



2023 REPORT

ETHICAL SOURCING



GETTING THE MOST FROM THE REPORT.

A brief overview of our programme and progress in fiscal years 2022 and 2023 can be viewed on pages 5 to 9. Distinct projects and new initiatives pages found on pages 14 to 23. "Our Policy in Practice" section describes in detail how we apply our due diligence and finally, the Appendices from page 24 reveal performance trends over the past four years, and feature our factory policy poster, brand, and factory lists.

Scope & Sources

Unless otherwise indicated the data in this report pertains to activity within The Warehouse and Warehouse Stationery's own brand product supply chain within fiscal years 2022 and 2023. The Warehouse and Warehouse Stationery are brands within The Warehouse Group (TWG) – New Zealand's largest general merchandise retailer. Warehouse Stationery caters to all New Zealanders with a range of office and school supplies, educational resources, furniture, and craft items for creative projects, as well as personalised printing and copy services. The Warehouse is New Zealand's largest general merchandise retailer with diverse product categories and stores across the country. Data and narratives in this report are derived from various internal sources including quarterly and annual reports to our sourcing executive, purchase order systems data linking orders and sales to source factories, and data derived from audits conducted by our external service providers. The report was compiled and authored by our Head of Ethical Sourcing and reviewed and approved by our Sourcing Executive.

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CEO'S INTRODUCTION.



At the time we released our last Ethical Sourcing report in January 2021 we had just navigated the first twelve months of the Coronavirus pandemic. Although none of us could have predicted then, how profound, and persistent, this disruption would prove, I indicated that this would not undermine our commitment to greater sustainability in our operations, products, and value chain.

As a team, we have challenged ourselves by asking, "Does it pass the Tomorrow Test?" in everything we do. While it's a simple sentence, it's a big question and we won't have the perfect answer every time. But every time we ask the question and make more headway in the right direction, we make a difference.

Our Ethical sourcing programme is one of our longest running responses to this challenge to build a better tomorrow. Our 2023 report evidences this enduring commitment and highlights deeper levels of due diligence within our supply chain,

and extra efforts to understand the impact of our work on the diverse workforces throughout our sourcing channels.

Climate action is one of the most important pillars within our sustainable and affordable suite of initiatives. As I write this The Warehouse Group has just announced a historic long-term agreement that will see more than 260 of our sites across Aotearoa New Zealand become powered by solar as early as 2026. This agreement will remove virtually all of our Scope 2 emissions. This means we can now shift our focus towards accelerating our Scope 3 (value chain) emission reduction efforts. This effort in collaboration with our suppliers will become an important feature of our Ethical Sourcing Programme going forward. Its pleasing to see the foundations of this work described in this report and I look forward to updating you further as we progress.

Behind the statistics and narratives in this report are countless collaborative

interactions between our teams, suppliers, and their workforces as we find a common purpose and livelihood meeting our customers' needs.

Right now, many of our customers are facing cost of living challenges as New Zealand's economy struggles to find a new equilibrium post the pandemic. This really calls on the affordable side of our "sustainable and affordable" formula, to ensure that while improving the sustainability and carbon footprint of our materials and packaging, we are still able to deliver the affordable products our customers rely on us for.

This is the challenge that motivates the rich engagement revealed in this report. Thank you for your interest and as always, we welcome your encouragement and feedback.

Nick Grayston
Group Chief Executive Officer
The Warehouse Group

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We can now shift our focus towards accelerating our Scope 3 (value chain) emission reduction efforts. This effort in collaboration with our suppliers will become an important feature of our Ethical Sourcing Programme going forward.

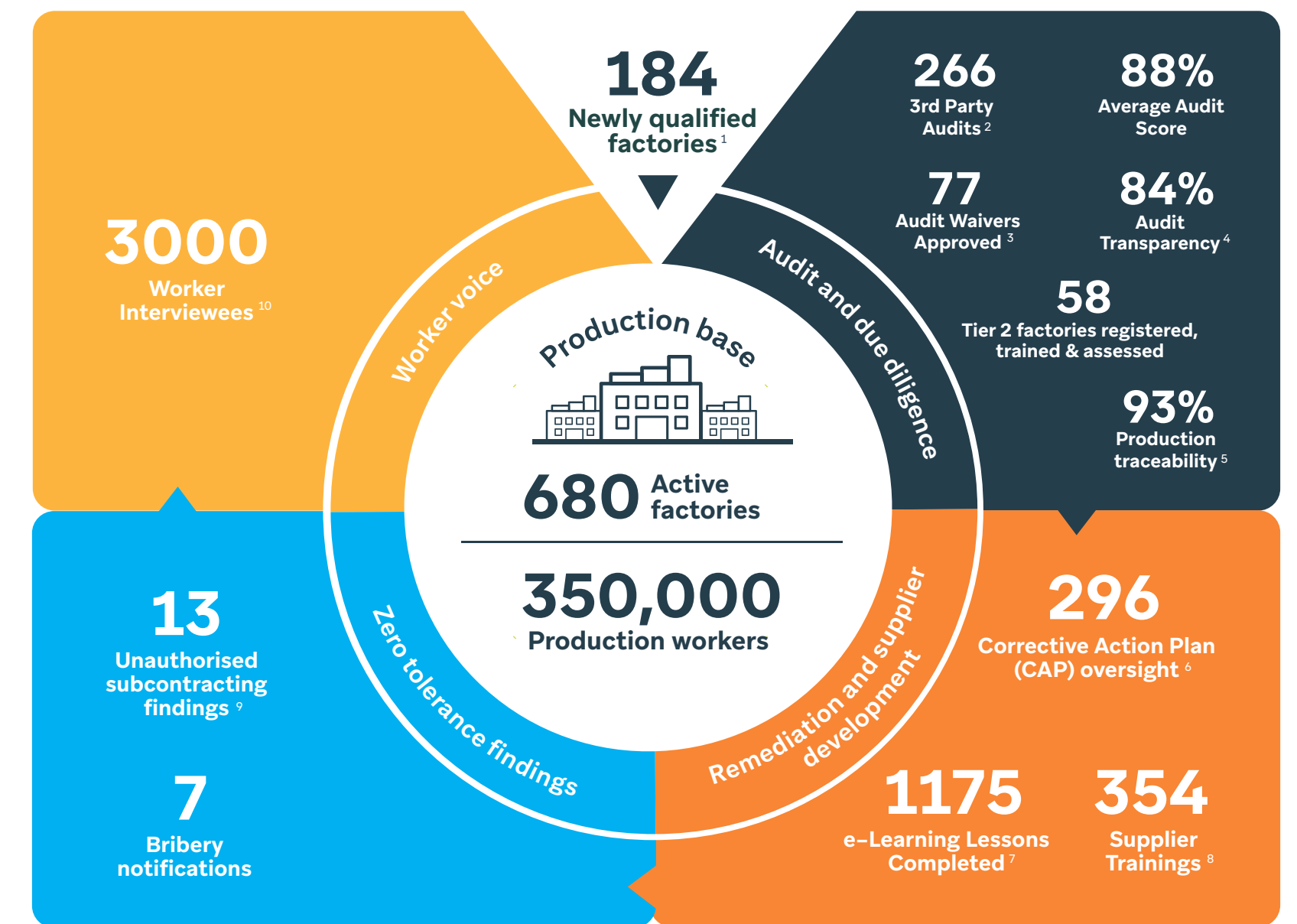
PROGRAMME AT A GLANCE.

In FY23 The Warehouse's ethical sourcing programme covered over 680 factories^a primarily located in China, Bangladesh, India, Vietnam, Malaysia, and Pakistan. About 350000 workers are present at this tier of our supply chain. 184 new factories (90% of applicants) qualified to enter our supply chain via third party Labour and Environmental Audits, the recognition of existing audit reports, or validated self-assessments. Our audit transparency rating – an important indicator of the reliability of audit disclosures – was 84%. We completed 266 third party audits in the year. Our qualification processes and the linkage of order data to production sources means that we can currently trace 93% of our private label product range to a qualified factory. We continue to

place strong emphasis on the execution of any corrective action plans generated by external audits. Last year 296 such plans were being tracked to completion by our internal team. In support of these improvements, factories completed 1175 ELearning lessons on topics such as audit preparedness, working hour control, transparency and ethics, vendor responsibility, and Greenhouse Gas Management. The Warehouse's own internal ethical sourcing experts delivered 354 in person or virtual trainings focused on improving factories' labour and environmental standards. Zero tolerance findings included thirteen instances of unauthorized subcontracting, and seven reported bribery attempts. In such zero tolerance instances we always adhere

to an escalation protocol and apply commercial disciplines and penalties, including business termination.

Our own staff or third parties interviewed more than three thousand workers to ensure we were integrating their perspectives into our assessments and any corrective actions we asked factories to undertake.



1. 90% of new applicants were assessed as meeting our minimum standards
2. Labour and Environmental audits by qualified 3rd parties
3. Recognition of an existing audit report from a qualified 3rd party
4. % Validated verbal and documented audit disclosures
5. Traceability of orders to Qualified Factories
6. Factories under post audit monitoring and support
7. Modules include: audit preparation, working hours control, transparency and ethics, corrective action plans, vendor responsibility
8. Number of onsite or virtual trainings delivered to vendors or factories to assist them prepare for assessments or execute any corrective action plans.
9. Discovered via unannounced production audits... subject to financial penalties or business termination.
10. Privately interviewed by our auditors or internal staff.

a. Final manufacturing units- "Tier 1" factories.

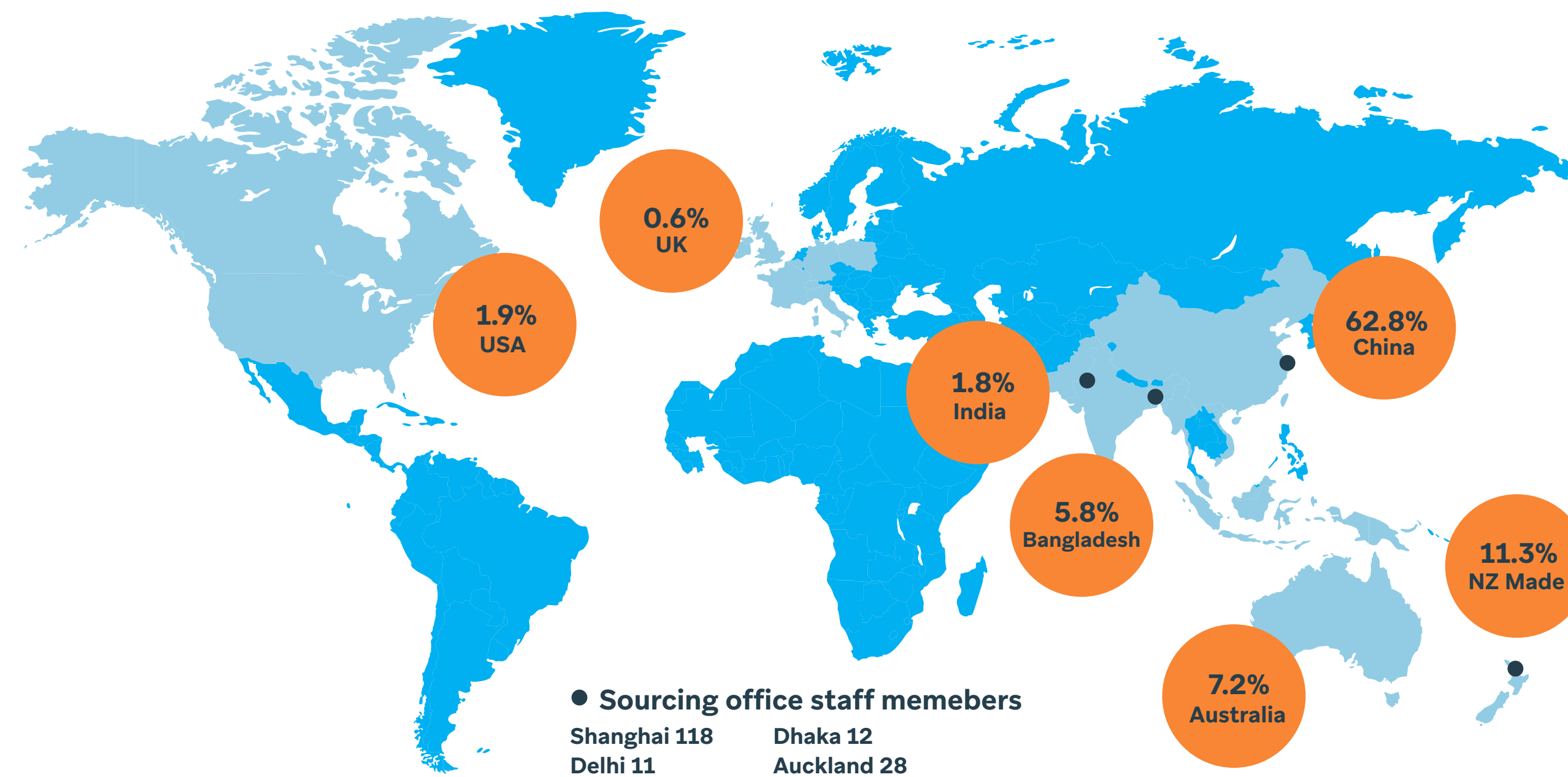
SOURCE COUNTRY PROFILE.

