinjiang	Fujian	China
Embroider	Jinjiang Lingxiu Print Co. Ltd.	60	Qipai Industrial Zone	Yinglin	Jinjiang	Fujian	China
Farbic	Jinjiang Shengyi Fashion Weaving Co. Ltd	100	Yinghao Rd.,	Yinglin	Jinjiang	Fujian	China
Fabric Mill	Jinjiang Weitai Co. Ltd	160	Jinnan Development	Longhu	Jinjiang	Fujian	China
Package	Jintan Junhao Paper & Plastic Packing Factory	20	Huafeng Road	Jintan	Changzhou	Jiangsu	China
Fabric	Kctex International Ltd. Kctex China Co. Ltd. L Room 306 Greenland Center, No.596 Middle Longhua Road, Shanghai-200030, China	500	Greenland Center, No.596 Middle Longhua Road	Xuhui	Xuhui	Shanghai	China
Packaging	Knitex International Co. Ltd FOB	250	Gang-Ao Road	Free Trade Zone	Zhangjiagang	Jiangsu	China
Shoulder Belt Factory	Lanniao	30		Yiwu	Yiwu	Zhejiang	China
Fancy Mesh	Lianhe Chang	45	Xinxing Industrial Zone	Gurao Town, Chaoyang District	Shantou	Guangdong	China