The Warehouse's and Warehouse Stationery's supply chain comprises a network of factories connected to New Zealand and Australian based agents and suppliers, and our own direct sourcing offices in Asia. Our product ranges include both national and international brands, and our own private label ranges.

Our ethical sourcing policy applies to all suppliers. The assessment and monitoring processes described in this report are deployed primarily to our private label suppliers and their Tier 1 (final manufacture) factories. In fiscal year 2023 about 47% of sales were derived from private label products.

The accompanying map and table illustrate changes in our sourcing patterns over the past nine years and the location of our direct sourcing offices.

While China remains the primary source for consumer goods for our company - and many nations around the world - we are beginning to diversify our supplier base into new markets especially the textile hubs in Bangladesh and India. New Zealand made products are important too, especially in our garden and grocery categories.



Top 20 Source Country Change*

	2023	2014		2023	2014		2023	2014
China	62.80%	66.60%	Thailand	1.10%	1.20%	Pakistan	0.30%	0.60%
New Zealand Made	11.30%	10.20%	Malaysia	0.80%	1.10%	Singapore	0.30%	0.30%
Australia	7.20%	6.30%	United Kingdom	0.60%	1.50%	Poland	0.30%	0.10%
Bangladesh	5.80%	0.70%	Indonesia	0.60%	0.40%	Korea (South) Republic	0.20%	0.20%
United States of America	1.90%	3.90%	Germany	0.60%	0.60%	Philippines	0.20%	0.10%
India	1.80%	0.80%	France	0.50%	0.40%	Belgium	0.20%	0.30%
Vietnam	1.30%	0.70%	Italy	0.40%	0.30%			

*Percentage share of products sold in The Warehouse and Warehouse Stationery for the financial years ending in July 2014 and 2023.

1. A list of these factories can be found on pages 27-35

2021-2023 SUMMARY.



2021 – 2023 SUMMARY.

The Warehouse Group's Ethical Sourcing programme extends to suppliers of all kinds; however, the focus of our due diligence effort is within our private label supply chain – primarily in Asia. This work involves qualifying new factories, ongoing monitoring and training of factories and vendors, identifying, and supporting joint industry initiatives such as the RISE Initiative and the Better Cotton Initiative, and the provision of transparent reporting to our teams, leaders, and public.

In addition to these core activities, we have begun to extend our due diligence to deeper tiers of our supply chain and to set the foundation for the all-important effort to understand and reduce the greenhouse gas emissions created in the manufacture of the products we sell.¹

Over the past fiscal year from August 2022 to the end of July

2023 184 new factories entered our supply chain² having undergone our due diligence processes and being assessed as meeting or exceeding our Ethical Sourcing Policy requirements³. Overall, our private label traceability systems linked our orders to 680 qualified factories. We estimate these represent 93% of our private label orders. We conducted 266 third party audits comprising 121 initial and 145 follow up audits.

Beyond this all-important third-party due diligence our internal teams were actively supporting and monitoring the correction of any shortcomings identified in these audits. This is the most important aspect of our programme, as it is here that we deliver tangible improvements in wages, working hours, or health and safety for workers. In total 296 factories participated in these continuous improvement efforts in the past year.

This engagement work included 354 in person or virtual trainings focused on improving factories' labour and environmental standards, and the completion of 1175 ELearning lessons. Over the past two years our teams completed thirteen "worker voice" case studies⁴ conducting in depth onsite interviews with workers (additional to those conducted in third party audits).

On the enforcement side of our programme, we ceased trading with twenty factories due to standards failure and in one case ended our relationship with a large vendor representing multiple factories because of the vendor's persistent failure to implement our policies within its supplier base.

Commencing August 2021, we began to formally engage and assess the performance of a group of "Tier 2" suppliers within in our textile, wood, and paper, supply



1. See page 20 2. For The Warehouse and Warehouse Stationery 3. TWG Ethical Sourcing Policy 4. See page 21. 5. See page 6. 6. See page 14 7. <https://riseequal.org/>



2021 – 2023 SUMMARY.

chain⁵. Suppliers at this level provide the material and subsidiary processing inputs to the “Tier 1” – final manufacturing factories - we are more typically engaged with. To date we have been able to trace and assess fifty-six such Tier 2 sites.

In Bangladesh we continued to fund the Her Project worker Health, Hygiene, and financial education programme⁶ now delivered under the auspices of RISE⁷, a collaborative initiative supporting industry to advance equality for women workers in global garment supply chains.

As reported in 2021, the Covid 19 pandemic continued to disrupt our work. At times we were unable to meet face to face with suppliers, or conduct our usual in person factory visits and inspections. Our local teams made effective use of digital engagement during these periods. With the relaxation of restrictions in China in early 2023, our programme resumed its normal cadence and

unrestricted site access. Our leadership teams too, resumed widespread travel across our supplier base.

We remain alert to forced labour and modern slavery risks within our supply chain. In Malaysia we deploy specific due diligence measures designed to assess the circumstances of foreign migrant workers. Likewise in India where there is widespread use of labour contractors, we extend the parameters of our audits to address these risks.

In 2022 we were pleased to participate in the New Zealand Government’s public consultation on proposed legislation to address Modern Slavery and to make our own written submission on the topic. We expressed broad support for the intent of the proposed legislation and think that the legislation, if passed, will be an important asset in New Zealand’s drive to uphold these vital human rights.

All this activity reflects our determination to ensure that customers can have confidence in the sources of the products they purchase from us. We are proud of our collaboration with our suppliers, their transparency about their labour practices and environmental standards, and their embrace of a shared vision of greater sustainability.

POLICY IN PRACTICE.



OUR POLICY IN PRACTICE.

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

Management Systems

Average audit score for policies and management systems in 2023 was 96%.

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 no child labour findings in 2023 – but one instance of a child accompanying a parent at work during school holidays.

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

Our due diligence revealed one case of involuntary labour this year.

This pertained to the recruitment circumstances of migrant workers in Malaysia. This was an indirect relationship – not managed via our own sourcing offices, and we elected to end the relationship with the factory immediately.

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 and more recently here in New Zealand where there



A safe workplace is the most basic worker entitlement. Our due diligence assessment contains over 57 Health & Safety investigation points.

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 2023 was 94%.

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 the Ready-Made Garment Sustainability Council (RSC¹) safety initiative in Bangladesh – the successor to the former Accord for Worker Safety in Bangladesh.

Wages and working hours

In 2023 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

¹ <https://rsc-bd.org/en>

OUR POLICY IN PRACTICE.

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. Working hours in excess of local labour law limits and brand codes are common throughout Asia. These long hours remain despite the intensive monitoring efforts of numerous brands and multi-stakeholder initiatives. Brand codes that outwardly attempt to enforce weekly working hour limits such "less than sixty" or "less than forty-eight" are a primary driver of the falsified working hour and payroll data endemic in many audit schemes. These non-transparent practices rob brands of real insight and also obviate the need for factory managers to curtail excessive hours.

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 2023 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 58 and 64 hours per week. We believe by pursuing transparency and accepting reasonable local working hour norms we are much more able to identify excessive hours and reduce these via the corrective actions plan agreed with the factory.

Freedom of association and collective bargaining

We had no negative findings in this area.

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. Notwithstanding China's position, our audits have never revealed any attempts by factory management to restrict these rights.

Bangladesh by contrast has ratified both these conventions – their garment sector alone has more than 500 registered trade unions.

Environment

Factories' environmental audit scores averaged 90% in 2023.

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.

Reducing Greenhouse Gas Emissions

A new policy – we have no data to report as yet.

In 2023 we amended our policy to include the requirement that suppliers measure their Scope 1&2 Greenhouse Gas Emissions and set targets and take practical steps to reduce emissions. In the coming year factory Scope 1 and 2 emissions data will be gathered and validated in the course of our onsite assessments and via self-assessments distributed to factories. The Warehouse Group will provide various forms of training to suppliers to assist them develop these capabilities.

Subcontracting

Our risk-based investigations revealed 13 instances of unauthorised subcontracting in the past twelve months.

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 involve 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 2023 was 84%.

We received seven bribery notifications in 2023.

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. 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 attempted bribery and for submitting falsified documentation or certificates.

We maintain supplier scorecards with social and environmental measures. High performing suppliers are rewarded with extra business. Our programme presents challenges every day, but we are determined to do our best to maintain transparency and integrity wherever we operate.

ETHICAL SOURCING INITIATIVES.



RISE: REIMAGINING INDUSTRY TO SUPPORT EQUALITY



Reimagining Industry to Support Equality

RISE: Reimagining Industry to Support Equality – Bangladesh Initiatives

The Warehouse recognises that many women working in global supply chains experience a lack of access to education, to health knowledge as well as critical health services and products. This is especially true in Bangladesh – a vital source for our garment manufacture.

Readers of our 2021 Ethical Sourcing report may recall our feature of the “HERhealth” partnership for change we instigated with two of our suppliers - Impress- Newtex Composite and Manami Fashions.

These programmes focused on the delivery of women’s and family health and hygiene training to workforces within the two factories. This work was delivered under the auspices of BSR’s HERproject. We were impressed by the outcomes of this work, the compelling testimony from participants, and have continued to co-fund this work with selected suppliers since.

Since 2023 BSR’s HERproject has partnered with other likeminded initiatives - Gap Inc. P.A.C.E, CARE International, and Better Work—to form RISE in order to build from proven approaches, further scale impact, and improve efficiency.

Together the four founding partner organizations work with 50 of the world’s largest apparel brands, including The Warehouse and have reached over five million women workers globally. Under this new umbrella The Warehouse has continued to facilitate and fund the implementation of these impactful programmes including the foundation health programmes and now adding financial literacy. Over the past two years five programmes have been running in some of our Bangladesh factories:

- **HERfinance**
Manami Fashions Ltd
- **HERhealth:**
L’uisine Fashion (end date 13th March 2023) & Appollo Knitwear (end date 30th September 30, 2023)
- **RISE Foundations Program:**
Matrix Styles (end date 13th July 2024)
- **RISE Financial Health Program:**
Impress Newtex (end date 3rd May 2024)

At the close of each program, we receive a comprehensive endline report comparing results from the baseline survey and interviews with those undertaken at the end of the program. This is critical as it helps us, and factory management and trainers assess the effectiveness of the program.

RISE: HERfinance

Manami Fashions Ltd Dhaka, Bangladesh

1190 WORKERS 890 WOMEN 300 MEN 15 MANAGERS 60 PEER (HERfinance) EDUCATORS

Some of the observations captured in the endline data at Manami are copied adjacent.



GENDER EQUITABLE ATTITUDES TOWARDS FINANCIAL DECISION MAKING

After the program, workers see the value in making joint financial decisions with their families. Before the program only 8% of women and 16% of men workers strongly agreed to make decisions jointly, but this increased to 40% of women and 52% of men during the endline. More specifically, in the endline survey, 60% of women and 80% of men report that they now make decisions on spending together with their families, compared to 52% of women and 56% of men before the program. Similarly, at endline 56% of women and 76% of men report making decisions on savings together, compared to 52% of male and female workers before the program start.

We also see an increase in women handling their finances more independently, with 56% of women workers are now conducting their transactions own their own, up from 44% during the baseline.

SAVINGS

The tendency of saving is increasing among the workers. 36% of women and 28% of men in the endline compared to the 8% of women and 16% of men report that they are now saving more than 7000 taka every month.

Workers are now more conscious about saving at formal institutions than they were during the baseline. In endline, 80% of women and 72 % of men preferred bank as their favourite saving method compared to 52% of women and 40% of men during the baseline.

FINANCIAL PLANNING

64% of women and 76% of men now track their expenses every month, and 44% of women and 48% of men are now highly confident to handle family's expected expenses in the future, compared to 36% of men and 36% of women before program start.

Before the program, only 8% women and 4% men reported that they were highly confident to handle family's unexpected expenses in future. But at the end of the program, 40% women and 48% men who expressed high confidence to meet unexpected expenses.

The sense of making decisions together has increased among the workers.

WORKER TO MANAGEMENT RELATIONSHIP

84% of women are now satisfied with their workplace and 76% of women are very satisfied with their own motivation and productivity.

RISE: HERfinance CASE STUDY

MANAMI FASHIONS CASE STUDY

Afroza: Story of an inspiring working woman

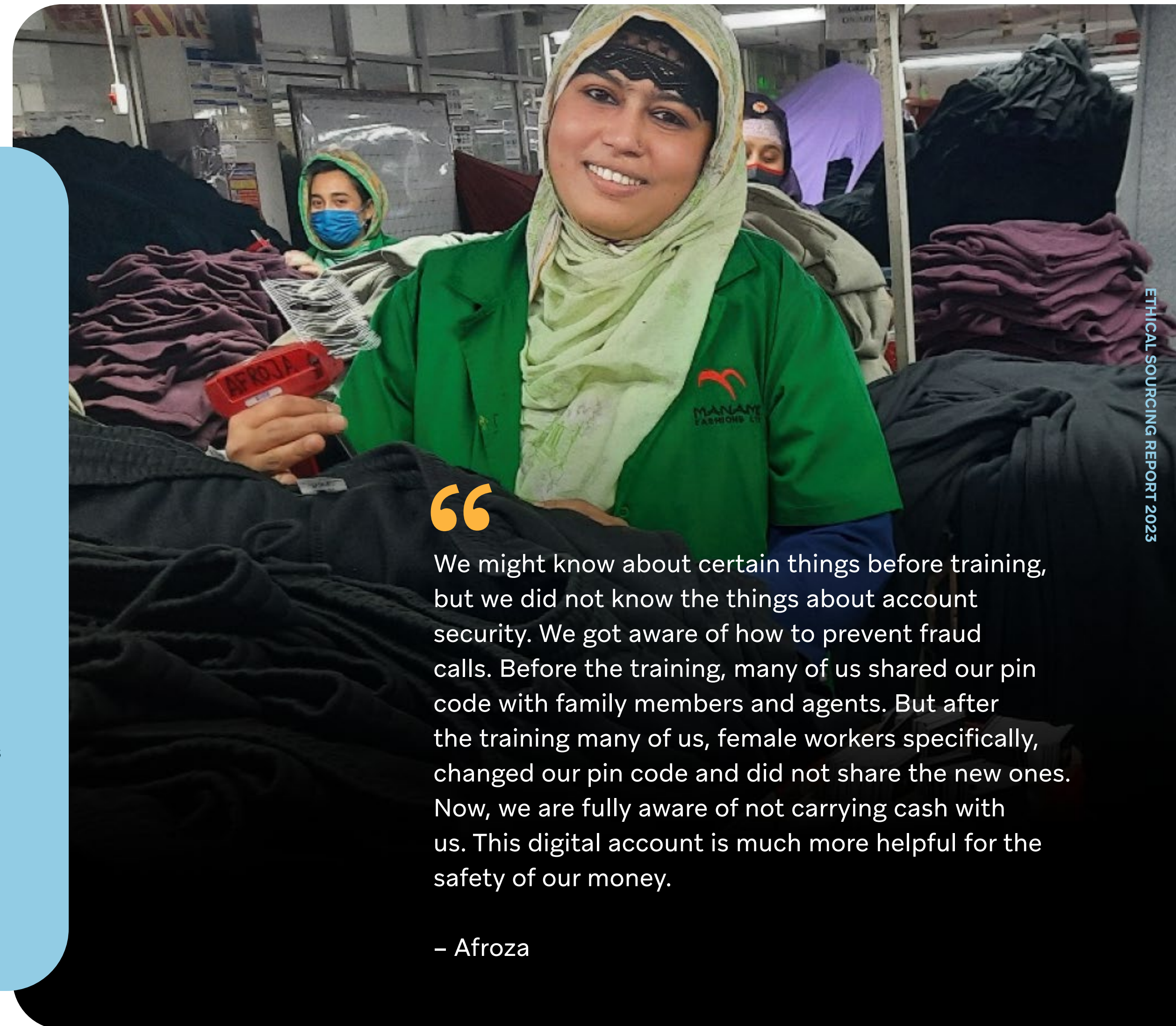
Afroza is a female garment worker working in Manami Fashions Ltd. as Handtake worker for the last 5 years. She is from the Sathkira district. Afroza was 15 when she was married and forced to drop her studies just at class 10. Her husband also works here in the Sewing section. They are blessed with two children, one son, and one daughter. As her husband had been working here for a long time, Afroza came here to live with her husband. She thought to support her husband financially and then she joined here. She has been working here for five years. Meanwhile this time, both of them started saving for their home, children, and cow farm which would be their source of livelihood after leaving the job. "The training had helped a lot in this case. It has motivated us to save more and effectively, you know?" she said deliberately before asking about training.

When asked how she do it. She added: "The training taught us to save money separately instead of keeping all the money together in one account.

Now I have made 3 separate accounts to save my money and in case I am in any trouble, I will be able to get my money from one of these three. I won't be needing to draw all my money. And if I do so, still two of my account will be safe. My coworkers are also very satisfied with this idea. Having several accounts has another advantage too, such as we can save money for different financial goals with different timeframes. Ours is an example as we have started saving for our different financial planning- to buy cow, children's education and to buy my own house in three different accounts. That's why we have started making and maintaining a tight budget to reach these financial goals".

She thanked the HERfinance team for this meaningful contribution in her life.

Afroza is an inspiring example from the working-class women. She is full of life and her spirit is worthy of sharing.



“

We might know about certain things before training, but we did not know the things about account security. We got aware of how to prevent fraud calls. Before the training, many of us shared our pin code with family members and agents. But after the training many of us, female workers specifically, changed our pin code and did not share the new ones. Now, we are fully aware of not carrying cash with us. This digital account is much more helpful for the safety of our money.

– Afroza

RISE: HERhealth

L'usine Fashion Ltd Gazipur, Bangladesh
1050 WORKERS 400 WOMEN 650 MEN 12
MANAGERS 25 PEER (HERhealth) EDUCATORS

Some of the observations captured in the endline data at L'usine are copied below.

NUTRITION

1. In the endline survey, most respondents reported eating a balanced diet in the last 24 hours. After the program, significant increases in consumption of 4 food groups in the last 24 hours were observed as per the endline, compared to the baseline survey. Consumption of pulses/legumes (beans, peas, and lentils) has increased by 16%, consumption of eggs by 18%, consumption of dairy by 16%, consumption of other vitamin A-rich fruits and vegetables by 30% and iron rich vegetables by 28%.

2. Overall knowledge related to healthy food groups has improved among the respondents after HERhealth training. After the HERhealth training, the workers now understand the nutritional value of different types of foods and try to eat balanced diet regularly. They now know which food items minimize mineral and vitamin deficiency.

3. Women also understand that expensive foods are not the only nutritious foods, nor they are always healthy. In many cases, local fruits and vegetables are very good sources of nutrition.

PERSONAL HYGIENE

1. Workers now have an increased awareness level on the benefits of washing hands. It has increased from 1.08 to 3.00 (out of 4) in the endline survey.
 2. On average, workers could identify 2.98 out of 4 key hand washing moments (these are: before eating, cooking, feeding baby, after using bathroom) in the endline, which was 2.08 in the baseline survey. All of the respondents reported that they now always wash their hands.

3. The workers now understand the benefits of purified water and methods of purification very well after the training. As per baseline, only 8% of the respondents used to drink purified water which has increased to 90% by the endline.

MENSTRUAL HYGIENE

1. After receiving HERhealth training, women workers have not reported any absenteeism during menstruation as they now understand how to prevent and treat menstrual pain.

2. During menstruation, 98% of the women workers use napkins instead of scraps from the factory or cloth from home.

3. In the endline, 84% of the women workers reported changing menstruation products 3-4 times in a day, which was 4% in the baseline survey.

FAMILY PLANNING

1. 74% of the women reported using modern family planning in the endline survey. The use of condoms has increased from 8% to 28% among the husbands of the women workers.

2. The average knowledge related to modern family planning methods and their benefits increased among the respondents as per the endline survey.

MATERNAL HEALTH

1. Before the program, the baseline survey revealed that 44% of the respondents were aware that a mother should feed her baby only breast milk for 6 months, which has increased to 94% by the endline.

2. Knowledge of maternal health has increased in the endline survey. Most of the respondents were aware of the importance of antenatal and postnatal check-ups. Women workers could name the recommended antenatal and postnatal visits, and some identified the symptoms that should prompt a pregnant woman to seek medical help (3.50 out of 5 possible answers: vaginal bleeding, excessive nausea, fever, pain or burning during urination, and leg or calf pain).

3. As per endline, the respondents now have knowledge about birth attendants and their skills. Around 82% of the women would seek a doctor, 42% nurse and 18% would seek a midwife as a birth attendant.

DECISION MAKING

After HERhealth training, women discuss health issues with their family members, friends, and co-workers, and it has also positively reflected on their attitude and behaviour towards decision-making at home. During the endline, 60% of men disagreed and another 10% strongly disagreed with the statement that men should make family planning decisions which was 30% and 0% respectively in the baseline.



RISE: HERhealth CASE STUDY

L'USINE CASE STUDY

Fatema: The groundwork of all happiness is good health.