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Fabric Mill	Libixing	247	Gaohu	Yinglin	Jinjiang	Fujian	China
Dyeing Factory	Lihong	40		Yiwu	Zhejiang	China	China
Packing Mill	Lishang Packing Co.	25	No 40 , Jiulian Road,Sun Cun Garment Zone	Sun Cun	Wuhu	Anhui	China
Carton Factory	Liyang Hengfeng Packaging Factory	16	Ge Qi Village	Licheng	Liyang	Jiangsu	China
Fabric Mill	Liyang Zhong Fang Lian Knitwear Co. Ltd	250	Jinwu Road	Licheng	Liyang	Jiangsu	China
Yarn Mill	Lugang	3500	Luyuan Industry Areal	Zhangjiagang	Suzhou	Jiangsu	China
Washing	Mei's Garment Finishing Factory	60	No.126 Chezhan Road, Mashan Town	Yuecheng District	Shaoxing	Zhejiang	China
Fabric Printing	Nanchagn Hongtu Print Design Limited Company	30	No.336 Shiqiao Road, Qingshanhu District	Qingshanhu	Nanchang	Jiangxi	China
Package	Nanchang Bolong Carton Factory	20	Luoxiqin Village, Luoja Town	Luoja	Nanchang	Jiangxi	China
Washing	Nanchang Dongqi Washing Factory	180	Shenqiao Road, Qingshanhu District	Qingshanhu	Nanchang	Jiangxi	China
Washing	Nanchang Huachang Washing Factory	45	No.367 Lianxi Yi Lu	Xiaolan Ecnomie Zone	Nanchang	Jiangxi	China
Packing & Label	Nanchang Jiaxuan Packing Co. Ltd	15	No.3 Donghua Ave.	Qinshan Hu Qu	Nanchang	Jiangxi	China
AOP Print	Nanchang Jushi Shiye Co. Ltd	27	No.269 Second Road Xiaolan	Xiaolan Ecnomie Zone	Nanchang	Jiangxi	China
Placement Print	Nanchang Lantian Printing Co. Ltd	28	No.1663 Xiefu Road Fengxia Village	Luo Jia Ji	Nanchang	Jiangxi	China
Weaving	Nanchang Long Sheng Fang Zhengzhi Chang	35	No.1888 Changdong Ave.,	Changdong Industrial	Nanchang	Jiangxi	China
Packing & Label	Nanchang Shengyuan Packing Co. Ltd	22	Nanxia Cun Bayi Xinag	Nanchang Xian	Nanchang	Jiangxi	China
Placement Print	Nanchang Wangxin Fangzhi Co. Ltd	30	No.1883 Changdong Ave.,	Changdong Industrial	Nanchang	Jiangxi	China
Printing	Nanchang Xingde Fangzhi Co. Ltd	15	No.666 Dongtai Ave.,	Changdong Industrial	Nanchang	Jiangxi	China
Packing	Nanjing Henghui Carton Co. Ltd	20	Fuxing	Xuanwu	Nanjing	Jiangsu	China
Washing	Nanjing Kangming Washing Factory	50	Zhanshui	Pukou	Nanjing	Jiangsu	China
Fabric Mill	Nantong Kedi Textile & Garment Co. Ltd	21	No.6 Building Of Shuangyi Guoji Chuangyeyuan, No 398 Of Qingnian Dong Road, Xianfeng Town, Tongzhou District	Xianfeng	Nantong	Jiangsu	China
Printing Mill	Nantong Yingmu Print Mill	45	Yongkang Road,	Nantong	Nantong	Jiangsu	China
Fabric Mill	Ningbo Huadong Xufeng Textile Co. Ltd	400	Meilin Street	Ninghai	Ningbo	Zhejiang	China
Fabric Mill	Ningbo Huadong Xufeng Textile Co. Ltd	400	Meilin Street	Ninghai	Ningbo	Zhejiang	China
Dying	Ningbo Juyingjie Textile Limited Company	200	Juexi Town	Xiangshan	Ningbo	Zhejiang	China
Washing	Ningbo Qiheng Textile Limited Company	50	Juexi Town	Xiangshan	Ningbo	Zhejiang	China
Fabric Mill	Ningbo Wanjing Fabric Limited Company	50	Yuanzhong Road	Xiangshan	Ningbo	Zhejiang	China
Printing Mill	Ningbo Yuyang Printing Co. Ltd	25	South Qiuai Town Road		Ningbo	Zhejiang	China
Lace	Piaoying Lace	200	Dashi Street	Panyu	Guangzhou	Guangdong	China
Fabric Mill	Qijun	57	Guguan Road	Gurao	Shantou	Guangdong	China
Accessories	Qingdao Hengxianghui Packaging Ltd	50	Jimo Area	Jimo	Qingdao	Shandong	China
Fabric Factory	Qingdao Hongjiu Textile Co. Ltd	50	East Village Of Lijia West,	Jimo District	Qingdao	Shandong	China
Polybag Factory	Qingdao Huanya Plastic Products Co. Ltd	50	Lijiaying Industrial Park	Jimo District	Qingdao	Shandong	China
Print&Embroiderr Factory	Qingdao Jiaixin Industry And Trade Co. Ltd	50	Hongbu Community, Liuting Street	Chengyang District	Qingdao	Shandong	China
Elastic	Qingdao Mingshipai Garment Acc Essories Co. Ltd.	60	Taishan	Jimo	Qingdao	Shandong	China
Fabric Mill	Qingdao Pingxin Knitting Co. Ltd	40	Tongji	Jimo	Qingdao	Shandong	China
Dyeing Factory	Qingdao Sanyuanhe Printing And Dyeing Co. Ltd	200	No.68,Changjiang 3rd Road	Jimo District	Qingdao	Shandong	China
Package	Qingdao Shanghaoge Package Product Factory	50	Songshan Street	Jimo	Qingdao	Shandong	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Yarn Factory	Qingdao Tianma Yarn Industry Co. Ltd	360	No.281taoyuan River 2nd Road	Jimo District	Qingdao	Shandong	China
Printing, Embroidery	Qingdao Xiruide Printing Factory	20	Xiazhuang	Chengyang	Qingdao	Shandong	China
Print Factory	Qingdao Yijiayuan Screen Printing Co. Ltd	30	Tongji	Jimo	Qingdao	Shandong	China
Embroidery	Qingshanhu Dongsheng Computer Embroidery Factory	35	No.6 Dongxi Road, Qingshanhu District	Qingshanhu	Nanchang	Jiangxi	China
Wshing Mill	Qinxin Washing Mill	55	No 40 , Jishan Road Sun Cun Garment Zone	Suncun	Wuhu	Anhui	China
Dye	Quzhou Honghua Co. Ltd	20	No.22 Juhai Road	Qujiang	Quzhou	Zhejiang	China
Embroidery Mill	Renfei	50	Tianjing Road	Huaguang Industry Zone	Shantou	Guangdong	China
Printing	Rugao Shengte Printing Co. Ltd	50	Chaiwang	Panjing	Rugao	Jiangsu	China
Emb	Rugao Yixing Emb Co. Ltd	15	Haining	Ruchen	Rugao	Jiangsu	China
Thread	Rui Chun Lai	30	No.32 West Bin Road	Jimei District	Xiamen	Fujian	China
Printing Mill	Rushan Donglin Print&Embroidery Co. Ltd	46	Haihe Road	Rushan	Weihai	Shandong	China
Fabric Mill	Shandong Hengtai Knitting Co. Ltd	2000	Tengfei Road	Yishui	Linyi	Shandong	China
Dying Factory	Shandong Ziyuan Textile Co. Ltd	100	Chaoyang	Gaomi	Weifang	Shandong	China
ACC.	Shanghai Ycc Clothing Co;Ltd	650	No.8 Nan Lu Rd;Nahui Industrial Park,Pudong District		Shanghai	Shanghai	China
Accessories	Shanghai Ycc Zippers	150	Nanlu Road	Nanhui District	Shanghai	Shanghai	China
Accessories	Shanghai Ykk Zippers	200	Feidu Road	Pudong District	Shanghai	Shanghai	China
Fabrics	Shaoguan Beijiang Smart Textile Technology Co. Ltd	950	No.3 Qujiang Economic Development Zone,512136	Qujiang	Shaoguan	Guangdong	China
Printing	Shaoxing Aojia Garment Co. Ltd	16	No.3 Floor Of Biying Garment,Zhengpin Village,Gaobu Town,Yuecheng District	Gaobu	Shaoxing	Zhejiang	China
Fabric Mill	Shaoxing Bangcheng Textile	50	China Textile City	Keqiao District	Shaoxing	Zhejiang	China
Printing Mill	Shaoxing Chaochao Dyeing & Finishing Co. Ltd	1000	Binhai Road	Keqiao	Shaoxing	Zhejiang	China
Fabric Mill	Shaoxing Chuangyuan Import & Export Co. Ltd	26	No.14-15 Of 30# Building,Zhongfang Cheng C District	Xiaoshan	Hangzhou	Zhejiang	China
Accessories	Shaoxing Fengya Trade Co. Ltd	29	Room 102,No 16 Building, Qinghuayuan,Pingshui Town,Keqiao District	Pingshui	Shaoxing	Zhejiang	China
Washing Factory	Shaoxing Heli Washing Co. Ltd	80	Shufeng Village	Qianqing	Shaoxing	Zhengjiang	China
Package	Shaoxing Jiaji Packing	30	Zhujiaao Villege	Yuecheng District	Shaoxing	Zhejiang	China
Fabric Mill	Shaoxing Jiner Textiles Co. Ltd	600	Lantian City Square	Keqiao	Shaoxing	Zhejiang`	China
Fabric Mill	Shaoxing Jinhang Textile Co. Ltd	19	No.66 Baike Road, Keqiao District	/	Shaoxing	Zhejiang	China
Washing Factory	Shaoxing Kaiqili Washing Co. Ltd	80	Shiji Road	Paojiang	Shaoxing	Zhengjiang	China
Washing	Shaoxing Kaiqili Washing Co. Ltd	35	No.1 Of Shiji Street West,Yuecheng District	/	Shaoxing	Zhejiang	China
Washing	Shaoxing Keqiao Heli Washing Co. Ltd	38	Shufeng Village,Qianqing Town,Keqiao District	Qianqing	Shaoxing	Zhejiang	China
Accessories	Shaoxing Keqiao Xingyuan Printing Co. Ltd	15	No.7 Tianlao Road, Yuecheng District	/	Shaoxing	Zhejiang	China
Washing Mill	Shaoxing Keqiao Yien Textile Co. Ltd.	50	Shuguang Street	Keqiao	Shaoxing	Zhejiang	China
Dying Mill	Shaoxing Ruyi	80	Binghai Road	Keqiao	Shaoxing	Zhejiang	China
Washing & Printing Mill	Shaoxing Sensong	120	Binghai Road	Keqiao	Shaoxing	Zhejiang	China
Dying	Shaoxing Shangyu Guohong Print And Dying Limited Company	300	No.8 Jinyi Road, Shangyu Industrial Park	Hangzhou Bay	Shaoxing	Zhejiang	China
Fabric Mill	Shaoxing Shimai	50	Ouhua Kejiyuan	Keqiao	Shaoxing	Zhejiang	China
Fabric Mill	Shaoxing Shimao Textile Limited Company	260	Guoqing Industrial Park, Maan Town	Keqiao	Shaoxing	Zhejiang	China
Dyeing Mill	Shaoxing Shunzhe Textiles Limited	30	Yincheng Road	Gaobu	Shaoxing	Zhejiang	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Fabric Mill	Shaoxing Yiran Textile Co. Ltd	32	Room 618,No.6 Floor,Caifu Building,Keqiao District	/	Shaoxing	Zhejiang	China
Dying Mill	Shaoxing Yudan Textile Co. Ltd.	50	Dongyexi Street	Keqiao	Shaoxing	Zhejiang	China
Emboridery	Shaoxing Yuecheng Guangcai Emb Co. Ltd	15	Opposite Of No. 350 Yinchun Road,Gaobu Town,Yuech-eng District	Gaobu	Shaoxing	Zhejiang	China
Bra Cup	Shengbaode	25	2nd Floor.13 Block East Baoshan Industrial Zone	Xinluo District	Longyan	Fujian	China
Dying Mill	Shenghong Group	1000	Textile Tech Park	Wujiang	Suzhou	Jiangsu	China
Yarn Mill	Shengyi	46	Gurong Road	Gurao	Shantou	Guangdong	China
Fabric	Shenzhen Textiles Co. Ltd. 2b, F4.8 Tianji Building, Tianan Cyber. Park, Futian District, Shenzhen, P.r.china	350	Tianan Cyber Park	Futian	Futian	Shenzen	China
Fabric Mill	Shenzhen Victory Smart Textile Co. Ltd	550	Yuehai Street	Nanshan	Shenzhen	Shenzhen	China
Accessory	Shulin Trading Compay	100	Inshi Industrial Zone	Jinjinzhen	Jinjiang	Fujian	China
Embroidery	Shunda Embroderly Factory	15	Chenyang Chun Shiqiao Road	Qinshan Hu Qu	Nanchang	Jiangxi	China
Packaging	Sunny Jet Hosiery Co. Ltd Fob	250	Gang-Ao Road	Free Trade Zone	Zhangjiagang	Jiangsu	China
Fabric	Suzhou Hongyi Textile Co. Ltd.	200	Qiangwu	Shengzhe	Suzhou	Jiangsu	China
Accessories	Suzhou Liufeng Accessory Mill	110	No.15 Minsheng Road	Shengpu	Suzhou	Jiangsu	China
Fabric	Suzhou Muge Textile Co. Ltd.	120	Huyunqiu	Shengzhe	Suzhou	Jiangsu	China
Fabric Mill	Suzhou Zhengqilong Textile Co. Ltd	150	Duanshi Village	Wujiang	Suzhou	Jiangsu	China
Fabric	Texsaa International Ltd.	1500	Chuang Ching	Taoyan	Shaoxing	Zhejiang	China
Fabric Mill	Tianjin Excellent Import & Export Co. Ltd	200	Jie Fang Nan	Tianjin	Tianjin		China
Fabric/Dying	Tong Yi	550	Dong Hai An	Shenhu	Jinjiang	Fujian	China
Accesory	Wang's Accesory	20	Gongchen Road, Xihu District	Xihu District	Nanchang	Jiangxi	China
Yarn Mill	Weihai Shunsheng Knitting Garment Co. Ltd	156	Bohai Road	/	Weihai	Shandong	China
Dyeing Mill	Weihai Youcheng Fibre Co. Ltd	100	Huanhaihe Road	Rushan	Weihai	Shandong	China
Fabric Mill	Winwin Textile Mills Co Ltd	1950	Zhongcun	Zhangmu	Guangxi	China.	China
Package	Wuhan Hexin Xingtai Packing Material Co. Ltd	16	Hk Road	Jiangan District	Wuhan	Hubei	China
Yarn/Dye	Wuhu Fuchun Dye And Weave Co. Ltd.	1300	Qiaobei Industry Zone	Jiujiang	Wuhu	Anhui	China
Fabric Mill	Wuhu Runze Co	30	No 1, Sun Cun Garment Zone	Sun Cun	Wuhu	Anhui	China
Fabric Mill	Wujiang City Hengde Textile Co. Ltd	20	Shengze Oriental Market Area 6		Wujiang	Jiangsu	China
Fabric Mill	Wujiang Hemao Import And Export Co. Ltd	1200	Huayuan Road		Wujiang	Jiangsu	China
Fabric Mill	Wujiang Hemao Import And Export Co. Ltd	3000	Huayuan Road	Wujiang City	Wujiang	Jiangsu	China
Fabric Mill	Wujiang Xiangsheng Fangzhi Ranzheng Youxiangongsi	180	Nanhuanlu	Shengze	Wujiang	Jiangsu	China
Fabric Mill	Wujiang Yunsheng Textile Co. Ltd	600	Ping Wang Fu Xing Village	Shengze	Suzhou	Jiangsu	China
Fabric Mill	Wujiang Zhenzhou Weaving Mills Factory	400	Jiaotong East Road	Wujiang	Suzhou	Jiangsu	China
Dyeing Mill	Wujiangshi Delin Fangzhi Zhengli Youxiangongsi	300	Yanmucun	Taoyuan	Wujiang	Jiangsu	China
Printing Mill	Wujiangshi Yuanming Yinhuachang	80	Hehuacun	Shengze	Wujiang	Jiangsu	China
Polybag Factory	Wuxi Xibei Plastic Packing Meterial Factory	15	Beibin Road, Wuxi	/	Wuxi	Jiangsu	China
Packing Carton Factroy	Wuxi Youmeng Packing Factory	16	Damaxiang Village	Dongbeitang	Wuxi	Jiangsu	China
Print Factory	Wuxi Zizhu Print Fabric Mill	30	Jinying Industrial Zone	Dongbeitang	Wuxi	Jiangsu	China
Embroidery Mill	Xianglong Embroidery Mill	15	No22, Jun Ming Road Sun Cun Garment Zone	Sun Cun	Wuhu	Anhui	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Package	Xiangshan Dingyi Carton Factory	15	No.26 Chuangye Road	Xiangshan	Ningbo	Zhejiang	China
Fabric Printing	Xiangshan Hongjin Print Limited Company	50	Xiangshan Printing Industrial Park	Xiangshan	Ningbo	Zhejiang	China
Accessory	Xiangshan Sanyang Industry Limited Company	50	Xiangshan Industrial Park	Xiangshan	Ningbo	Zhejiang	China
Embroidery	Xiangshan Shanbang Embroidery Factory	30	Xiangshan Industrial Park	Xiangshan	Ningbo	Zhejiang	China
Accessory	Xibolun Accessory Factory	20	No.10 Yinzhou Road, Shaoxing Industrial Park	Yuecheng District	Shaoxing	Zhejiang	China
Accessories Factory	Xinhui	15	Dongfang Road	Jiashan	Jiaxing	Zhejiang	China
Washing Factory	Xinjia	20	Juexi Industail	Xiangshan	Ningbo	Zhejiangc	China
Package	Xinlangya Garment Manufactory Co. Ltd	60	Caohupu Street	Jinjing Town	Jinjiang	Fujian	China
Fabric Factory	Xinrui	203	Dani	Shatian	Dongguan	Guangdong	China
Printing Mill	Xinxiang	30	Baiyanshan Industrial	Xiangshan	Ningbo	Zhejiang	China
Fabric Printing	Xinzhou Print Factory	35	No.1388 Baisong Road Songsha Town Industrial Park	Shangyu	Shaoxing	Zhejiang	China
Fabric Mill	Yancheng Futai Textile Mill	150	Jinbatan Road	Batan	Yancheng	Jiangsu	China
Packing	Yangli	600	No.152, Tong'an Industrial Park,	Tong'an District	Xiamen	Fujian	China
Packaging	Yangzhou Bocai Pringting Co. Ltd.	40	No.68 Lianxin Road	Guangling	Yangzhou	Jiangsu	China
Fabric	Yangzhou Yuhua Weave Co. Ltd	150	Yangzijiang	Yangzi	Yangzhou	Jiangsu	China
Carton Factory	Yantai Fengcheng Packaging Material Co. Ltd	20	204 National Road North, Yanfeng Road West, Xizhuang Village	Taocun Town, Qixia City	Yantai	Shandong	China
Dyeing Factory	Yantai Yupeng Fiber Co. Ltd	200	No.99, Hongfu Street,High-Tech Zone	Fushan District	Yantai	Shandong	China
Binding	Yaxin	100	Xiashan Yiyiing North Ring Road Industrial Zone	Chao Nan	Shantou	Guangdong	China
Yarn Factory	Yaxing	300		Yiwu	Yiwu	Zhejiang	China
Yarn-Zhejiang Shangyuan	Yiwu Diyuan	185	Huanglinshan Industrial	Yiting	Yiwu	Zhejiang	China
Accessories	Yiwu Fancheng Tape Co. Ltd	40	Suhua Street	Suxi	Jinhua	Zhejiang	China
Accessories	Yiwu Fangyuan Co. Ltd	175	Suxin Street	Suxi	Jinhua	Zhejiang	China
Dying Mill	Yiyang	115	Economic Development Zone	Open Economic Region	Quanzhou	Fujian	China
Subsidiary Material	Yizhao Intelligent Technology Co. Ltd	23	No.8 Zhuangchi Road	Jiashan	Jiaxing	Zhejiang	China
Carton	Yongheng	16	Juexi Industail	Xiangshan	Ningbo	Zhejiangc	China
Fabric Mill	Yongqing	20	Danchen Industrial	Xiangshan	Ningbo	Zhejiang	China
Fabric Mill	You Zhi Run Compay	180	Taiwan Investment Business Park	Longhai	Zhangzhou	Fujian	China
Trim Factory	Yujia	86	Guangxiang	Chaonan	Shantou	Guangdong	China
Embroidery	Yuwei Embroidery Factory	30	Wulian Village, Pingshui Town, Keqiao District	Keqiao	Shaoxing	Zhejiang	China
Dyeing Mill	Yuyao Fengying Printing And Dyeing Weaving Co. Ltd	150	Bailingkou	Linshan	Yuyao	Zhejiang	China
Fabric Mill	Zhangjiagang Jiahua Textile.Co. Ltd	40	Anqin Rd	Fenghuang	Zhangjiagang	Jiangsu	China
Dying Mill	Zhejiang Hangmin Co. Ltd	1200	Hangmin Village	Xiaoshan	Hangzhou	Zhejiang	China
Printing Mill	Zhejiang Hengchen Print Co. Ltd	300	North Eight Road	Keqiao	Shaoxing	Zhengjiang	China
Printing Mill	Zhejiang Jinlilai Print Co. Ltd	350	Jiangzhong Road	/	Shaoxing	Zhengjiang	China
Packaging	Zhejiang Newfine Fob	250	Gang-Ao Road	Free Trade Zone	Zhangjiagang	Jiangsu	China
Dyeing Mill	Zhejiang Shaoxing Dayi Dying Co. Ltd	140	Haitang Village	Mashang	Shaoxing	Zhengjiang	China
Fabric Mill	Zhejiang Shaoxing Yongda Knitting & Art Of Work Co. Ltd	460	No- 7	Taoyan Town	Shaoxing	Zhejiang	China
Dyeing	Zhejiang Shaoxing Zhiren Dyeing Co. Ltd	200	Binghai	Keqiao	Shaoxing	Zhejiang	China
Yarn/Dye	Zhejiang Xinao Textiles Inc.	2000	Guanzhuang Bridge	Chongfu	Tongxiang	Zhejiang	China