"I am Fatema. I have been working at L'usine Fashions Ltd. as an Operator for the last 3 years. I live at Amtoli in Mollabari, Sreepur with my son, daughter, my husband, and mother-in-Law.

I have learned a lot of important things regarding health from the "Shastho Shokhi" (Peer Educator) of HERhealth on my floor. Like me, many of the women workers received training from the "Shastho Shokhi".

From the very beginning I have come to know about how to protect myself from Corona Virus, how to remain clean which I have applied myself and conveyed my family as well.

Before the training, I did not drink enough water and healthy food as required. One member of the Shatho Shokhi told me about the necessity of drinking pure water and eating a balanced diet. She also told me different ways to purify water and also shared that too much dry and fried food creates gastrointestinal problems. Now I drink at least 8 glasses of water a

day and regularly eat vegetables and pulses. I have also started to eat liquid food, curry, and fruits to be healthy and thus avoid gastric problems.

Earlier I used to feel weak, I often felt dizziness and nausea. One day a Shastho Shokhi told us about different types of modern family planning methods and the disadvantages of using the same method for a long time. After listening to her I realized my problem and I talked to her in person. She advised me to stop taking pills and use another birth control product. That day, I shared this issue with my husband and asked him to use Condoms which he agreed to. After that, I have been feeling very good and I have overcome all the physical problems I had before."



“

Thanks to Shastho Shokhis, who gave me valuable advice. I also want to express my gratitude to the Brand 'The Warehouse', the HERhealth project and our factory management to arrange this important training for us.

– Fatema.

DEEPER DUE DILIGENCE - TIER 2 DISCOVERY



Consumer goods supply chains are described as a hierarchy of cascading tiers and networks, with the final manufacture site, "Tier 1", at the top of the pyramid. These are the factories that manufacture our products and receive our production orders. Historically our assessment and monitoring work is focused here – at "Tier 1".

Beneath this layer, in the simplest representation, lie the subsidiary "Tier 2" sites manufacturing components and processed material inputs. Each "Tier 1" site may have multiple "Tier 2" suppliers depending on the complexity of the product.

Finally in this simple model lies "Tier 3" at the origin of value chains with raw material extraction and the primary processing of commodities.^a

Commencing in August 2021 we began a pilot programme to identify the most important Tier 2 sites within our wood, paper, and textile supply chains. We chose these categories because of their importance to our customers and because of their known environmental impacts.

This represented a challenge to the influence of our sourcing teams as we have very limited commercial

influence at this tier of the supply chain. We were reliant on the good will of our regular suppliers to engage their own suppliers and secure the disclosures and participation we required.

Our work together involved:

- Disclosure and registration of the most important Tier 2 sites.
- Joining training about our policy and programme.
- Sharing existing certifications and third-party assessment reports.
- Completing a self-assessment mirroring our onsite audit template, answering a greenhouse gas questionnaire, and submitting supporting evidence.
- Providing access for onsite assessments when requested.

Our internal team then reviewed all this information and determined whether or not the factory meet the minimum standards normally applied at Tier 1 of our supply chain.

Over the two years to August 2023, we registered and assessed fifty-eight such factories, 56 of which we assessed as meeting our standards. We estimate that to

date this Tier 2 due diligence represents about 37% of the value within the wood, paper, and textile categories.

The work has been challenging, absorbing considerable time and resources. It entailed a lot of complexity, and detailed record keeping, drawing heavily on our influence with partners at higher tiers of the supply chain. Stakeholders and regulators developing New Zealand's modern slavery legislation will need to anticipate the impact of any future extensive due diligence mandates.

Participants demonstrated a wide spectrum of readiness to participate in the programme – from prompt and proactive to very reticent and requiring lots of persistent attention. We did not achieve all of our disclosure and qualification goals. However overall, we are pleased with what these initial forms of due diligence have revealed. A high percentage of participants were able to share existing and credible social and environmental credentials – especially those larger facilities. All but one facility completed self-assessments and submitted the requested accompanying evidence.

In every instance where we completed our own onsite assessments, we were able to validate the remote self-assessment result. This is a pleasing indicator of the

reliability of self-assessments as a basic form of due diligence we can deploy at this tier of our supply chain.

Our Tier 2 pilot programme will continue for an additional year when we will determine the future scope and design of this work.

a. Although we do not conduct our own due diligence at this supply chain tier our Better Cotton and Forest Stewardship Council memberships both yield intrinsic due diligence at the origin of cotton and timber value chains.

CLIMATE ACTION SUPPLIER EMISSIONS

It is estimated, for retailers like The Warehouse Group, that Greenhouse Gas Emissions within our up and downstream value chains ("Scope 3" emissions) constitute up to 96% of our overall emissions. These emissions are difficult to measure and influence, and span complex interconnected supplier networks and geographies.

Over the past two years we have been building our internal knowledge and capabilities in this area.

We have set an ambitious target to reduce Scope 3 emissions by 50% by 2035 and by 80% by 2040 against a baseline to be established. Most of our Scope 3 emissions are linked to the production of goods in our supply chains, the use of products by customers and their disposal at the end of their life. We have engaged our most important private label suppliers to first, measure, set targets, and then work to reduce their emissions. We are amending our onsite and desktop supplier assessments to include the capture of emissions data so we can better understand the carbon intensity of supplier operations. We will be deploying virtual and in

person training to assist suppliers develop capabilities in this area. We began this engagement in January 2023 with an online event attended by over two hundred suppliers. Here we reaffirmed our broad ethical and sustainable vision and introduced our revised Ethical Sourcing policy provisions on supplier emissions. In addition, we added lessons on Greenhouse Gas management to our supplier eLearning lesson library - 170 of these were completed in the six months to August 2023.

As we start to accumulate improved primary emissions data from our onsite assessments it will be incorporated into supplier scorecards. Insights from this data and our updated Scope 3 footprint will enable our sourcing and buying teams to make more informed choices on supplier selection and less carbon intensive products.

During fiscal 2024, we plan to revisit the larger baseline calculation of our overall Scope 3 footprint across our entire group value chain. The methodologies and emission factors used to generate these estimates are continuously evolving, so it's timely

that we re-examine our earlier work, to ensure we have the most up to date and accurate understanding, so we can deploy our emissions reduction efforts where they are most impactful. Our existing scope 3 targets may also need to be updated as a result of this work.

In the course of the formal supplier dialogues we held this year we found many of them are deploying decarbonisation levers already – such as the installation of solar power and the investment in more energy efficient plant. Likewise with the rapid uptake of (lower carbon) recycled materials within our product specifications and the space optimisation of packaging design with the consequent reduction in shipping emissions.

There is already significant decarbonisation work under way within our supply chain – we need to find ways to quantify and represent this.

Our targets are challenging but it is heartening to see supplier responses to date and the broader industry collaboration and data sharing platforms that are emerging.



WORKER VOICE: CHINA



Understanding workers' views of their workplace is an indispensable component of a responsible sourcing programme. This is why in every independent onsite assessment we undertake, and whenever our own internal ethical specialists visit factories, we always require them to hold private conversations with workers.

Over the past twelve months we estimate that between our external auditors and internal team we have interviewed around 3000 workers. In these interviews auditors are able to cross check worker perspectives and experiences against auditors' other observations, and disclosures and commentary provided by factory management. Conversations like this are an important way to sense the tone of relationships within the workplace. Any negative

indicators such as "coached" responses or excessively conservative participation are captured within the auditors' notes.

The Warehouse Group's workplace posters placed within factories contain a QR Code or local mobile number which workers can use to escalate concerns or grievances directly to The Warehouse.

We had no such escalations in the past twelve months, but within every onsite assessment we conduct we check that the factory is maintaining its own internal grievance policy, procedure and training that ensures confidentiality, freedom from reprisal and a pathway to resolution.

In addition to the above ways to access worker voice we also have developed a specialised onsite "worker voice" assessment conducted by our internal teams. For these we choose candidate factories which, according to follow up audits or information provided by the factory, have successfully corrected failures identified in an audit. We then visit the factory and seek to validate that these improvements have actually manifested in tangible positive changes experienced by workers. We do this by having a series of individual and group conversations with workers.

Over the past two years we have completed thirteen such assessments. A montage of our team members' and workers' commentary captured in our team's notes are illustrated in the two examples below.

Factory A China Stationery Products

At the time of Factory A's last 3rd party assessment some non-conformances were identified in the areas of overtime premium payments, some workers not taking rest days, and lapses in the provision of health and safety training and the provision of personal protection equipment (PPE). Over the course of our corrective action plan (CAP) management support we were able to validate that the factory had remedied these shortcomings. However, our CAP reviewer noted that:

"Factory sent back 2 months attendance records + payroll sheet for review, so far, the 1 day-off in 2 weeks in low season should be guarantee well versus the previous audit finding of 27 workdays without rest, but missing all necessary reasonable action plan, so I am not sure these were real working status or not. All Health Safety issues were fixed well".

So, we chose to conduct a "worker voice" onsite assessment at Factory A to confirm the reality of these improvements and investigate how these changes were manifest in worker sentiment and experiences within their workplace. Below we have captured some of our Ethical Team Members remarks and their annotations of conversations with workers captured at the time of the visit.

TWG Team

"I asked factory to provided 2 months wage payment + attendance records for quick review and found that: 3 out of 10 samples workers received 1 rest day within 15-19 days, 7 remaining workers received one rest day within 14 days. All sample workers are paid the sufficient OT payment rate based on TWG standard level...and the average weekly working hours were less than 72 hours per week for all sample workers. Near 95% onsite EHS violation finding were fixed well... I make inquiry with factory workers when onsite tour. Workers give feedback as below:

WORKER VOICE: CHINA

Workers

Huang: "Dormitory conditions have improved a lot. All rooms are equipped with new air conditioners. In summer, the factory will give us electricity subsidies to use air conditioners, which is very satisfactory."

Wu: "The number of automated machines has increased a lot, and at the same time, the used moulds have been effectively maintained, and the production efficiency has been greatly improved. It used to take 30 minutes to change the product moulds, but now there is almost no waste of operation time. Work efficiency has been greatly improved, ensuring that there are at least 2 days of rest every month."

Liu: "Due to the improvement of automatic production efficiency of the production line, the wage income has increased from more than xxxx yuan last year to more than xxxx yuan at present & near 60% of the wage increase rate, which is very satisfactory."

Chen: "Nowadays, face recognition is used in attendance, instead of the previous fingerprint punch-in. You can record the working time just by taking a look at your face. Previously, everyone was reluctant to queue up to use fingerprint punch-in. Now, this attendance problem has been completely solved, and I am very satisfied."

Jin: "Now the factory implements 5S (workplace management system) to ensure that the whole workshop is clean and tidy. I feel very happy working in it."

Chen: "The factory boss spent a lot of money to improve the greening facilities in the past year, the environment in the factory is now much more beautiful than before, and the mood of coming to work is much better."

Yu: "I have been in the factory for 3 years. Since this year, the factory has installed a cooling fan in our workshop, which reduces the workshop temperature by 4-5° in summer. Working in it is very comfortable, and the workshop management is very humanized and very good."

Sun: "The dining room is much better, from the original 3 dishes to 5 dishes, all of which are free of charge. At the same time, the canteen also provides a small dining room for workers to further improve their meals while the resting days, it is very good."

Wang: "The salary has increased from xxxx yuan to xxxx yuan today, with an increase of nearly 50%, which is due to the operation automation configuration on the assembly line. At the same time, the factory promoted the protection of employees' privacy, and installed the privacy doors of toilets, which was very satisfactory."