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TIER 2 APPAREL (MANUFACTURING INPUTS) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Dyeing Mill	Zhejiang Yicai Dying Co. Ltd	300	Xingbin Road	Keqiao	Shaoxing	Zhejiang	China
Fabric	Zhejiang Zhuangchen New Material Co. Ltd	130	No.50 Fenghuang Road, Qianjiang Industry Zone	Dingqiao 314413	Haining	Zhejiang	China
Fabric Printing	Zhongshan City Qixing Textile Co. Ltd	60	Jinwan Plaza	Nantou	Zhongshan	Guangdong	China
Accessories	Jiashan Lijie Accessories Co. Ltd	85	No.265 High-Tech Business Incubator ,Dashun	Xitang	Jiashan	Zhejiang	China
Package	Liansheng Garment Facroty	30	No.32 Xugou Daxiang	Lianyun	Lianyungang	Jiangsu	China
Wash	Lingfeng Wash Factory	26		Ganyu	Lianyungang	Jiangsu	China
Fabric Mill	Nantong Hengqi	280		Banjing Town	Nantong	Jiangsu	China
Dying/Fabric Printing	Wuxi Luoshe Dying &Printing	150		Luoshe Town	Wuxi	Jiangsu	China
Yarn Mill	Zhe Jiang Yin Long Textile Co	250	No12,Mei Shan Road ,Beilun	Bei Lun	Ning Bo	Zhejiang	China
TC Pocketing	Orchid Asia Ltd. Flat 12, 3/F., New City Centre, 2 Lei Yue Mun Road, Kwun Tong, Kowloon, Hong Kong.	650	2 Lei Yue Mun Road, Kwun Tong	Kwun Tong	Kowloon	Hong Kong	Hong Kong
Hanger	TIC (Retail Accessories) Pty Ltd.	388	Room 2903, Saxon Tower, 7 Cheung Shun Street, Lai Chi Kok, Kowloon,	Hong Kong	Hong Kong	Hong Kong	Hong Kong

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PRIVATE LABEL APPAREL BRAND LIST.

A’nD	Archer	Garage	H&H Infants Girls’	Maya
Accessories Men’s Essentials	B52	Garage +	H&H Kids’	Navigator South
Active Intent	Basics Brand	H&H	H&H Maternity	Pickaberry
Active Intent Boys’	Basics Maternity	H&H Boys’	H&H Men’s	Rivet
Active Intent Girls’	Beach Works	H&H Essentials	H&H Plus	Schooltex
Active Intent Sports	Blue Collar	H&H Essentials For Kids’	H&H Swim	Urban Equip
Ane Si Dora	Blue Denim Co	H&H Girls’	H&H Women’s	WZ
Anthem	Comfort For You	H&H Infants	J Lili	Back Country
Anthem +	Debut	H&H Infants Boys’	Match	

Disclaimer:

Products bearing these brands were sourced from factories within scope of our Ethical Sourcing Programme in 2020.

TIER 1 MANUFACTURING (EXCLUDING APPAREL) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Babycare	Baron (China) Co. Ltd.	250	Chengbei Industrial Road	Luocheng Town	Hui'an County, Quanzhou	Fujian	China
Sporting	Hangzhou Green Sport	250	No.359 Xing Zhong Road, Yuhang Economic Development Area	0	Hangzhou	Zhejiang	China
Footwear	Jinjiang Youfeng Shoes-Disney	250	Tuan Village	Neikeng	Jinjiang	Fujian	China
Furniture	Linhai Sunrise Leisure	250	Datian Street	Fangjia Nong	Linhai	Zhejiang	China
Sporting	Nantong Youlai Sports	250	N/A	Xindian Town, Rudong County	Nantong	Jiangsu	China
Dry Gardening	Quanzhou Levy (Lihui)	250	No 101 Changxing Road, Huoju Area, Jiangnan Street	Licheng District	Quanzhou	Fujian	China
Home Appliances	Tempo Wp	250	No.105 Hong Dian South Road	0	Wenzhou	Zhejiang	China
Stationery	Zhejiang Shenggao - Disney	250	No. 1-55, Fengxiang Road, Cangnan County	0	Wenzhou	Zhejiang	China
Home Furnishings	William Goodacre & Sons	250	Xviii/1146 Revi Karunakaran Road	Alleppey	Alleppey	Kerala	India
Home Textiles, Babycare	Gul Ahmed Textile	250	Plot # 368 369	Main National Highway Landhi Industrial Area	Karachi	Sindh	Pakistan
Footwear Childrens	Casum Shoes	250	Bui Huu Nghia	Hoa An Ward	Bien Hoa City	Dong Nai Province	Vietnam
Home Appliances	Wenzhou Ante Electrical	90	No.128 Daluoshanroad	Economic&Technical Development Zone	Wenzhou	Zhejiang	China
Hardware Automotive,	Changzhou Golden Moon Grass	50	No.11 Chuangye East Road, Baizhang Industrial Park	Xinbei District	Changzhou City	Jiangsu Province	China
Dry Gardening	Ningbo Bethlehem Electrical	400	Binhai Industrial Park	Xidian	Ningbo	Zhejiang	China
Home Appliances	Tempo Ha	3000	North Shenghui Industry Zone	Nantou	Zhongshan	Guang Dong	China
Home Appliances	Guangdong Xinbao Electrical	13581	Zhenghe South Road	Leliu	Foshan	Guangdong	China
Home Appliances	Foshan Shunde Midea	10000	No.6 Yong An Road	Beijiao, Shunde	Foshan	Guangdong	China
Home Textiles	Welspun India Limited	9843	S. No. 666/1, 666/2, 667, 668, 669, The670, 674, 675, 676, 677 To 699,698, 697, Varsamedi	Anjar	Kutch	Gujarat	India
Audio Visual	Shenzhen Chuangwei – RGB	9823	Chuangwei Science And Technology Industrial Park, Tangtou No.1 Raod, Shiyan Street	Bao'an	Shenzhen	Guangdong	China
Stationery,	Trident Limited (Barnala)	7291	Mansa Road Dhaula	Barnala	Barnala	Punjab	India
Sporting	Tianjin Goldenwheel X-Develop	5000	No.81, Jingjin Road	Nancaicun Town,Wu Qing District,	Tianjin	0	China
Home Textiles	Sadaqat Hometex Unit	4993	2 Km, Sahianwala Road Khurrianwala	Khurrianwala	Faisalabad	Punjab	Pakistan
Home Textiles	Trident Limited 2 (Budhni)	4791	Hoshangabad Road	Budhni	Budhni	Madhya Pradesh]	India
Audio Visual	Shenzhen MTC	4000	Lilang	Longgang	Shenzhen	Guangdong	China
Home Textiles	Yunus Textile Mills	4000	H-23/1 Landhi Industrial Area	0	Karachi	Sind	Pakistan
Home Appliances	Foshan Shunde Midea Electrical	3000	No.19 Sanle Road	Beijiao	Shunde, Foshan	Guangdong	China
Home Appliances	Wuxi Little Swan Electric	3000	No.18 South Changjiang Road	New District	Wuxi	Jiangsu	China
Dry Gardening	Designco	3000	Lakri Fazal Pur, Minni Bypass, Delhi Road	Moradabad	Moradabad	Uttar Pradesh	India
Home Appliances	Hefei Hualing	2920	No. 88 Yulan Road	0	Hefei	Anhui	China
Home Appliances	Hefei Midea Laundry Appliance	2906	No. 88, Yulan Road	High-Tech District	Hefei	Anhui	China
Camping & Fishing	Bestway (Nantong) Recreation	2150	No.8 West Huimin Road, Rugao Economic Development Zone	Rugao	Nantong	Jiangsu	China
Audio Visual	Guangzhou Panyu Juda Car Audio	2000	Dashi	Panyu	Guangzhou	Guangdong	China
Home Furnishings	Feroze1888 Mills	1700	H-23/4a, Scheme No. 3, Landhi Industrial Area	0	Karachi-75120	Sindh	Pakistan
Babycare	Zenith Infant Products	1656	73/4 Moo 1	Khaelie	Krathumbaen	Samutsakhon, 74110	Thailand