Yang: "The environment in the workshop area has improved a lot, and the material area has become more reasonable. This is all due to the on-site 5S safety control implemented by the factory in the past year. I am very happy to work in it, and my salary has also increased a lot. The factory can guarantee at least two days off in every month."



WORKER VOICE: BANGLADESH

Factory B Bangladesh Denim Products

At the time of its initial assessment this factory had non-conformances in working hours, rest days, and health & safety. Over the course of our corrective action plan (CAP) management support we were able to validate that the factory had corrected all these issues. We chose to conduct a “worker voice” onsite assessment to investigate how these changes were manifest in worker sentiment and experiences within their workplace. Below we have captured some of our TWG Ethical Team Members remarks and their annotations of conversations with workers.

Team Member

“After checking randomly payroll documents for October, November, and December, 2022 the average weekly working hour with overtime found 52, 48 and 48 hours respectively which is below than the legal limits – corrected. One day weekly off is not adhered to by the factory - corrected. Naked electric wires were noted in cutting section in ground floor of building – corrected. First aid equipment/contents were not sufficient and also found locked. – corrected. First aiders are found not conversant about first aiding – corrected. It was noted that 15% needle guards of sewing machine were found in displaced – corrected. Generator operator is not using PPE (Earmuff) during operating generator – not corrected. Factory does not hold any current External Environmental Management Accreditation e.g., ISO 14000 (1) FSC (Forest Stewardship Council) – corrected.”

Worker

Masuma Operator. She receives the payment timely. She can enjoy leave whenever she asked for. In her opinion the greenery area of the factory is captivating and eye pleasing. She loves to have her meal in open green field with her colleagues, inside the factory premises. She attended Fire safety training. Masuma informed the current overtime is very lows. She prefers slightly more overtime work.

Rotna Cleaner. She prefers the good team building inside the admin department. She informed that the factory remains closed during weekly holiday. The overtime work hour is less than her expectations. She received fire safety training but could not remember what other trainings she received.

Munni... Fusing asst. She informed that the factory management is providing saline during summer season. She did not ask for any leave after joining. Last 5 months she did not work in weekly holiday. She knows the Worker participatory committee member but never approached them as she did not have any issues to share with them. The overtime work is relatively low.

Nazma ... General operator. She received first aid training from the doctors and currently she is also

an active first aider. She worked here maximum up to 7.00 PM a day. She knows grievance Channel. She wants to have tiffin facility from the management but did not share it with management. She receives attendance bonus. The salary is always given within the 1st week of every month.

Shanti ...Helper. At present she is pregnant. She is not assigned for any heavy work. Every month she has medical check-up done from the inhouse doctor. She mentioned that no overtime work is assigned to her. She also receives additional saline and pregnant worker card so she can leave few minutes earlier from the rest of the workforce. She received the wage and benefit training. In her opinion the factory management is very positive to all workers, and she never saw any harassment in the workplace. She likes the team spirit among the workers.

Rumana Helper. She is working in this facility as a safety committee member. Workers came to her if they see any areas for improvement on health and safety perspective. The factory management is very supportive and active towards them whenever they are informed about any areas for improvement. She also informed that workers are asked to not bring cell phone in the factory premises to improve work efficiency.

Dulana Assistant Operator. She is working here as worker participatory committee member, she informed that she checks the worker grievance box weekly but never received any complain so far. Workers generally come to her to get support for leave approval. She also informed that the overtime work does not exceed after 7.00PM. The factory remains closed in weekly holiday.

Mira Operator. She informed that she receives the monthly salary timely. She is grateful to the factory management as despite her physical challenge (1 finger) she never observed any discrimination in this factory premises. She knows about various training within this facility. The factory management is very supportive to all workers. Due to the good working environment her daughter also joined this company.



APPENDICES



PROGRAMME KEY PERFORMANCE INDICATOR TRENDS

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

Key Measures and Activity Trends	2019 Calendar Year	2020 Calendar Year	2022 Financial Year Aug. 2021 - end Jul. 2022	2023 Financial Year Aug. 2022 - end Jul. 202
Active factories (all categories)	593	489	720	680
Active factories (apparel only) Factories with orders > USD 50K in the period	119	102	94	96
Traceability of orders to Qualified Factories	95%	98%	95%	93%
New factories qualified	240	170	243	184
New factories declined Pass rate of new applicants - 67% in 2020	115	84	65	20
Audits completed (unannounced) Labour and Environmental audits by qualified 3rd parties - all semi-announced since 2019	341	208	253	266
Audit waivers (desktop recognition) approved Recognition of an existing audit report from a qualified 3rd party	77	68	60	75
Average overall audit score Average Audit Subsection scores	84%	86%	87%	88%
• Policies	93%	95%	96%	96%
• Wages and Working Hours	69%	73%	73%	73%
• Health & Safety	90%	90%	92%	94%
• Dormitory	91%	93%	95%	93%
• Environment	86%	87%	89%	90%

Key Measures and Activity Trends	2019 Calendar Year	2020 Calendar Year	2022 Financial Year Aug. 2021 - end Jul. 2022	2023 Financial Year Aug. 2022 - end Jul. 202
Audit transparency achieved % Validated verbal and documented audit disclosures	85%	88%	84%	84%
Unauthorised subcontracting findings Discovered via unannounced production audits... subject to financial penalties	18	22	12	13
Underage worker findings Incidents always followed by a standardised underage worker remediation protocol	0	1	0	1
e-Learning lessons completed Topics include , assessment preparation, working hours control, transparency and ethics, corrective action plans, vendor responsibility	2443	2037	1418	1175
Supplier responsibility trainings In person or virtual trainings focused on improving factories' labour and environmental standards	146	128	290	354
Corrective action plan progress follow up The number of factories under continues improvement monitoring within the calendar year	204	268	236	296

APPAREL AND FOOTWEAR TIER 1

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 Jinqun 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	Shandong	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, Luojiapeng 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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APPAREL AND FOOTWEAR TIER 1

Factory Name	No. of workers	Street Zone	Town	City	Province	Country
Appollo Knit Wear (BD)	400	Plot No# I- 5/1, Road No#07, Section#07, Pallabi, Mirpur, Dhaka-1216.	Mirpur, Pallabi	Dhaka	Dhaka North	Bangladesh
Arrival Fashion (Bhaluka)	574	Holding No. 18, Mamarishpur, Mollikbari	Bhaluka	Bhaluka	Mymensingh-2240	Bangladesh
Birds RNR Fashions	2400	113, Baipail	Ashulia	Savar	Dhaka	Bangladesh
Epoch Garments Limited	900	Dhalabari, Vawal Rajabari-1742, Sreepur	Gazipur	Dhaka	Dhaka	Bangladesh
Essential Clothing	770	Akulichala, Sakashor	Maddhapara	Gazipur	Dhaka	Bangladesh
Farseeing Knit Compos	680	Faridpur, Telihati, Sreepur, Gazipur.	Sreepur	Gazipur	Dhaka	Bangladesh
Hams Garments	4850	Dakkhin Vangnahati, Boiragirchala	Sreepur	Gazipur	Gazipur	Bangladesh
Impress-Newtex Composite	4700	Gorai	Mirzapur	Tangail		Bangladesh
KM Nobely Garments	1945	Zarun	Konabari	Gazipur	Dhaka	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		Bangladesh
Mahmud Fashion	2550	Baroipara, Ashulia, Savar, Dhaka	Savar	Dhaka		Bangladesh
Matrix Styles Ltd	990	Degerchala, National University	Gazipur	Dhaka		Bangladesh
Meghna Denims	2086	7 No, Kewa	Gazipur	Gazipur	Sreepur	Bangladesh
Network Clothing	1000	228/3, Shahid Rawshan Sarak, Chandana	Gazipur	Gazipur		Bangladesh
Newtex Knit Fashions	1573	Gorai	Mirzapur	Tangail	Dhaka	Bangladesh
Nine 2 Nine Intimates	1052	35 A&B Kalurghat Heavy I/A	Chattogram - 4208	Chattogram		Bangladesh
Northern Corporation Ltd	1256	Tepirbari	Sreepur	Gazipur		Bangladesh
Parkview Dresses	700	30/2-Old,111-New, Darail, Sataish	Tongi	Gazipur	Dhaka	Bangladesh
Southern Services Ltd	985	Zirabo	Ashulia, Savar	Dhaka	Dhaka	Bangladesh
TM Fashions	2400	Chandana Chowrasta	Gazipur Sadar	Gazipur City	Gazipur	Bangladesh
	2400	113, Baipail, Ashulia	Savar	Dhaka		Bangladesh
	985	Zirabo, Ashulia,	Savar	Dhaka		Bangladesh
Anhui Changfeng Kanghua	30	200m West From Gangji Village Office	Changfei County	Hefei	Anhui	China
Baijia (Fujian) Underwear	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		China
Binda Footwear	150	Xiaoxiawu Xindian Village	Chidian	Jinjiang, Quanzhou	Fujian	China
Changshan Longxi Shoes	50	20 Wanyou Road, Huibu Town, Changshan County	Changshan	Quzhou	Zhejiang	China
Changzhou Gaorui Clothing	200	No.16, Hongshan Road	Jintan	Changzhou	Jiangsu	China
Changzhou Gaotian Clothing	111	401 Changhong East Road, Yaoguan Town, Changzhou Economic Development Zone	Yaoguan	Changzhou	Jiangsu	China
Cixi Aoerlan Garment	55	No.142, Datang West, Songjiacao Village, Kuangyan Town		Cixi City	Zhejiang	China
Crown Name (WH) Protective	550	Zhucheng	Xinzhou	Wuhan	Hubei	China
Dewdrop Jewelry	150	No.151 Hexing Road, Shatou District	Changan Town,	Dongguan City	Guangdong	China
Dongguan City Changan Zhuomei	30	Floor 3, No.13 Rongfu Road, Shangsha Community	Changan	Dongguan	Guangdong	China
Dongguan Yongzhi Leather	25	No.16 2nd Lane, Xuatang Village	Liaobu	Dongguan	Guangdong	China
Fanchang Huanghu Garment	120	Huanghu	Fangchang	Wuhu	Ahhu	China
FBIZ Factory	200	7f, Building A, Heng Yuan Square, Bei San Huan Rd East		Cixi	Zhejiang	China

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APPAREL AND FOOTWEAR TIER 1

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Shantou Henghao Apparel		100	No.202 Raozhong Road, Shangqi Village	Gurao	Shantou	Guangdong	China
Shantou Yufeng Knitting		400	Dongyanggou, Huaguang Village	Gurao Town, Chaoyang District	Shantou	Guangdong	China
Shaoxing Jinxin Garments		158	Fengle Village Shangwang Village	Jianhu Town	Shaoxing City	Zhejiang	China
Shaoxing Keqiao Hesheng		140	108th Yueqi Road	Pingshui Town Keqiao District Shaoxing City	Shaoxing City	Zhejiang	China
Shaoxing keqiao liaoliang		85	50m West Of 212 Provincial Road	Pingshui		Zhejiang	China
Shaoxing Linyue Garment		75	Room 303 , Bld 1#, Zhongxing South Rd. 853#	Jiuli Industrial Park	Shaoxing	Zhejiang	China
Shaoxing Qijian Garment		95	Jishan Street Caojiang Road No.13-1	Yuecheng	Shaoxing	Zhejiang	China
Shaoxing Tangren Shoes		210	No.111 Shuangta Road	Economic Development District	Shaoxing	Zhejiang Province	China
Shaoxing YueWang Garment		50	Shangjiang Village (Used To Be Beside The Shangfan Road Of Tangjia Village)	Gaobu	Shaoxing	Zhejiang	China
Shengzhou Manbeny Necktie		100	2/F, No.2 Building	No. 138, Putian Ave	Shengzhou City	Zhejiang Province	China
Sihui Tongxiang Shoes (FAMA)		67	No.5, (Workshop 1) No.53, Xinhua Road, Chengzhong Street, Sihui City, Guangdong Province		Sihui	Guangdong	China
Sunny Jet Hosiery (FAMA)		141	No.9 Longquan Road	Guangling Industry Zone	Yangzhou	Jiangsu	China
Suzhou Zhongxing Arts & Crafts		68	No.158-7 Hua Shan Road	Suzhou New District	Suzhou	Jiangsu	China
Taizhou Simeite Shoes (FAMA)		450	Southwest Of No.1 Road	Louqi Industrial	Wenling	Zhejiang	China
Taizhou Zhonglv Shoes		95	West Of 2nd Floor,Building 2 Of Pengte Electrical,East Of The Village Of Shengqiao Village	Zeguo	Wenling	Zhejiang	China
TG00261 (OOS)		298	Nanhai	Dali Town	Foshan	Guangdong	China
Tianchang Xiangyun Hats		105	Xuzhuang Village, Lulong Community	Lulong	Tianchang	Anhui	China
TianjiaoHua		100	50 Meters To The West Of Hejing Block, Xihuan South Road, Baoping St	Baodi	Tianjin		China
Tonglu Kairui Knitting		47	No.189, Xihuang Road, Shengfeng Village	Hengcun Town	Tonglu	Zhejiang	China
Weihai Select Garment		148	3f, South Gate, No.238, North Qingdao Road		Weihai City	Shandong	China
Wenling Hongrun Shoes (FAMA)		98	Louqi	Wenqiao	Wenling	Zhejiang	China
Wenling Kaijie Shoes		118	Cross Road Of Erhuan Road & South Wanghe Road	Muyu,	Wenling,	Zhejiang,	China

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PRIVATE LABEL APPAREL BRAND LIST

Active Intent

Active Intent Girls'

Active Intent Sports

Beach Works

Blue Collar

Comfort For You

Garage

H&H

H&H Kids'

H&H Maternity

H&H Men's

H&H Plus

Pickaberry

Rivet

Schooltex

Young Original

NON APPAREL CATEGORY TIER 1

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
The Belgian Chocolate (Oos)		150	Geelseweg 72	Olen	Antwerp		Belgium
Amos Sweets Co.,Ltd		350	Songgang	Baoan	Shenzhen	Guangdong	China
Anhui Fengyang Longteng Glass		40	Zheshang Industrial Park	Fengyang County	Fengyang County	Anhui	China
Anhui Xiazhen Down&Feather		170	No 988	Tong'an South Road	Tongcheng	Anhui	China
Bestway (Nantong) Recreation		2150	No.8 West Huimin Road, Rugao Economic Development Zone	Rugao	Nantong	Jiangsu	China
Changle Yixin Home		100	No 80-81 Plant,Jinshan Airport Industrial Concentration Area	Pengcheng Road No 18,Hunan	Changle	Fujian	China
Changzhou Henyuan Garden Suppl		250	Qian Huang Industry Town		Changzhou	Jiangsu	China
Changzhou Shengding Electronic		300	Qinxiang Village	Lijia Town,Wujin District,Changzhou City		Jiangsu	China
Chaozhou Shing Fung Yuen		120	No.9-1 Zhenchaonan Road	Fengxi	Chaozhou	Guangdong	China
Chaozhou Weida Lighting		120	Side Of Gubantou Middle School	Fengxi	Chaozhou	Guangdong	China
Chuangjia(Fujian) Sanitary		150	No.14 Xinnan Road	Tangxi Industrial Park, Luojiang District	Quanzhou	Fujian	China
Cixi Yulong Electric Appliance		350	No.228, Weiyi Rd	Chongshou Town	Cixi	Zhejiang	China
Cixi Zhaofeng Electric		94	Yuanxiang Village,	Andong	Cixi	Zhejiang	China
Clean Tech Hygiene		60	No.12, Fuzhong Road	Banfu Town	Zhongshan	Gd	China
Dongguan Sharp Lighting		47	No.3, Bei San Road, Banhu Village,	Huangjiang Town,	Dongguan	Guangdong	China
Dongguankingsun Optoelectronic		495	Building 2, No.11, Xiyu Road,	Hengli Town	Dongguan	Guangdong	China
Dongyang Elephant (Wanma)		175	Nanma Industrial Park	Nanma	Dongyang	Zhejiang	China
Ezy Storage Manufacturing		38	22nd Building Sanyou Industry Zone	Juanqiao	Taizhou	Luqiao District	China
Fenghua Yuhong Arts & Crafts		25	No.2 Houwang North Road	Xikou	Ningbo	Zhejiang	China
Fest Furniture		60	Dongzhang Town Industrial Development District	Dongzhang	Fuzhou Fuqing	Fujian Province	China
Fortress Expert		216	Building1,No.3,Changhong 4th Road,Zhangkeng	Hengli	Dongguan	Guangdong	China
Foshan Shunde Midea Electrical		3000	No.19 Sanle Road	Beijiao	Shunde, Foshan	Guangdong	China
Fujian Dehua Zhongxin Ceramics		69	Chengdong Industrial Zone	Xunzhong	Dehua	Fujian	China
Fujian Homeplus Enterprise		149	No.61 Ruian Rd.,Donghu Town	Lianjiang	Fuzhou	Fujian	China
Fujian Kanglaibao		200	No.1, Industrial 6th-Road, Industrial Area,	Lian Cheng County	Longyan	Fujian	China
Fuzhou Guangxia Arts		15	3rd Floor, No.16-1 Guanzhuang Road,	Ganzhe Street,	Minhou Fuzhou,	Fujian	China
Fuzhou Jinghong Furniture		67	Shui Tou Village	Yuxi Town	Fuqing	Fujian	China
Guangdong Wireking Metal		458	No.11.Wusha, Shunpan Road, Daliang St	Daliang,Shunde	Foshan	Guangdong	China
Guangdong Homa (Dongfu)-Oos		838	No.37, Dongfu North Road	Nantou	Zhongshan	Guangdong	China
Guangdong Midea Kitchen		10000	No.6 Yong An Road	Beijiao, Shunde	Foshan	Guangdong	China
Guangdong Suncook Kitche		135	Unit 2, No.74, Hongqi Zhong Road, Ronggui,	Shunde	Foshan	Guangdong Sheng	China
Guangdong Xinbao Electrical		13581	Zhenghe South Road	Leliu	Foshan	Guangdong	China
Guangzhou Guangsheng Hardware		15	Houyuanmu Yanjiang Road, Buyun County	Tanbu Town	Guangzhou	Guangdong	China
Guangzhou Jie Li Electron (Wh)		116	Room 401, 301, 201, 101, Block A, No.5, Xinke Kejia Yuanxing Rd, Jiahe St	Baiyun District	Guangzhou	Guangdong	China
Guangzhou Midea Hualing Refrig		1600	No. 5 Xinguang Fourth Road		Guangzhou	Guangdong	China
Guangzhou Panyu Juda Car Audio		2000	Dashi	Panyu	Guangzhou	Guangdong	China
Haian Xintiandi Welding		56	No. 16, Liankang East Road,	Qutang Town	Haian, Nantong City	Jiangsu	China
Hangzhou Santec (Sanford)		110	8 Sheng Di Road,Yuhang Industrial Zone	Shenjiaodian, Yuhang Town	Hangzhou	Zhejiang	China
Hangzhou Tianyuan Pet Products		218	West Xingyi Rd.	Xingqiao Town, Linping, Yuhang	Hangzhou	Zhejiang	China

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NON APPAREL CATEGORY TIER 1

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Hefei Hualing		2920	No. 88 Yulan Road		Hefei	Anhui	China
Hefei Midea Laundry Appliance		2906	No. 88, Yulan Road	High-Tech District	Hefei	Anhui	China
Homco Household Products		40	Building 4, F1-4, No.433 Huafeng West Road,	Xietang	Jinhua	Zhejiang	China
Huangshan Snugglebedding		180	No. 63 Meiling Avenue	Huangshan	Huangshan	Anhui	China
Hubei Halsun Leisure Products		60	Chuandong Dadao	Miersi	Huanggang	Hubei	China
Huimin Jiayue Home		49	Industrial Park	Zijiao Town	Binzhou City	Shandong Province China	China
Huizhou Dns Technology (Fama)		498	5 Dongshun South Road	Dongjiang Hi-Tech Industrial Park, Zhongkai Hi-Tech Zone	Huizhou	Guangdong	China
Huizhou Lily Everest		48	Jiashi 'Ao	Gongzhuang	Huizhou	Guangdong	China
Jiande Chengxin Home (Fama)		86	Heping Village	Qiantan Town	Jiande	Zhejiang	China
Jiande City Keelong Textiles		33	Huangliyang Industrial Zone	Qiantan	Jiande, Hangzhou	Zhejiang	China
Jiande City Yaoxin Knitting		149	Dayang Development Zone	Dayang Town	Jiande, Hangzhou	Zhejiang	China
Jiande Hongyi textile (Fama)		31	Huangliyang Industrial Functional Zone	Qiantan Town	Jiande, Hangzhou	Zhejiang	China
Jiangmen Elite Electric		100	N0. 12 Shanggang West 1st Road	Songling Industrial Zone, Duruan Town	Pengjiang District, Jiangmen City	Guangdong Province, 529075	China
Jiangsu Midea Cleaning		1457	Caohu Avenue	Xiangcheng	Suzhou	Jiangsu	China
Jiaxing Mods Travel		150	1288 Ziyu Road	Daqiao Town, Nanhu District	Jiaxing	Zhejiang	China
Jieyang Fangyuan Stainless		170	End Section Of 2nd Road, Hecuo Industrial Zone, Meiyun Sub District	Rongcheng	Jieyang	Guangdong	China
Kaiping Sixin Garment (Oos)		70	5th Building, 1st West District, Xihu Second Road	Cuishanhu New District	Kai Ping	Guang Dong	China
Lianyungang Senhuxi Foodstuff		225	No.8, Puxi Road	Xinpu Development Zone,	Lianyungang	Jiangsu	China
Linyi Hongshun Porcelain		700	Xishan Village,	Luo Zhuang District	Linyi	Shandong	China
Litbright Candle (Shijiazhuang)		49	Zhidu Village	Jiumen Town, Gaocheng District	Shijiazhuang	Hebei	China
Loctek Ergonomic (Logitek)		643	No.588 Qihang South Road	Binhai Industrial Zone, Yinzhou District	Ningbo	Zhejiang	China
Loftex Industries (Fama)		188	No.69 Wutong 7 Road	Binbei, Bincheng District	Binzhou	Shandong	China
Megasoft (China)		900	No.1xinqiang Rd, Machinery Printing Base, Gaoxin District,	Hongshan Town,	Shishi City,	Fujian Province	China
Mijump Sports		52	No.65 Huancheng West Road	Jinhu County	Huaian City	Jiangsu Province	China
Nantong Farady Textile		173	Chuangang West	Chuanjiang Town, Tongzhou District	Nantong	Jiangsu	China
Nantong Werun Fitness (Weilang)		70	Chahe Town	Rudong County	Nantong	Jiangsu	China
Nanxun Herun Hometextile (Fama)		100	No 301, North Jizhao Road	Zhudun Industrial Zone, Linghu	Linghu Town, Nanxun District, Huzhou City	Zhejiang	China
Naturecare Cosmetics		455	No. 837 Huancheng North Road, Fuxi Sub-District,	Deqing County	Huzhou City	Zhejiang Province	China
Ningbo Baishun Electric		50	Meiqiao Industrial	No.15 Sansheng East Road	Ninghai	Zhejiang	China
Ningbo Dahua Electric Appliance		400	Yangming West Road, 2008	Xiaodong	Yuyao	Zhejiang	China
Ningbo Deye Domestic Electric		601	No.26 South Yongjiang	Beilun	Ningbo	Zhejiang	China
Ningbo Dongji Electronic		160	No.2 Weiyi Road, Fanshi Industrial Zone	Longshan Town	Cixi City	Zhejiang	China
Ningbo Dongquan Plastic		47	No.11, Yucai Road,	Hengjie Development Zone	Ningbo	Zhejiang	China
Ningbo Feihong Stationery		500	No.8, Fengxiang Road, South Area Economic Development	Yuyao	Ningbo	Zhejiang	China
Ningbo Huining Textile		320	No.13 Huadun Road	Maoshan Industry Area, Yinzhou District	Ningbo	Zhejiang	China