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Home Appliances	Guangzhou Midea Hualing Refrig	1600	No. 5 Xinguang Fourth Road	0	Guangzhou	Guangdong	China
Housewares, Home Furnishings	Atlas Export Enterprises	1600	29-J Pugalur Road	Karur	Karur	Tamilnadu	India
Stationery,	Beifa Group	1500	No.298 Jiangnan East Road	Beilun	Ningbo	Zhengjiang	China
Tech Accessories	Huizhou D&S Cable (FAMA)	1500	Longjin Dongjiang Industrial Zone	Shuikou Town, Huicheng	Huizhou	Guangdong	China
Furniture	Xilinmen Furniture	1500	No. 13-1 Sanjiang East Road	0	Shaoxing	Zhejiang	China
Furniture	Guangdong Wireking Housewares	1300	No. 38 Yangda Road, Sanzhou	Lijiao,Shunde	Foshan	Guangdong	China
Housewares	Shandong Lehe Housewares	1200	Inside Building Of Shandong Zhuohui Solar Energy Product Co. Ltd. , Yanzhou District	Xinyan	Jining	Shandong	China
Hardware Automotive	Zhejiang Mustang Battery	1200	No818,Rongji Road,Luotuo	Zhenhai	Ningbo	Zhejiang	China
Home Appliances	Suzhou Eup Electric	1100	No.90 Jinshan Road	Suzhou New District,215011	Suzhou	Jiangsu	China
Tech Accessories,	Changzhou Wujin Best	1056	No.3 Yujia Road	Lijia Town, Wujin District, Changzhou City	Jiangsu	China	China
Stationery	Trident Limited Paper	1042	Mansa Road	Dhaura	Barnala	Punjab	India
Home Appliances,	Jiangsu Midea Chunhua	1000	Litanghe Road	Xiangcheng District	Suzhou	Jiangsu	China
Tech Accessories,	Wanxinda (Guangzhou)	1000	Ling Xi Road, Accessory Section 2, Auto City	Huadu District	Guangzhou	Guangdong	China
Sporting	Xiamen K-Power Sports	1000	No.53 Tongming Rd	Tongan	Xiamen	Fujian	China
Home Appliances	Wbm (Pvt) Ltd	1000	7 West Wood Colony Thokar Raiwing Road	0	Lahore	0	Pakistan
Confectionery & Snacks	Riclan S.a.	950	Avenida Presidente Kennedy 754	0	Rio Claro	São Paulo	Brazil
Home Textiles	Loftex Industries	950	No.69 Wutong 7th Road,Binbei,Bincheng District	0	Binzhou	Shandong	China
Camping & Fishing	Taizhou Yuanda Furniture	950	0	Taixing Economic Development Zone	Taixing	Jiangsu	China
Fashion Stationery, Stationery	Cre8 Direct (Anhui)	940	16 Central Avenue , Economic Development Zone	Lai'an	Chuzhou	Anhui	China
Furniture,	Zoy Home (DIPU)	917	Dipu Ave Jintu Road Building 2-5	Anji	Huzhou	Zhejiang	China
Art & Craft, Fashion Stationery	Cre8 Direct (Ningbo)	900	45w Lushan Road	Beilun	Ningbo	Zhejiang	China
Camping & Fishing	Tianye Outdoor (Quzhou)	880	895# Century Ave	0	Quzhou	Zhejiang	China
Home Textiles, Home Furnishings	Devhiri Exports	875	6.K.m.stone,G.t.road,Babapur,	Panipat	Panipat	Haryana	India
Housewares	Jiangmen Anotech Cookware	856	No. 28, Jinou Road, Jiang Hai District	Jiangmen	Jiangmen	Guangdong	China
Camping & Fishing, Sporting	Lifetime Plastic Product (OOS)	829	No.568 Shanbian Road	Dongfu	Xiamen	Fujian	China
Toys	Dongguan Wangyat Plastic Toys	800	No. 35 Di Tang Ling, Di Tang Ling Industrial Region, Da Tang Village	Da Ling Shan Town	Dongguan City	Guang Dong	China
Toys, Sporting	Guangdong Mz Smart (OOS)	800	Shang Xiang Village Industrial Zone	Lianshang, Chenghai District	Shan Tou	Guang Dong	China
Furniture &	Hoang Hung	800	Phu Tai Industrial Zone	0	Qui Nhon City	Binh Dinh Province	Vietnam
Stationery	Luxor International	747	C-42, Industrial Area Phase-II	Noida	Noida	0	India
Footwear	Holdsun (Haodesheng)	720	Haodesheng Industry Garden, Yupu Village	Baogai Town,	Shi Shi,Quanzhou	Fujian	China
Tech Accessories	Golden Profit (FAMA)	700	No. 2, Jin-Sha Road, Sha-Yao Village	Shi-Jei Town	Dongguan City	Guangdong	China
Beauty & Grooming,	Hangzhou Guoguang Touring	700	No.8 Yushun Road	Jingshan Town,Yuhang District	Hangzhou City	Zhejiang	China
Housewares	Henan Guangda Ceramic	700	Wentang Village	Shenhou Town	Yuzhou	Henan	China
Housewares	Linyi Hongshun Porcelin	700	Xishan Village,	Luo Zhuang District	Linyi	Shandong	China
Home Textiles	Nanjing Meihua Textile	700	No. 289, Renmin Road, Maji Town, Liuhe District	0	Nanjing	Jiangsu	China
Furnishings,	Jawandsons (FAMA)	700	Tajpur Road	Bhamian Kalan, Tajpur, Road,	Ludhiana 141014	Punjab	India
Home Decor	Hongwei Glassware	694	No.1, Xialinghou Road, Wenxi.	Wenxi	Yuncheng	Shanxi	China

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Furniture	Jiashan Chengyuan Furniture	680	No. 5 Kapa Road,	Dayun	Jiashan	Zhejiang	China
Office Furniture, Tech Accessories	Loctek Ergonomic (Logitek)	643	No.588 Qihang South Road	Binhai Industrial Zone, Yinzhou District	Ningbo	Zhejiang	China
Seasonal Appliances	Ningbo Deye Domestic Electric	601	No.26 South Yongjiang	Beilun	Ningbo	Zhejiang	China
Housewares	Shandong Hongda Glassware	600	Glass Industry Area,Sujiagou Village	Badou Town	Zibo	Shandong	China
Hardware Automotive, Camping & Fishing	Hangzhou Great Star Tools	550	No.35 Jiuhuan Road	Jiubao	Hangzhou	Zhejiang	China
Sporting	Ningbo Topright (Little Star)	550	Maoshan Industrial	Jiangshan Town	Ningbo	Zhejiang	China
Audio Visual	Zhong Shan City Richsound	550	Qunle Industrial Area,East Shagang Road	Gangkou Town	Zhongshan	Guangdong	China
Dry Gardening	Aifa Hangzhou Lawn & Garden	500	0	Chongxian	Hangzhou	Zhejiang	China
Footwear	Huadeli Shoes	500	No.58 Fuquan Rd,Sanxi Ind,Zone,	Ouhai Economic Development District,	Wenzhou	Zhejiang	China
Sporting	Joysun (Zhejiang) MFG	500	1117 Zhongxing North Road	Deqing County	Huzhou City	Zhejiang	China
Furniture	Kingsun Enterprises	500	Xicheng Area 2, Shiyong Village	Hengli	Dongguan	Guangdong	China
Christmas	Ningbo Feihong Stationery	500	No.8,Fengxiang Road,South Area Economic Development	Yuyao	Ningbo	Zhejiang	China
Dry Gardening	Qingdao Huatian Hand Truck	500	No.19 Huanda Road	Huangdao District	Qingdao	Shandong	China
Tech Accessories	Shenzhen Jiahuali Electronic	500	Building E, New Industrial Zone, Shenzhu Road,Liuyue Shengkeng Village,	Henggang District	Shen Zhen	Guang Dong	China
Large Storage & Laundry	Wireking Household (Yongjian)	500	No.38a,Yangdaroad,Sanzhou,	Lunjiao	Foshan Shunde	Guangdong	China
Home Textiles	Xinyu Electronic Co. Ltd	500	No 42,Cuicheng Road	Cuiheng New Area	Zhongshan	Guangdong	China
Storage & Laundry	Zhejiang Shengli Plastic	500	No.898 Huangjiao Rd	Huanyan District	Taizhou	Zhejiang	China
Camping & Fishing	Tianye Outdoor(Vietnam)	500	Workshop F4, Lot Cn9, Cn10 East Zone Of Phu Thai Industrial Zone	Kim Luong Commune	Kim Thanh District	Hai Duong	Vietnam
Art & Craft	Tianchang Shuangfeng	497	Shizhuang	Zhengji	Tianchang	Anhui	China
Housewares	Xuchang Jianxing Porcelain	490	Wulivillage,	Xiadu Office	Yuzhou	Henan	China
Study, Stationery	Navneet Education (FAMA)	488	Survey No. 62/1,62/2,68/2, Near Royalty Naka, Khaniwade, Village Khaniwade, Virar (East)	Virar	Palghar	Maharashtra	India
Sporting, Study	Sports Syndicate	483	Village Wariyana	Village Wariyana Kapurthala Road	Jalandhar	Punjab	India
Footwear Womens	Longyear Shoes	480	Tongle 6th Industry Zone	Longgang	Shenzhen	Guangdong	China
Party	Essen Speciality Films	480	Survury No.192/ A, Industrial Area	Veraval(Shapar)	Rajkot 360024	Gujarat	India
Home Appliances	Ningbo Biyi Electric Appliance	473	No.88 Road Yuzhaojiang	Chengdong	Yuyao	Zhejiang	China
Sporting	Shandong Cheerway (Qiyue)	472	Xingguan Road	Xinzhai Town	Weifang City	Shandong	China
Large Storage & Laundry	Guangdong Jinlong Industrial	463	No.105, Zhenxing Avenue	Pengjiang	Jiangmen	Guangdong	China
Large Storage & Laundry	Guandgong Wireking Metal	458	No.11.Wusha, Shunpan Road, Daliang St	Daliang,Shunde	Foshan	Guangdong	China
Tech Accessories, Computing & Devices	Shenzhen Lisaier Tronics (FAMA)	456	No.22-23, Xihu Industrial Park	Xikeng Henggang Town	Longgang District, Shenzhen	Guangdong	China
Luggage	Xiamen Feifei Bag	450	No.01,Xinguang Road, Xinyang	Haicang	Xiamen	Fujian	China
Furniture	Zhejiang Haoguo Furniture	450	Economic Development	Tangpu	Anji	Zhejiang	China
Home Appliances	Foshan Shunde Homeart	447	No.7, Shun Yuan South Road, Wu-Sha Industrial Zone, Daliang,	Shunde	Foshan	Guangdong	China
Home Appliances	Ningbo Dahua Electric Applianc	400	Yangming West Road, 2008	Xiaodong	Yuyao	Zhejiang	China

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Home Appliances	Ningbo Jufeng Electrical	400	Kaifa Road East	Zhouxiang	Ningbo	Zhejiang	China
Toys	Shandong Yongwang Arts	400	Xinxing Industry Park	Houcun Town, Donggang Dis- trict	Rizhao	Shandong	China
Tech Accessories	Wintop Electronics	400	No.46 Xinhe Road Baolai Industrial District	Ping Hu	Shenzhen	Guangdong	China
Sporting	Yongkang Tangsheng	400	No 383,Huaxia Road ,Economic Development Zone	0	Yongkang	Zhejiang	China
Office Furniture	Luoyang Light (Group)	380	Pangcun Industrial Area,	Pangcun	Luoyang	Henan	China
Confectionery & Snacks	Amos Sweets Co. Ltd	350	Songgang	Baoan	Shenzhen	Guangdong	China
Seasonal Appliances	Cixi Yulong Electric Appliance	350	No.228, Weiyi Rd	Chongshou Town	Cixi	Zhejiang	China
Hardware Automotive	Ningbo Hualei Tool	350	East Section, Guan Hai Wei Ind. Zone	Cixi	Ningbo	Zhejiang	China
Toys, Sporting	Shantou Chenghai Tenglong	350	Lianfeng West Road	Lianxia	Shantou	Guangdong	China
Furniture	Millennium Furniture	338	Yueshan Village Industrial Area,	Dalingshan Town	Dongguan	Guangdong	China
Toys, Sporting	Guangdong MZ Smart-2nd Branch	330	4th Floor, Xinghui Building, Huadong East Road	Chenghai District	Shantou	Guangdong	China
Sporting	TPT Cycle Tianjin (OOS)	330	No.100 An He Road	Western Zone Of Dagang Eco- nomic Development Area,	Tianjin	0	China
Home Appliances	Ningbo Ryaca Electrical	329	Kanxi Industrial Zone,Kandun Street	Cixi City	Ningbo	Zhejiang	China
Sporting,	Yongkang Jinying Plastic (FAMA)	325	No. 116th Jiuding Road	Yongkang Hardware Technolo- gy Industrial Zone	Jinhua	Zhejiang	China
Outdoor Furniture & BBQs	Jiang Men City Hong Hua BBQ	320	Xinjian Development Zone	Siqian Town	Jiangmen City	Guangdong Province	China
Footwear Mens & Sports	Linyi Charming Shoes (Chunyu)	320	0	North Outer, Ring Road, Yinan Country	Linyi City	Shandong	China
Furnishings	Ningbo Huining Textile	320	No.13 Huadun Road	Maoshan Industry Area,Yinzhou District	Ningbo	Zhejiang	China
Hardware Automotive	Zhejiang Tianhong Auto	314	West Industrial Park	Tantou	Tiantai,Taizhou	Zhejiang	China
Computing & Devices	Shenzhen Orango (Handpad)	312	5f-6f,B6 Block, Heng Feng Industrial City,	Bao'an District,	Shenzhen	Guangdong	China
Seasonal Appliances	Jiangmen Elite Electric	304	Building 1, 12 Shanggang West 1st Road,	Duruan Town,Pengjiang,	Jiangmen	Guangdong	China
Large Storage & Laundry	Guangxi Tongsheng (LIHO)	300	No. B-18, South Of The City, Yiling Industrial Develop- ment Zone	Wuming	Nanning	Guangxi	China
Home Appliances	Husky Refrigerators Mfg	300	Hi-Tech Industrial Park	Wusha	Shunde	Guangdong	China
Babycare	Ningbo Xihe Children Products	300	Tiantong	Simen	Yuyao	Zhejiang	China
Luggage	Pinghu Zhongrui Cases and Bags	300	No.688 Xinxing Seven Road	Pinghu Economic Development Zone	Pinghu City	Zhejiang Province	China
Dry Gardening	Shanghai Worth Garden	300	No 2399, Shengang Road, Songjiang District		Shanghai		China
Footwear	Taizhou Sanzhong Shoes	300	Fengjiang Street Baoquan Village	Luqiao Area	Taizhou	Zhejiang	China
Dry Gardening	Yuyao Dongxia Sprayer	300	Zhang Ting Industry Town	0	Yuyao	Zhejiang	China
Furniture	Evergreen Fibreboard	300	Plo 22 Parit Raja Industrial Estate	Parit Raja	Batu Pahat	Johor Bahru, Johor	Malaysia
Cleaning & Household	Unilever Vietnam International	300	0	0	Hcmc	Dong Nai	Vietnam
Footwear	Zhejiang Leima Shoes	290	No.188 Jixian Road	Economic Development Zone	Ruian	Zhejiang	China
Christmas, Party,	Zhejiang Xinya Packaging	287	Xinya Industrial Park, Century Avenue	Longgang	Wenzhou	Zhejiang	China
Footwear	Wenzhou Shanghong Shoes	285	Xiashe Industrial Zone, Xianjiang Street	Wenzhou	Wenzhou	China	China
Housewares	Shandong Xukun Glass	282	Lingang Road	Pingshang Town	Junan Country, Linyi	Shandong	China
Computing & Devices	Dongguan Honest Technology	280	S358 Provincial Rd	Shangsha Area, Chang'an Town	Dongguan	Guangdong	China