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Ningbo Jiangbei Sufeng Plastic	12	Second Floor No.5 Building, No.12 Xingcheng Road	Jiangbei Cicheng	Ningbo	Zhejiang	China	
Ningbo Pershow Electrical	468	No.212 Xinlang Road,	Langxia	Yuyao	Zhejiang	China	
Ningbo Texstar Industry	80	No. 30-48 Ji Loop Circuit Road	Jishigang, Yinzhou District	Ningbo	Zhejiang	China	
Ningbo United Cable	80	No.58, Jidian Road	Hang Zhou Bay Industrial Zone	Cixi	Zhejiang	China	
Ningbo Xihe Children Products	300	Tiantong	Simen	Yuyao	Zhejiang	China	
Ningbo Yuchen Garden	46	No.15 Gangdong Avenue, Ningbo Free Trade Zone		Ningbo	Zhejiang	China	
Pan'an Wellsun Arts & Crafts	74	No. 30 Genxi First Road		Pan'an	Zhejiang	China	
Pinefields Limited	150	Shiwei Village, Sanhe Industrial Zone	Huiyang District,	Huizhou City	Guangdong	China	
Qidong Shenle Art & Craft	160	No. 50, Jiang Bin Road	Binhai Industry Development Zone	Qidong	Jiangsu	China	
Qingdao Henglian Plastic	200	Tengfei Road	Duanpolan, Jimo	Qingdao	Shandong	China	
Rongdian Electronics	400	Floor 3 Yuyuan Industrial Park, Xinhua Road, Shayao Village	Shijie	Dongguan	Guangdong	China	
Shandong Jusheng Glass	150	Nanzhuang Village,	Yuanquan Town, Boshan District	Zibo City,	Shandong	China	
Shanghai Worth Garden	300	No 2399, Shengang Road, Songjiang District.		Shanghai		China	
Shantou Chenghai Haoxiang Toys	80	Xingda Industrial Zone, Toufen Village,	Fengxiang, Chenghai District,	Shantou, 515824	Guangdong	China	
Shantou Chenghai Jingwei (Oos)	200	Nanwan Industrial Area	Lianxia, Chenghai	Shantou	Guangdong	China	
Shantou Chenghai Tenglong	350	Lianfeng West Road	Lianxia	Shantou	Guangdong	China	
Shantou P&C Plastic	70	Yingbin South Road	Chenghai	Shantou	Guangdong	China	
Shaoxing Mengfan Textile	70	No.9, Shu Nan Road, Ke Bei Industrial Zone		Shaoxing	Zhejiang	China	
Shenzhen Chuangwei-Rgb	9823	Chuangwei Science And Technology Industrial Park, Tangtou No.1 Raod, Shiyuan Street	Bao'an	Shenzhen	Guangdong	China	
Shenzhen Lisaier Tronics (Fama)	181	No.22, Xihu Industrial Park	Xikeng Henggang Town	Longgang District, Shenzhen	Guangdong	China	
Shenzhen Maxevis (Jizhao)	50	F2, He Zhou Zhongkenuo Industrial Zone, Hezhou District, Hangcheng Street	Baoan	Shenzhen	Guangdong	China	
Shenzhen Mtc	4000	Lilang	Longgang	Shenzhen	Guangdong	China	
Shenzhen Weiking Tech (Fama)	268	No.431, Huating Road, Dalang Street	Longhua New District	Shenzhen	Guangdong	China	
Suixi Baishijia Electrical	49	Part 2, No.6, Guodao 207 South	Lingbei Town	Suixi County	Guangdong	China	
Taizhoushi Changhong Electric	200	Hengjie Town	Taizhou	Taizhou	Zhejiang	China	
Teamhold Arts And Crafts	138	53# Youth Road	Shiyan Town	Shenzhen	Guangdong	China	
Tianjin Lovehome Carpet	25	Jinwei Road, Huangliuzhuang Village	Cuihuangkou Town	Tianjin		China	
Tongxiang Huating Textile	60	Buidling 3, No.258, Huashi East Road	Wuzhen	Tongxiang	Zhejiang	China	
Tongxiang Sangyuan Textiles	50	No.2 Kangning Rd	Longxiang Industrial Zone	Tongxiang	Zhejiang	China	
Travelwell Sportswear (Fama)	150	Huangcang Industrial Zone	Zhangpu	Zhangzhou	Fujian	China	
Wanxinda (Guangzhou)	420	No.14, Gaoxin Road, Automobile Zone,	Huadu	Guangzhou	Guangdong	China	
Wenzhou Cazzpc Home Decoration	41	Taoxi Village, Chaoji Village	Huling Town	Ruian City	Zhejiang	China	
Wenzhou Chongkun Printing	34	No.8 Yongjin Road,	Lingxi	Wenzhou	Zhejiang	China	
Wuxi Little Swan Electric	3000	No.18 South Changjiang Road	New District	Wuxi	Jiangsu	China	
Wuyi Yingting Kitchenware	50	No.27 Mudan Road, Baihuashan Industrial Zone	Wuyi	Jinhua	Zhejiang	China	
Xiamen Feifei Bag	450	No.01, Xinguang Road, Xinyang	Haicang	Xiamen	Fujian	China	
Xilinmen Furniture (Shaoxing)	1358	No.13-1 Sanjiang East Road	0	Shaoxing	Zhejiang	China	
Yangjiang K.w.I Industrial	49	No. A3-2	Yidong Industrial Zone, Jiangcheng District,	Yangjiang	Guangdong	China	

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Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Yiming Accessories		37	2th Floor,B Building ,No.11, Min An Street	Hua Dou	Guang Zhou	Guang Dong	China
Yiwu Suki Crystal Jewelry		45	No. 490, Chengdian South Road	Yiwu	Jinhua City	Zhejiang Province,	China
Yongkang Chunjiang		99	Changlong Industy Area	Longshan	Yongkang	Zhejiang	China
Yongkang Longhe Cup Industry		38	No.638 Jiuzhou West Road,	Economic Development Zone	Yongkang	Zhejiang	China
Zhejiang Biyi Electric		473	No.88 Road Yuzhaojiang	Chengdong	Yuyao	Zhejiang	China
Zhejiang Dragon Toys		80	No.1 Chuangxin Avenue, Yangliuhe Development Zone, Bailong Street,	Yunhe	Lishui	Zhejiang	China
Zhejiang Greatstar Industrial		700	No.11-1 Qihui Road,	Changan Town	Haining	Zhejiang	China
Zhejiang Green Sport		200	No.359 Xing Zhong Road, Yuhang Economic Development Area,	0	Hangzhou	Zhejiang	China
Zhejiang Guanhong Luggage		75	101, Building 5, District 9, Wanyang Industrial Zone, Bihu Town	Liandu District	Lishui	Zhejiang	China
Zhejiang Huandi Industry		34	No.96 Industrial Avenue Lihuai Industrial Function Zone	Weishan	Dongyang	Zhejiang	China
Zhejiang Miracle Hometextile		83	18 Building, #11 Fanrong Road	Lihai Town, Binhai New Town	Shaoxing City	Zhejiang	China
Zhejiang Pinyao Technology		100	No. 9, Hengxing Road	Beiyang Town	Huangyan District, Taizhou City	Zhejiang Province	China
Zhejiang Tengone Houseware		50	No.55 Huichuan Road,	Xizhou, Xiangshan County	Ningbo	Zhejiang	China
Zhenjiang Yko Child Product		130	Qiangling Road		Zhenjiang	Jiangsu	China
Zhong Shan City Richsound		550	Qunle Industrial Area,East Shagang Road	Gangkou Town	Zhongshan	Guangdong	China
Zhongshan Chunkai Electronics		150	38 Dongfu Road,	Fusha Town,	Zhongshan City	Guangdong	China
Zhu Cheng Jinhong Wood		69	Sanquanjing Road Shunwang Street	Zhucheng	Weifang	Shandong	China
German Capsule Solution (Oos)		200	Senefelderstrasse 44	Bergisch Gladbach	Bergisch Gladbach	North Rhine Westphalia	Germany
Milcafea (Oos)		140	Cafeastrabe 1		Rathenow 14712		Germany
Wilhelm Reuss Gmbh (Oos)		514	Sonnenallee 227		Berlin	Berlin	Germany
Atlas Export Enterprises (Fama)		1600	29-J Pugalur Road	Karur	Karur	Tamilnadu	India
Kabeer Industries		60	Plot# 189, Huda, Sec-25, Part-Ii	Panipat	Panipat	Haryana	India
Kunal Housewares		90	76/2 Palghar Manor Road,	Netali Village,	Palghar East	Dist- Palghar, Maharashtra	India
Lt Foods Ltd		300	43 Km Stone, Gt Road, Bahalgarh	Sonipat	Sonipat	Haryana	India
Tokyo Plast International		120	Shed No. 371-372, Fa Type 2, Sector 4, Ksez	Gandhidham	Gandhidham	Gujarat	India
Trident Limited 2 (Budhni)		4791	Hoshangabad Road	Budhni	Budhni	Madhya Pradesh]	India
Welspun India (Vapi) - Fama		5780	Survey No: 76,76/P1,78,79,80 /P,80,80/1,81,82,85,86,87,87/2,88,110,260,261/1,261/2,262,263,74,	Vapi	Vapi	Gujarat	India
Welspun India Limited (Fama)		9843	S. No. 666/1, 666/2, 667, 668, 669, The670, 674, 675, 676, 677 To 699,698, 697, Varsamedi	Anjar	Kutch	Gujarat	India
Pt Pindo Deli Pulp & Paper		2793	Jl. Raya Minas Perawang Km. 26	Desa Pinang Sebatang	Kecamatan Tualang, Kabupaten Siak,	Provinsi Riau	Indonesia
Ansan Factory Of Onejung		90	1052-4	Shingil-Dong, Danwon-Ku,	Ansan City	Kyonggi-Do	Korea
Dobeles Dzirnavniesks As		326	Spodribas Str 4	Dobele	Dobele		Latvia
Gul Ahmed Textile		0	Plot # 368 369	Main National Highway Landhi Industrial Area	Karachi	Sindh	Pakistan
Yunus Textile Mills		4000	H-23/1 Landhi Industrial Area		Karachi	Sind	Pakistan
Scandic Food Sp. Zo.o		150	Ul. Spacerowa 22	27-300	Lipsko	Lipsko	Poland
Ban Mai		100	1/2 Group 2, Khanh Long Quarter, Tan Phuoc Khanh Ward	Binh Thuan 2, Thuan Giao, Thuan An	Tan Uyen District	Binh Duong Province	Vietnam
Instanta Vietnam		129	Factory D1	Thuy Nguyen	Hai Phong	Hai Phong	Vietnam
Minh Phat Ceramics		402	1/330 Hoa Lan 2	Thuan Giao Ward, Thuan An District	Ho Chi Minh	1/330 Hoa Lan 2	Vietnam
Net Detergent (Net Ul3p)		180	D4 Street, Loc An	Binh Son Village	Hcmc	Dong Hai	Vietnam
Nghia Tin Wooden Furniture		125	An Hoa 1 Hamlet Phuoc	An Commune	Tuy Phouc	Binh Dinh	Vietnam
Scancom Vietnam		3645	Lot 10, Street No.8, Song Than 1 Industrial Park	Di An		Binh Duong	Vietnam
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