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Footwear	Hangzhou Roadboy Footwear	280	No.66,Beishan Branch Road	Xindeng	Hangzhou	Zhejiang	China
Dry Gardening	Huian L&T Pottery	280	Xidong Park, Chengnan Center	Luoyang Town, Huian County	Quanzhou	Fujian	China
Footwear	Jinjiang Jiefu Shoes	280	Chidian	Chidian	Jinjiang	Fujian	China
Housewares	Shandong Zhaoding Porcelain	280	New High Technical Exploder Of Linyi	0	Linyi	Shandong	China
Home Textiles	Yantai Pacific Home (FAMA)	280	No.28 Yingfu Road	Fushan District,Yantai	Shandong	China	China
Sporting	Million Sports - Disney	270	Room101, Subdistrict 2 No.22, Jian'an Road	Cuihai Industrial District, Huaide Village, Fuyong Town	Shenzhen City	Guangdong	China
Audio Visual, Tech Accessories	Shenzhen Weiking Tech (FAMA)	268	No.431,Huating Road, Dalang Street	Longhua New District	Shenzhen	Guangdong	China
Party	Ningbo Laihe Christmas Gifts	266	West Industrial Zone,	Guanhaiwei Town,	Cixi,	Ningbo	China
Dry Gardening	Yongkang Haili Industrial	260	No.78 Yuegui South Road	Xicheng Street	Yongkang City	Zhejiang Province	China
Dry Gardening	Changzhou Henyuan Garden Suppl	250	Qian Huang Industry Town	0	Changzhou	Jiangsu	China
Beauty & Grooming	Landy International	250	Tianfeng Road	Jimei	Xiamen	Fujian	China
Sporting	Wembley Sports	250	Dakwala Stop Dask Road	0	Sialkot	Punjab	Pakistan
Dry Gardening	Fujian Jinjiang Sanli Engine	245	No. 15 Chang'an Road	Wuli Tech Industrial Park	Jinjiang	Fujian	China
Sporting	Ningbo Value Bicycle (OOS)	245	Shidong Village	Guanhaiwei	Cixi	Zhejiang	China
Home Appliances	Zhejiang Runwe Electrical	245	Floor 2-3, Block C,No.187, Binhai 4th Ave	Wenzhou Economic And Technical Development Zone	Wenzhou	Zhejiang	China
Home Furnishings, Home Textiles	Hangzhou Qiyao Textile	240	No. 17 Hongda Road	Yuhang Economic Development Zone	Hangzhou	Zhejiang	China
Furniture & Storage,	Huei Tyng Enterprise	240	No. 18, Zhangbin W. 2nd Rd., Xianxi Township	Changhua County 507	Taichung	Taiwan	China
Stationery	Jinhua Hongtai Stationery	240	0	Caozhai Town	Jinhua	Zhejiang	China
Confectionery & Snacks	Lianyungang Senhuxi Foodstuff	225	No. 8, Puxi Road	Xinpu Development Zone,	Lianyungang	Jiangsu	China
Bedroom Furniture & Storage, Indoor Furniture, Office Furniture	Fujian Xin Jia Rong Wood	220	No.94 95 96, Airport Industry Concentrating Area	Hu Nan	Chang Le	Fujian	China
Furniture	Prince Corp Pvt. Ltd	220	668/10 (2)-B, Kachigam Road, Dabhel	Nani Daman	Daman	Union Territory	India
Petcare	Hangzhou Tianyuan Pet Products	218	West Xingyi Rd	Xingqiao Town, Linping,Yuhang	Hangzhou	Zhejiang	China
Computing & Devices	Heyuan Vastking Electronic	210	Hepu Dadao 13	Yuancheng Distric	Heyuan	Guangdong	China
Footwear Childrens	Shaoxing Tangren Shoes	210	No.111 Shuangta Road	Economic Development District	Shengzhou City	Zhejiang Province	China
Seasonal Appliances	Shunde Kinworld Electrical	210	No. 36, Xijiao Section Of Guangzhu Rd	Ronggui, Shunde	Foshan	Guangdong	China
Computing & Devices	Dongguan Couso Technology	206	26 Minye Road	Tangxia Town	Dongguan City	Guangdong	China
Stationery	Mehta Print Arts	205	Plot-64/65, Udyog Vihar Phase-Vi, Sector-37	Gurugram	Gurugram	Haryana	India
Sporting	Fujian Kanglaibao	200	No.1, Industrial 6th-Road, Industrial Area	Lian Cheng County	Longyan	Fujian	China
Furniture	Futian (Fuzhou) Arts & Crafts	200	No.73-75 Bldg., A Section, Pushang Park	Jinshan Industrial Estate	Fuzhou	Fujian	China
Fine Jewellery Department	Hung Kwong Precious Stone	200	No. 2, The 11 Street, Shidagang, Honggang	Daliang	Shunde	Guangdong	China
Hardware Automotive	Qingdao Henglian Plastic	200	Tengfei Road	Duanpolan, Jimo	Qingdao	Shandong	China
Home Appliances	Shanghai Bailaifu Appliance	200	Shenglong Rd	Jiuting	Shanghai	Shanghai	China
Home Décor, Party	Taizhoushi Changhong Electric	200	Hengjie Town	Taizhou	Taizhou	Zhejiang	China
Camping & Fishing	Weihai Dafang Fishing Tackle	200	No. 6 Shenzhen Rd	Economic & Technical Development Zone	Weihai	Shandong	China
Furniture,	Zhangzhou Dongrong Industrial	200	0	JiuHu	Zhangzhou	Fujian	China
Camping & Fishing	Zhongsheng Craft-Making	200	No.3 Zhongsheng Road	0	Wuyi	Zhejiang	China

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Sporting	Krishna Sports	200	S-10	Industrial Area	Jalandhar City - 144004	Punjab	India
Fine Jewellery	Jewelry Princess	200	653/11-12	Sathorn	Thung Mahamek	Thung Mahamek	Thailand
Study, Stationery	Muda Paper Converting Sdn Bhd	196	789, Jalan Tasek	Simpang Ampat	0	Penang	Malaysia
Footwear Womens,	Wenling City Jinlaite Shoes	189	Louqi Industrial Zone	Wenqiao	Wenling	Zhejiang	China
Footwear	Anqiu Haiwang Shoes & Hat	185	East Of Anhong Road,	Anqiu City,	Anqiu City, Weifang City,	Shandong Province	China
Home Textiles, Babycare	Huangshan Snugglebedding	180	No. 63 Meiling Avenue	Huangshan	Huangshan	Anhui	Prc
Furniture	Dongyang Elephant (Wanma)	175	Nanma Industrial Park	Nanma	Dongyang	Zhejiang	China
Home Furnishings	Nantong Farady Textile	173	Chuangang West	Chuanjiang Town, Tongzhou District	Nantong	Jiangsu	China
Home Textiles	Anhui Xiazhen Down&Feather	170	No 988	Tong'an South Road	Tongcheng	Anhui	China
Home Textiles,	Jiande Huahui Home Textile	170	Qianyi Village	Qiantan Town	Jiande	Zhejiang	China
Stationery	Lijin Onsail Stationery	160	No. 6 Of Lijin Road	Lijin Development Zone	Dongying	Shandong	China
Seasonal Appliances	Ningbo Dongji Electronic	160	No.2 Weiyi Road, Fanshi Industrial Zone	Longshan Town	Cixi City	Zhe Jiang	China
Footwear	Ningbo Xincheng Footwear	160	No. 103 Lushan Road	Qiantong	Ninghai, Ningbo	Zhejiang	China
Home Decor	Qidong Shenle Art & Craft	160	No. 50, Jiang Bin Road	Binhai Industry Development Zone	Qidong	Jiangsu	China
Indoor Furniture	Zhejiang Anji Enough Furniture	160	Tangpu Industry Zone,	Anji	Huzhou	Zhejiang Province	China
Housewares	Sharma International	160	Plot No. B-12 To 15, Epip, Shastripuram,	Agra	Agra	Uttar Pradesh	India
Dry Gardening	Kean Beng Lee Industries	160	1384, Atas Lot 841, Mk-1, Jalan Tasek	Kepala Gajah, 14120 Simpang Ampat	Seberang Perai Selatan	Penang	Malaysia
Footwear Childrens	Binda Footwear	150	Xiaoxiawu Xindian Village	Chidian	Jinjiang,Quanzhou	Fujian	China
Bedroom Furniture & Storage	Guangdong Dapeng (Foshan Aoyi)	150	No.7th, Gehai Industry Road,	Longjiang,	Shunde, Foshan,	Guangdong,	China
Footwear	Hangzhou Zhongpu Shoes	150	Caojiawan Industrial Zone	Xiaoshan Puyang	Hangzhou	Zhejiang	China
Housewares	Linyi Jinghua Ceramics	150	250 Meters East Of Yihezhuang Village	Luo Zhuang District	Linyi	Shandong	China
Home Decor	Longkou Henghui Stationery	150	No.110 Gangcheng Street	Na	Longkou	Shandong	China
Sporting	Ningbo J&S Leisure Product	150	Rong Jiang Industrial Park	Yinzhou	Ningbo	Zhejiang	China
Sporting	Ningbo Kuerkayak	150	No.1433,Jinhai Road,East Cixi Coastal District	Longshan Town	Cixi	Zhejiang	China
Home Appliances	Ningbo Quanli Electrical	150	No.95,Tuanquan Road, Yuncheng Village	Zhouxiang	Cixi	Zhejiang	China
Large Storage & Laundry	Shandong Jusheng Glass	150	Nanzhuang Village	Yuanquan Town, Boshan District	Zibo City	Shandong	China
Footwear	Shanghai Yifan Shoes	150	No. 88, South Chengxi Road	Huinan Town,Pudong New Area	Shanghai	0	China
Luggage	Travelwell Sportsware (FAMA)	150	Huangcang Industrial Zone	Zhangpu	Zhangzhou	Fujian	China
Petcare	Wenzhou Vigorous Pet	150	No.9 Jinxiu Road	Shuitou	Wenzhou	Zhejiang	China
Housewares	Yangjiang Jinlong Metal	150	Yudong Road #7	Dongcheng	Yangjiang	Guangdong	China
Toys, Babycare	Zhejiang Hongji Toys	150	Dashuxia,Huangchang Road,Xicheng	Huangyan	Taizhou	Zhejaing	China
Footwear	Wenling Xinqite Shoes	148	Xiazhou Village	Zeguo	Wenlin	Zhejiang	China
Petcare	Nantong Zhenyu Petting	142	No.1 Dinglin Middle Road	Dingyan	Rugao	Jiangsu	China
Housewares	Padia Exports	140	D-35, Sma Industrial Area	G.t. Karnal Road	Delhi - 110033	Delhi	India
Dry Gardening	Fujian Dehua Jiawei Ceramics	135	Chenghou Industry Area	Dehua	Quanzhou	Fujian	China
Toys	Guangdong Huiquan Toys	131	Fengxiang Road	Chenghai	Shantou	Guangdong	China

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Audio Visual	Guangzhou Wh Electron	130	No.3/3 Xinshi Rd., Xinke Country, Junhe Street	Baiyun District	Guangzhou,	Guangdong,	China
Footwear	Wenzhou Mingqi Shoes	130	Zone 3 Yuteng Road 780	Tengqiao	Wenzhou	Zhejiang	China
Babycare	Zhenjiang Yko Child Product	130	Qiangling Road	0	Zhenjiang	Jiangsu	China
Dry Gardening	Fujian Qixin Metal Technology	125	No.2, Huimin Street	Tangxi Industrial Zone, Luojiang District	Quanzhou City,	Fujian Province	China
Furniture	Nghia Tin Wooden Furniture	125	An Hoa 1 Hamlet Phuoc	An Commune	Tuy Phouc	Binh Dinh	Vietnam
Home Appliances	Chaozhou Weida Lighting	120	Side Of Gubantou Middle School	Fengxi	Chaozhou	Guangdong	China
Home Decor	Laiwu Lemei Handicraft	120	Miaoshan Development Zone	Laicheng District, Laiwu City,	Shandong Province,	China	China
Babycare	Master Baby Product Ltd	120	No.4 Group, Lejia Village	Shilong Town	Leshan City	Sichuan	China
Art & Craft, Party	Ningbo Beilun Qianyuan Station	120	No.78, Nanhai Road	Beilun	Ningbo	Zhejiang	China
Toys, Sporting	Ningbo Mideer Toys (OOS)	120	Room 5-1, No.55, Yidu Culture Square	Haishu District	Ningbo	Zhejiang	China
Study, Stationery	Ningbo Vontone Stationery	120	No.68-2 Hongyuan Road	Qijiashan,Beilun	Ningbo	Zhejiang	China
Luggage	Pinghu Jinhui Traveling	120	Floor 2, No 2881, Hongguang Road	Zhong Dai	Ping Hu	Zhe Jiang	China
Audio Visual	Shenzhen Dctf Ceaudio (FAMA)	120	Floor 2-3, No. 4 Building, Donglongxing Science and Technology Park, No. 46 Huaning Road	Longhua District	Shenzhen	Guangdong	China
Housewares	Zhejiang Sanhe Bamboo	120	No.2 Industrial Park,	0	Qingyuan,	Zhejiang 323800	China
Footwear Womens,	Wenling Kaijie Shoes	118	Cross Road Of Erhuan Road & South Wanghe Road,	Muyu	Wenling,	Zhejiang,	China
Furniture,	Zoy Home (Xiaofeng)	116	Building No.4, Bamboo Industrial Technology Bussiness Center	Xiaofeng Town	Anji	Zhejiang	China
Footwear	Hangzhou Sanfeng Shoes	115	Xindeng Ind	Xindeng	Hangzhou	Zhejiang	China
Home Textiles, Babycare	Suzhou Allbest Textile (FAMA)	112	No 5. Oumusi Industry Park, Fenghuangjing Village	Weitang Town, Xiangcheng District	Suzhou	Jiangsu	China
Hardware Automotive	Hangzhou Sanford Tools	110	8 Sheng Di Road,Yuhang Industrial Zone	Shenjiadian, Yuhang Town	Hangzhou	Zhejiang	China
Hardware Automotive	Ningbo Junmao Environmental	105	Cidong Binhai Industrial Zone	Longshan	Cixi City, Ningbo	Zhejiang	China
Footwear	Putian Hongrui (Hongsheng)	102	0	Huating	Putian	Fujian	China
Footwear	Zhenjiang Jiaxin Fur Industry	102	No.83 Yongtaiwei	Gaoqiao Town,Dantu District	Zhenjiang	Jiangsu	China
Home Furnishings	Cgc (Shanghai) Corporation	100	2229 Yongsheng Road	Jiading Industrial Zone	Shanghai	Shanghai	China
Furniture	Changle Yixin Home	100	No 80-81 Plant,Jinshan Airport Industrial Concentration Area	Pengcheng Road No 18,Hunan	Changle	Fujian	China
Seasonal Appliances	Dongguan Koren Electrical	100	A9, Building, Xicheng li District	Hengli	Dongguan	Guangdong	China
Indoor Furniture	Fujian Ivyer Industrial	100	No 88 San Zhan Village	Wen Wu Sha Town	Changle	Fujian	China
Footwear	Jinhua Huanan Palastic	100	The First Village	Yafan Town, Wucheng District	Jinhua	Zhejiang	China
Sporting	Longyou Xiuqi Sports (Jianhui)	100	Xikou Industry Park	Longyou	Quzhou	Zhejiang	China
Home Textiles	Nanxun Herun Hometextile	100	No 301 , North Jizhao Road	Zhudun Industrial Zone,Linghu	Linghu Town, Nanxun City	Zhejiang	China
Hardware Automotive	Ningbo E-Tech Electrical	100	No.98 Fenghuang Shan Road	Daai	Beilun District Ningbo	Zhejiang	China
Footwear	Quanzhou Qiming Sport	100	Yangdai Dingxing Industrial Park	Chendai	Jinjiang	Fujian	China
Home Textiles	Refine Home Textile	100	No.155-6,Puwan Street	Fushan District	Yantai	Shandong	China
Tech Accessories,	Shenzhen Jizhao Info Tech	100	4th Floor, Zhongkenuo Industrial Zone, Hezhou, Xixiangtown	Baoan	Shenzhen	Guangdong	China
Dry Gardening	Taizhou Shengerda Plastic	100	Jinao Village	Daxi	Taizhou	Zhejiang	China

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Sporting	Xiamen Kstar Sports	100	3# Workshop 2-4,Fenling Road On The 8th Floor South Industrial Zone	Tongan	Xiamen	Fujian	China
Audio Visual	Yes Industrial	100	No. 7, Guangtai Road, South Zone	Digital Park, Sandong Town	Huicheng District, Huizhou City	Guangdong	China
Furniture	Zhejiang Jako Houseware	100	No.152, Huandong Sub-Road,	0	Tongxiang	Zhejiang	China
Furniture	Zhenjiang Huacheng Outdoor	100	Dantu District	Shanghai	Zhenjiang	Jiangsu	China
Dry Gardening	Ban Mai	100	0	Binh Thuan 2, Thuan Giao, Thuan An	0	Binh Duong	Vietnam
Home Decor	Zhangzhou Tongyuan Electronic	99	CN-Union Science & Technology Park, Northeast Of The Intersection Of Jingcheng Road And Gaoxin Middle Road	Jingcheng Park,	Zhangzhou	Fujian	China
Bedroom Furniture & Storage	Fujian Yilushun	97	Shuangyu Village	Xincuo Town	Fuqing City	Fujian	China
Footwear	Wenling Tianlong Plastic	97	Jingji Road, Muyu	Zeguo	Wenling	Zhejiang	China
Hardware Automotive	Cixi Modern Electric	96	Guanhaiwei Industrial Zone	Cixi	Ningbo	Zhejiang	China
Hardware Automotive	Jsl Car Accessories	95	No.56 Oujia Rd	Daqiao	Jiaxing	Zhejiang	China
Home Decor	Ningbo Ideas Designers	95	No 428 Dong Qing Road	Hi-Tech Zone,	Ningbo	Zhe Jiang	China
Footwear	Taizhou Zhonglv Shoes	95	West Of 2nd Floor,Building 2 Of Pengte Electrical, East Of The Village Of Shengqiao Village	Zeguo	Wenling	Zhejiang	China
Fashion Stationery	Ningbo Syloon Stationery(FAMA)	94	Zhenxing Road	Xiaogang, Beilun District	Ningbo	Zhejiang	China
Housewares	Fortary Industrial And Trading	90	B 10-6 Yinling Technology Industrial Park	Jiangchen	Yangjiang	Guangdong	China
Home Textiles	Hangzhou Yongfeng Down	90	Industry Zone	Suoqian	Xiaoshan, Hangzhou	Zhejiang	China
Housewares	Kunal Housewares	90	76/2 Palghar Manor Road	Netali Village,	Palghar East	Dist- Palghar, Maha-rashtra	India
Camping & Fishing	Ansan Factory Of Onejung	90	1052-4	Shingil-Dong, Danwon-Ku,	Ansan City	Kyonggi-Do	Korea
Computing & Devices	Da Cheng Yi De (FAMA)	85	Room 501, Building D, No.11 Dakan Industrial 2nd Road, Dakan Community, Xili Street	Nanshan	Shenzhen	Guangdong	China
Footwear	Huainan Xinsu (FAMA)	85	No.222 Xingye Road,Industrial Cluster Zone	Bagongshan District	Huai'nan	Anhui	China
Furniture	Caoxian Yutian Wood Products	80	No.88 Kunlunshan Road	Caoxian	Heze	Shandong	China
Housewares	Chaozhou Jinpin Ceramic	80	Houyangpian, Shenghu Village	Chao'an District, Fengtang Town,	Chaozhou	Guangdong	China
Housewares	Hebei Chuihua Casting	80	North Of Zhizhao Road,East Of Gengqiansi Village	Nanzhiqiu Town	Xinji	Hebei	China
Art & Craft	Ningbo Ruifeng (FAMA)	80	No.1, 1st Building, No.338 Jiangbin Road	Qijiasan Sub-District, Beilun	Ningbo	Zhejiang	China
Home Textiles, Home Furnishings	Ningbo Texstar Industry	80	No. 30-48 Ji Loop Circuit Road	Jishigang, Yinzhou District	Ningbo	Zhejiang	China
Toys	Suqian Timely Rain Music (OOS)	80	Tongda Road, Daokou Industrial Park	Likou Town	Siyang County, Suqian City	Jiangsu	China
Furniture,	Xianju Hengli Craft	80	Fuying Subdistrict	Qiaoxiaxi	Xianju	Zhejiang	China
Housewares	Yangjiang Yisheng Plastic	80	No.12 West Village Longwan Industrial Park	Jiangcheng	Yanjing	Guangdong	China
Art & Craft	Yiwu Yekang Wool Textile	80	No163 Wulian Road	Gutang Industry Zone Yiting	Yiwu	Zhejiang	China
Sporting	Zhao Qing Bo Han Sports	80	No.2-1 , Kangtai Street	Zhaoqing	Zhaoqing	Guangdong	China
Seasonal Confectionery	Qingdao Giftpackers	79	No.26,Shandong Road,Beiguan Industrial Park	Jiaozhou	Qingdao	Shandong	China
Camping & Fishing	Ningbo Redluck Bag Manufacture	78	No 2, Zhengjia Road	Xiepu Industry Zone	Ningbo	Zhejiang	China
Home Appliances	Yangzhou Huaxiangsheng Rubber	78	40# Shisha Road	Shiqiao Town	Yangzhou City	Jiangsu Province	China

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Tech Accessories	Sheng Xing Long (FAMA)	76	Blk C, No.24,Zhengxing Road,Liyuhe Industrial Es-tate,Loucun	Gongming,Guangming	Shenzhen	Guangdong	China
Home Appliances	Fuan Kangyijian Electronics	75	Banzhong Township	Jiangjiadu Village	Fu'an	Fujian	China
Home Appliances	Yuyao Tasun Electrical	75	No.40 Zhennan Road	Ditang Yuyao	Ningbo	Zhejiang	China
Dry Gardening	Chaozhou Danmers Ceramic	70	Hudi Road,Tiantou Village	Fengxi	Chaozhou	Guangdong	China
Art & Craft	Jinhua Qijia - Disney	70	Building No.4 1st Floor, Lingjiang Industrial Zone	Bailongqiao Town Wucheng District	Jinhua	Zhejiang	China
Stationery	Ningbo Penryn (FAMA)	70	50 Jinji Road	Economic&Technical Development Zone, Xiaogang	Ningbo	Zhejiang	China
Fashion Stationery	Ningbo Senior Stationery (FAMA)	70	No.216 Long Jiao Shan Road	Beilun Zone	Ningbo	Zhejiang	China
Art & Craft	Pujiang Yekang Textile	70	No.1-9 Jiangbin East Road	Zhengjiawu Town, Pujiang	Pujiang	Zhejiang	China
Toys,	Shantou P&C Plastic	70	Yingbin South Road	Chenghai	Shantou	Guangdong	China
Home Textiles,	Shaoxing Mengfan Textile	70	No.9,Shu Nan Road,Ke Bei Industrial Zone	0	Shaoxing	Zhejiang	China
Home Furnishings,	Suzhou Jvyuan Textile Products	70	No.81 Beijing East Rd,	Taicang	0	Jiangsu Prov-ince,215413	China
Home Décor, Petcare, Party	Fujian Dehua Zhongxin Ceramics	69	Chengdong Industrial Zone	Xunzhong	Dehua	Fujian	China
Furniture	Zhu Cheng Jinhong Wood	69	Sanquanjing Road Shunwang Street	Zhucheng	Weifang	Shandong	China
Footwear Womens,	Suzhou Zhongxing Arts & Crafts	68	No.158-7 Hua Shan Road	Suzhou New District	Suzhou	Jiangsu	China
Furniture	Fuzhou Jinghong Furniture	67	Shui Tou Village	Yuxi Town	Fuqing	Fujian	China
Home Appliances	Xiamen Yeasincere Industrial	66	No.58 Fengling Rd2	Chengnan Industrial Zone, Tong'an District	Xiamen	Fujian	China
Footwear Childrens	Hongyun Footwear - Disney	65	(Timber Market Side) Taotang Management Zone	Dongcheng District	Sihui	Guangdong	China
Large Storage & Laundry	Jiangmen Guanqi Stainless	65	Lizhi Mountain,	Xiaoping Village Committee, Siqian Town	Xinhui District, Jiang Men	Guangdong	China
Home Textiles	Nantong Orient Hometex (FAMA)	63	East Of Huanghai Road,South Of Ganjiang Road,Jiang-hai Linkage Development Demonstration Area,	0	Nantong	Jiangsu	China
Cleaning & Household	Clean Tech Hygiene	60	No.12 Fuzhong Road,	Banfu Town,	Zhongshan 528459	Guangdong,	China
Toys	Jianfengyuan Toys	60	Liannan Rd.	Nan Wan ,Chenghai	Shantou	Guangdong	China
Housewares, Large Storage & Laundry	Ningbo Linsen Wood Fiber	60	Yunshan Village	Sanqishi Town	Ningbo	Zhejiang	China
Art & Craft	Ningbo Xinrui Crafts (FAMA)	60	Floor 1,3 And 4, Building 10,No.26 Xiaogang,Pushun Road.	Beilun	Ningbo	Zhejiang	China
Art & Craft	Pan' An Panye Molding	60	#50 Longjing Road,Jianshan Industrial Park,Pan'an	Panan	Jinhua	Zhejiang	China
Luggage	Pinghu Qingyi Bags & Luggage	60	Wuyi Road No.183	Economic Development Area	Pinghu	Zhejiang	China
Sporting	Shaoxing County Yijian	60	Huashe Street	Keqiao District	Shaoxing	Zhejiang	China
Tech Accessories,	Shenzhen Jiekainuo Technology	60	No. 31, Da Yuan Street	Pai Bang, Henggang Town.	Longgang District, Shenzhen	Guangdong	China
Beauty & Grooming	Shou La Shou Commodity	60	Laopu Village Zhongheng Road	Xinpu	Cixi	Zhejiang	China
Home Textiles	Tongxiang Huating Textile	60	Buidling 3, No.258,Huashi East Road	Wuzhen	Tongxiang	Zhejiang	China
Audio Visual	Ying-Hui Electronics	60	0	Wangniudun Road Town	0	Dongguan	China
Sporting	Yongkang Zhongyuan Sports	60	No. 22, Yunsan Road	Baiyun Industrial Zone	Yongkang City	Zhejiang	China
Beauty & Grooming	Zhejiang Chanevol Health-Care	60	No.126 Changhong Xi Street	Fuxi Subdistrict,Deqing County	Huzhou	Zhejiang	China
Furnishings	Kabeer Industries (FAMA)	60	Plot# 189, Huda, Sec-25, Part-Ii	Panipat	Panipat	Haryana	India

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Home Textiles	Anhui Janten Home Textiles	57	0	Economic Development Zone	Zongyang, Tongling	Anhui	China
Petcare	Haian Xintiandi Welding	56	No. 16, Liankang East Road,	Qutang Town	Haian, Nantong City	Jiangsu	China
Sporting	Nantong Yida Sports	55	Industrial Park	Xindian Town, Rudong County	Nantong	Jiangsu	China
Footwear Childrens, Footwear Womens	Qingtian E-Fashion Shoes	55	Floor 3-4 No.1 Qiotong Road	Wenxi	Li'shui	Zhe'jiang	China
Home Décor,	Xianju Yinhai Arts&Crafts	55	Gongye	Hengxi	Taizhou	Zhejiang	China
Footwear Womens	Zhejiang Yunhao Shoes	53	No.1 Zhenxing Road	Zhibu Town	Zhuji City	Zhejiang Province	China
Sporting	Mijump Sports	52	No.65 Huancheng West Road	Jinhu County	Huaian City	Jiangsu Province	China
H&B	Dongyang Yilibei	50	#10 Yintian Road	0	Dongyang	Zhejiang	China
Dry Gardening	Gather Sun Electronic	50	No. 14, Standard Building Area	Huinan Industrial Zone, Hui"An County	Quanzhou	Fujian	China
Home Furnishings,	Jiande Chengxin Home Textiles	50	Heping Village	Qiantan Town	Jiande	Zhejiang	China
Large Storage & Laundry	Jinhua Dongheng Luggage (FAMA)	50	West 2nd Floor,Building 3, No.550 Jindi Road,	Wucheng District	Jinhua	Zhejiang	China
Indoor Furniture	Langfang Senya Furniture	50	Xiaohanjiabao Village	Tang Erli	Bazhou	Hebei	China
Office Furniture	Langfang Senya Furniture	50	Xiaohanjiabao Village	Tang Erli	Bazhou	Hebei	China
Sporting	Ningbo Ruijin Sporting	50	West Beihu Road	Qiangjiao, Ninghai	Ningbo	Zhejiang	China
Home Appliances	Shangyu Kaiyao Lighting	50	Ceyco Industrial Park,No.11 Tengda Road	0	Shangyu	Zhejiang	China
Footwear	Shantou Longhu Zhanfeng Shoes	50	Room 301, Floor 3,East Changjiang Road	Longhu District	Shantou	Guangdong	China
Housewares	Wuyi Yingting Kitchenware	50	No.27 Mudan Road, Baihuashan Industrial Zone	Wuyi	Jinhua	Zhejiang	China
Dry Gardening	Zhejiang Helen Garden	50	0	West Industry Area	Tiantai	Zhejiang	China
Home Decor	Litbright Candle (Shijiazhuang	49	Zhidu Village	Jiumen Town, Gaocheng Dis- trict	Shijiazhuang	Heibei	China
Footwear	Taizhou Hanasen Shoes	49	Yuying Industrial Zone, Muyu	Zeguo	Wenling	Zhejiang	China
Large Storage & Laundry,	Yongkang Nuoling Industry	49	No.228,Gushan Avenue,	Gushan Industry Zone,	Yongkang	Zhejiang	China
Furniture,	Fujian Tianhua Industrial	48	Zhenghe Economic Development Zone	Zhenghe	Nanping	Fujian	China
Footwear	Fuzhou Lihui Shoes	48	Guozhai	Cangshan	Fuzhou	Fujian	China
Footwear	Fuzhou Xingde Shoes (FAMA)	48	No. 138, Xiacun Industrial Zone	Cangshan District, Chenmen Town	Fuzhou City	Fujian Province	China
Large Storage & Laundry	Linhai Jinteng Commodity	48	Hutousong Village	Bai Shui Yang	Linhai	Zhejiang	China
Sporting	Pinghu Dake Baby Carrier	48	No.88 Qinsha Section, Pinglang Line	Xincang	Pinghu	Zhejiang	China
Stationery	Quanzhou Hengjiada (FAMA)	48	Xi'an Industrial Area	Anhai	Quanzhou	Fujian	China
Furniture	Zhejiang Sanjian Industry	48	No.26 Jinshan Avenue	Pingdu Comprehensive New Zone	Qingyuan	Zhejiang	China
Home Appliances	Dongguan Sharp Lighting	47	No.3, Bei San Road, Banhu Village,	Huangjiang Town,	Dongguan	Guangdong	China
Dry Gardening, Petcare	Wuxi Yamei Embroidered	47	No. 128 Shixin Road	Dongbeitang Town	Wuxi	Jiangsu	China
Home Décor, Fashion Stationery	Taizhou Huangyan Hongming(Fama	46	Shangjie Village	Maoshe, Huangyan	Taizhou	0	China
Furniture	Xiapu Hongjun Bamboo&Wood	46	No.38 Yantian Huangjinyang Village	Xiapu	Ningde	Fujian	China
Office Furniture	Deqing Ruixi Furniture	45	No.996-998,Tiaoxi Eastroad	Qianyuan Town	Deqing	Zhejiang	China
Camping & Fishing,	Wuyi Hongsheng Leisure Goods	45	Hushan	Huanglong Industrial Zone	Wuyi	Zhejiang	China
Housewares	Yangjiang Tianjiao Household	45	Baisha Dagangkengwei Road	Jiangcheng District	Yangjiang	Guangdong	China
Home Textiles	Zhi Cheng Hardware	45	Goubi Industrial Zone,	Duruan Town, Pengjiang District	Jiangmen	Guangdong	China
Camping & Fishing	Danyang Shanshui Outdoor	43	No.32 South Xiangyang Road	LV Cheng	Danyang	Jiangsu	China

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Footwear	Shangrao City Xingfushiguang	42	(International Furniture City Building C16)	Sanqing North Avenue Shangrao Economic and Technology Area	Shangrao	Jiangxi	China
Large Storage & Laundry	Taizhou Yige Plastic	42	Changdian Village	Linhai	Taizhou	Zhejiang	China
Housewares	Anhui Fengyang Longteng Glass	40	Zheshang Industrial Park	Fengyang County	Fengyang County	Anhui	China
Dry Gardening,	Chaozhou Shing Fung Yuen	40	No. Of Land B-V2-1 , Erheng Road, The Railway Station South District	Feng Xi	Chaozhou	Guangdong	China
Home Decor	Homco Household Products	40	Building 4, F1-4, No.433 Huafeng West Road,	Xietang	Jinhua	Zhejiang	China
Gardening,	Jingsheng Gardening Tools	40	No.18, Dayifang Road	Changhe Town	Cixi City ,Ningbo	Zhejiang	China
Storage	Linshu Lingyun Arts&Crafts	40	Middle Of Taian Road, Linshu County	Linshu	Linyi	Shangdong	China
Housewares	Ningbo Tianyi Technology	40	No.28, Dinghai Road,	Xianxiang Town, Yinzhou Dis- trict,	Ningbo	Zhejiang	China
Home Furnishings	Shaoxing Seco Textile	40	Floor 3, Building No 1, East Of Guihua Road, No.70 Qisheng Road	Paojiang Zone	Shaoxing City	Zhejiang	China
Furniture	Zhangjiagang Cellcorp Touring	40	No 2 ,Zhenzhong Road	Tangshi	Zhangjiagang	Jiangsu	China
Footwear	Zhoushi Shoes (Huai An)	40	Tao Zha Industrial Zone	Ma Tou Town, Huai Ying District	Huai An	Jiangsu	China
Storage	Ezy Storage Manufacturing	38	22nd Building Sanyou Industry Zone	Juanqiao	Taizhou	Luqiao District	China
Large Storage & Laundry	Shandong Hualin Willow Crafts	37	Da Nan Huang Zhuang Village,Shizilu Town,	Junan	Linyi	Shandong	China
Beauty & Grooming,	Yiming Accessories	37	2th Floor,B Building ,No.11, Min An Street	Hua Dou	Guang Zhou	Guang Dong	China
Housewares	Quanzhou Meneed Commodity	36	Lingkou Development Zone	Nanpu Town	Quangang District	Quanzhou	China
Footwear	Anqiu Shengda Footwear	35	Chengli Industrial Park,Welxubei Road	Xing'an Street	Anqiu,Weifang	Shandong	China
Outdoor Furniture & Bbqs	Linyi Ted Household Products	35	Hedong Village	Lizhuang, Tancheng	Linyi	Shandong	China
Furniture	Ningbo Yinzhou Henledar Plasti	35	Ouchi New Village	Gulin	Yinzhou,Ningbo	Zhejiang	China
Home Furnishings	Jiande City Keelong Textiles	33	Huangliyang Industrial Zone	Qiantan	Jiande,Hangzhou	Zhejiang	China
Home Furnishings, Housewares	Shaoxing Yufei Textile	33	4F, Building No.3, No.866 Developent Road	Qianqing	Shaoxing	Zhejiang	China
Art & Craft	Jia Long Craft	31	5,6F, Building 12, Qianmu Industrial Park,	Xiaojiang Town,	Pingyang County,	Zhe Jiang Province,	China
Art & Craft	Ningbo Beilun Xiaogang (FAMA)	30	No.1-1 Liwan Industrial Area, Jiangjiashan Village	Xiaogang Sub-District, Beilun District	Ningbo	Zhejiang	China
Toys	Ningbo Tps Industrial (OOS)	30	Proviate-Run & Technology Zone,Jiangkou Street	0	Fenghua City.	Zhejiang	China
Sporting	Suzhou Youheng Rubber	30	Haiba Road,Xinkai Village,	Daxin Town	Zhangjiagang	Jiangsu	China
Home Textiles	Tongxiang Sangyuan Textiles	30	No.2 Kangning Rd	Longxiang Industrial Zone	Tongxiang	Zhejiang	China
Footwear	Wenzhou Xuanbo Shoes	30	K Area, Songqiao Standard Production Building	Pingyang District,Wanquan	Wenzhou	Zhejiang	China
Furniture	Zhangzhou Long Wen Lide	30	No. 2, Pukou Road Longwe Development District	Longwen Development	Zhangzhou	Fujian	China
Housewares	Zhejiang Huajiu Industry	30	Building 2,3 And 4,No.8,Yaoshi Road,Yaoshan Nature Village,Xinhua Village,	Shizhu	Yongkang	Zhejiang	China
Dry Gardening	Shee Huat Pottery	30	Lot 59, Jalan Chepor 11/6,	Pusat Industri Seramik,	31200 Chemor	Perak	Malaysia
Footwear	Jinjiang Chenglong Shoes	28	No.79, Xingyuan Road, Bacuo Village, Yonghe Town		Jinjiang	Fujian	China
Home Décor, Home Textiles, Home Furnishings, Housewares	Fenghua Yuhong Arts & Crafts	25	No. 3 Yongan, Jishan Industrical Park	Xikou	Ningbo Fenghua	Zhejiang	China
Home Furnishings, Home Textiles	Tianjin Lovehome Carpet	25	Jinwei Road, Huangliuzhuang Village	Cuihuangkou Town	Tianjin	0	China
Sporting	Zhejiang Xinzheng Industry	25	Machinery Industry Zone	Nanma Town	Dongyang	Zhejiang	China

Disclaimer:

This factory list represents all our private label factories (excluding apparel) with orders in excess of USD 50 K in 2020. Equivalent in total to 95% of order value. Our certainty about the completeness of this list and the labour and environmental standards in these factories is provided in good faith and is based on the information accessible to us via the policies and procedures described in this report and on our website. The publication of this list does not constitute an invitation nor permission to visit these factories. These are private businesses - not owned in whole or in part by The Warehouse.



TIER 1 MANUFACTURING (EXCLUDING APPAREL) FACTORIES – ACTIVE IN 2020.

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Footwear	Jinjiang Chenglong Shoes	28	No.79, Xingyuan Road, Bacuo Village, Yonghe Town		Jinjiang	Fujian	China
Home Décor, Home Textiles, Home Furnishings, Housewares	Fenghua Yuhong Arts & Crafts	25	No. 3 Yongan, Jishan Industrical Park	Xikou	Ningbo Fenghua	Zhejiang	China
Home Furnishings, Home Textiles	Tianjin Lovehome Carpet	25	Jinwei Road, Huangliuzhuang Village	Cuihuangkou Town	Tianjin	0	China
Sporting	Zhejiang Xinzheng Industry	25	Machinery Industry Zone	Nanma Town	Dongyang	Zhejiang	China
Dry Gardening	Guangzhou Teaky Metal Products	20	145 Guangzhu Road	Lanhe	Guangzhou	Guangdong	China
Art & Craft	Ningbo Jiangbei Yimikai Craft	20	Floor2, Building 2,No. 69, Guangyuan Road	Jingbei District	Ningbo	Zhejiang	China
Large Storage & Laundry	Ningbo Tengone Houseware	20	No. 20, Miaohou Zhang Houhu Chenjia Village	Jiaochuan Street, Zhenhai District	Ningbo	Zhejiang	China
Art & Craft	Wenzhou Lulin Packing	20	No.06, Longjin Road,	Qianku Town, Cangnan County,	Wenzhou City	Zhejiang Province,	China
Home Décor, Fashion Stationery	Fuzhou Guangxia Arts	15	3rd Floor, No.16-1 Guanzhuang Road,	Ganzhe Street,	Minhou Fuzhou,	Fujian	China
Gardening,	Ningbo E-Power (Vertak)	15	# 288 Guangming Road Zhuangshi	Zhenhai District	Ningbo	Zhejiang	China
Furniture & Storage	Wuyi Lemei Daily Necessities	12	Shaoyang North	Baiyang	Wuyi	Zhejiang	China
Dry Gardening	Changlong Warehouse	20	New Jiche Village	Gaode	Beihai	Guangxi	China

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WAGE AND WORKING HOUR TABLE

Country	Transparency Rate %	Hourly wage (legal) USD	Hourly wage paid-average USD	Monthly take-home average USD	Weekly Hours (average)	Weekly Hours (Highest)	Continuous working days (average)
Bangladesh	94	0.45	0.55	140	66	81	9
Canada	91	10.8	13.65	1799	39	53	5
China	46	1.55	1.94	658	65	74	13
India	80	0.55	0.66	129	52	63	6
Indonesia	97	1.24	1.26	220	48	52	6
Malaysia	100	1.32	1.52	353	58	64	7
Pakistan	88	0.52	0.61	135	54	60	7
Philippines	92	1.07	1.11	233	58	76	8
Taiwan	95	3.54	3.93	1018	50	60	6
Thailand	97	1.37	1.46	371	58	65	6
United States of America	98	9.6	15.63	2360	44	58	5
Viet Nam	94	0.81	0.98	291	55	63	7

Data courtesy of ELEVATE - derived from over 5000 audits across these regions



<https://www.elevatelimited.com/>

Methodology:

- Wages & hours data collected during Social Compliance Assessments conducted in 2020 by ELEVATE and based on a limited sample of the factories’ workforce (includes The Warehouse factories).
- Transparent data kept only (factories falsifying excluded from pool).
- All measures extracted (as defined below) have been averaged.

Measures definition:

- Transparency Rate - % of all audits where disclosures and documentation were judged to be reliable. Non transparent results are excluded from wage and working hour data illustrated in the table. (Note The Warehouse transparency rate for its own audits was 88% on average across all countries.)
- Hourly wage (legal): the legal gross minimum wage (for work done during regular hours) given on an hourly basis.
- Hourly wage (average): the average hourly wage paid (gross) to workers in the sample selected for work done during regular hours.
- Avg. Monthly take-home (average): the average net monthly take-home paid to workers in the sample selected. This amount includes all wages & deductions i.e. regular wages, overtime wages, allowances / benefits / incentives /bonuses and deductions.
- Weekly hours (average): the average weekly hours worked by workers based on the sample reviewed (regular & OT hours included).
- Weekly hours (highest) : the highest weekly hours worked by workers based on the sample reviewed (regular & OT hours included).
- Days without rest (average): the average continuous days worked by workers before getting a day off, based on the sample reviewed.



Scope & Sources

Unless otherwise indicated the data in this report pertains to activity within The Warehouse Ltd's own brand product supply chain. The Warehouse Ltd is the largest subsidiary of The Warehouse Group – New Zealand's largest publicly listed non-food retailer. The Warehouse Ltd does share factories in common with Warehouse Stationery and Torpedo 7 – other subsidiaries of The Warehouse Group, but activity in these factories is not attributed separately in this report. Data is derived from our purchase order systems linking orders and sales to source factories, aggregated internal data derived from audit reports, corrective action tracking tools, and exported e-Learning user data.

The report was compiled and authored by our Head of Ethical Sourcing and reviewed and approved by our Executive.



THANK YOU.

Contact:

ethical.sourcing@thewarehouse.co.nz