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TIER 2 – MANUFACTURING INPUTS

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Ablum Design Ltd	Dyeing	450	Nayamati, Kutuppur	Narayongonj	Narayongonj	Dhaka	Bangladesh
Aps Knit Composit Ltd	Dyeing	1500	Kamargaon, Tongi-Kaligonj Road	Gazipur	Gazipur	Dhaka	Bangladesh
Bht Industries Ltd	Spun Polyester & Thread	518	House # 6, Road # 4, Block # F	Banani	Dhaka		Bangladesh
Blue Seal Textile Ltd	Dyeing	260	Mulaid, Sreepur, Gazipur	Sreepur	Gazipur		Bangladesh
Checkpoint Systems Bangladesh Ltd	Labels	609	Adamjee Export Processing Zone	Narayangonj	-	Dhaka	Bangladesh
Checkpoint Systems Bangladesh Ltd	Trims And Accessories	609	Plot 37 & 56, Aepz	Narayangonj	Narayangonj	Narayangonj	Bangladesh
Giant Textiles Ltd	Fabric & Dyeing	65	Baniachala, Bhabanipur	Gazipur Sadar	Gazipur	Dhaka	Bangladesh
Impress Accessories Ltd	Assort Poly, Blister Poly, Tissue & Button	430	Jabbar Sarkar Road, Rangamatia	Durgapur	Ashulia	Dhaka	Bangladesh
Impress - Newtex Composite Textiles Ltd. (Textile Unit)	Dyeing, Knitting, Washing,	2200	Gorai, Mirzapur,Tangail	Mirzapur	Tangail	Dhaka	Bangladesh
M&U Packaging Ltd	Back Board & Carton	515	Dhanua,Sreepur,Gazipur,Dhaka, Bangladesh	Sreepur	Gazipur	Dhaka	Bangladesh
M.m. Knitwear Ltd	All Over Printing	8100	Ambagh Road	Konabari	Gazipur	Dhaka	Bangladesh
M.n Dyeing, Printing & Washing Mills Ltd	Dyeing	1790	Baniarchala, Bhabanipur	Gazipur Sadar	Gazipur	Gazipur	Bangladesh
Mak Screen Printing	Printing	50	Plot No: G-60/61, Road No: N-1/1, E-2	Eastern Housing	Mirpur	Dhaka	Bangladesh
Maksons Spinning Mills Limited	Yarn	2000	Gouripur	Ashulia	Saver	Dhaka	Bangladesh
Montrims Ltd	Accessories	2084	Mouchak, Kaliakair	Gazipur	Gazipur	Dhaka	Bangladesh
Mrc Embroidary	Embroidery	60	Plot-34, Block C, Uttor Rajabari Dhour Main Road, Nishatnagar, Turag, Dhaka-1230	Turag	Dhaka	-	Bangladesh
Mrm Printing & Accessories	Printing	33	Block # G, 43 Road, E/1, Eastern Housing 2nd Porbo, Mirpur, Dhaka	Mirpur	Dhaka	-	Bangladesh
Orix Washing Project	Washing & Dyeing	310	Uttara	Dhaka-1230	Dhaka	Dhaka	Bangladesh
Polo Composite Knit Industries Ltd	Dyeing	2400	226, Singair Road, Hemayetpur, Savar	Dhaka	Dhaka	-	Bangladesh
Pretty Composite Textiles Ltd	Dyeing	1463	Jamgora, Ashulia	Savar	Dhaka	Dhaka	Bangladesh
Tamishna Dyeing Industries Ltd	Dyeing & Washing	100	Nishatnagar, Bhadam	Tongi	Gazipur	Gazipur	Bangladesh
Unique Washing & Dyeing	Washing & Dyeing	773	Kalameshar K.b. Bazar	Gazipur,	Gazipur.	Dhaka	Bangladesh
Yunusco T&A (Bd) Limited, Unit-2	Dyeing And Printing	2079	35/A & B, Kalurghat Heavy Industrial Area	-	Chattogram	-	Bangladesh
Binzhou Changhe Textile Co. Ltd	Care Lable	15	Dongwang Village	Liangcai	Binzhou	Shandong	China
Changzhou East Noah Printign And Dyeing Co. Ltd	Printing	390	Weitang Industrial	Chunjiang	Changzhou	Jiangsu	China
Chengwu Jiahe Packaging Co. Ltd	Packaging	30	Goucun	Goucun Town	Heze	Shandong	China
Chuang He Sheng Carton Company	Carton	40	Area A, Third Floor, No. 9, Fuming West 2nd Road, Xike Town	Tong'an	Xiamen	Fujian	China
Fest Furniture Co. Ltd	Lamination	46	Shuitou Village	Yuxi Town	Fuqing	Fujian	China
Fujian Fortunes Textile & Dyeing Co. Ltd	Dyeing And Printing	498	Donghaian Development Zone	Shenhu	Jinjiang	Fujian	China
Fujian Shilianda Garment Accessories Co. Ltd	Trim	100	No. 11, Zone 1, Shuitou Industrial Zone	Hanjiang Town	Jinjiang	Fujian	China
Fuzhou Huachen Paper Packaging Co. Ltd	Packaging	48	No.18, Chang'an Road	Tingjiang Town, Mawei District	Fuzhou	Fujian	China
Haiyan Huayi Printing Co. Ltd	Insert	20	No. 17, Hanfang Building, Hanfang Printing Industrial, Creative Park, Baibu Town	Haiyan County	Jiaxing	Zhejiang	China
Hangzhou Danglong Packing Material Co. Ltd	Packaging (Carton Box)	11	Dongcun Village	Yinong Town,Xiaoshan District	Hangzhou	Zhejiang	China

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TIER 2 – MANUFACTURING INPUTS

Product/Process	Factory Names	No. of Workers	Street Zone	Town	City	Province	Country
Heze Hong Xueda Clothing Supplies Co. Ltd	Accessory	50	Huang Gang Industrial Park	Mudan District	Heze	Shandong	China
Heze Mudan Dongtai Clothing Co. Ltd	Embroidery	26	No.6 Hexie Road	Huang Town	Heze	Shandong	China
Jiangsu Hongshu Textile Technology	Dyeing	105	Yancheng Textile Dyeing And Finishing Industrial Park	Linhai Town, Sheyang County	Yancheng	Jiangsu	China
Jiangsu Hendry Textile Printing & Dying Co. Ltd	Fabric	90	No.2 Kaixuan Road	Economic & Technology Development Zone	Yixing	Jiangsu	China
Jiangsu Sparta Advanced Materials Co. Ltd	Fabric	60	No.5 Haiyang Street	Haiyu	Suzhou	Jiangsu	China
Jinjiang Baijia Knitting Co. Ltd	Fabric	45	Baijia Industrial Park Huahai Village	Shenhu Town	Jinjiang	Fujian	China
Jinjiang Jinran Printing Co. Ltd	Packaging	40	Kengbian Industrial	Shenhu	Jinjiang	Fujian	China
Ningbo Hongfeng Packing Factory	Packing	12	Ouchi	Guilin	Ningbo	Zhejiang	China
Ningbo Yuefeng Knitting Co Ltd	Embroidery	9	Miaohou Village Gulin	Haishu	Ningbo	Zhejiang	China
Ningbo Jiema Digital Embossing Co. Ltd	Printing	18	Chehedu	Shiqi	Haishu	Zhejiang	China
Ningbo Jiyong Co. Ltd	Accessory	19	Hengjie	Haishu	Ningbo	Zhejiang	China
Qingdao Juntengzhengye Packaging Co. Ltd	Pvc Bag	47	The East Of Longquanhe 2nd Rd. Jimo Auto Industrial Zone	Jimo	Qingdao	Shandong	China
Quanzhou A Er Sha Textile Co. Ltd	Fabric	115	1st #2 Floor, 79 Yatai Road	Open Economic Region	Quanzhou	Fujian	China
Shandong Sanhe Maofang Textile Co. Ltd	Carton	20	West Of Bohai 22rd ,South Of Huanghe 6rd	Bincheng District	Binzhou	Shandong	China
Shaoxing Bolihao Home Textiles Co. Ltd	Pilling	220	Xujiaqiao Village Industrial Park, Sunduan Street	Yuecheng District	Shaoxing	Zhejiang	China
Shaoxing Chuanglian Packaging Co. Ltd	Packaging	26	Jianzao Village	Pingshui Town,Keqiao District	Shaoxing	Zhejiang	China
Shaoxing Shumei Knitting Co. Ltd	Fabric 1	95	Binhai Industrial Area	Keqiao	Shaoxing	Zhejiang	China
Shaoxing Xinhua Plastic Factory	Environmental Pe Plastic Bag	13	Building 1, Songwan Road No.80	Paojiang	Shaoxing	Zhejiang	China
Tonglu Weiran Textile Co. Ltd	Fabric	80	Floor 2, Building 2, No. 398, Jianjian Road, Chengnan St	Tonglu	Hangzhou	Zhejiang	China
Xiamen Kaisheng Print Company	Printing	35	5f,17#,Huli Yuan,Tong'an Ind Zone	Tong'an	Xiamen	Fujian	China
Xiamen Shun Xing Industrial Co. Ltd	Fabric	180	Unit 1, Hin Lam Qianchang Village	Jimei District	Xiamen	Fujian	China
Zhangpu Hongsen Industry Trade Co. Ltd	Chipboard	60	Xinei Industrial Zone	Changqiao Town, Zhangpu County	Zhangzhou	Fujian	China
Zhejiang Jiekai Industrial Co. Ltd	Weaving	450	Lvshan Industrial Zone	Changxing	Huzhou	Zhejiang	China
Zhejiang Shengfa Textiles Printing & Dyeing Co. Ltd	Printing&Dyeing	800	Jiapu Textile Industrial Park	Changxing	Huzhou	Zhejiang	China
Zhejiang Xinshu Textile Co. Ltd	Fabric 2	89	Beihai Road Binhai	Keqiao	Shaoxing	Zhejiang	China
Navneet Education (Silvassa)	Paper Stationery	683	Survey No:-100/1/4, 414/1, 100/2, & 100/1/5/1	Sayali	Silvassa	U.t Of Dadra & Nagar Haveli	India
Trident Limited 2 (Budhni)	Washing & Dyeing	2300	Hoshangabad Road	Budhni	Sehore	Madhya Pradesh	India
Welspun India Limited	Spinning, Weaving, Wet Processing (Dyeing, Printing, Finishing), Embroidery	9850	Survey No.666/1-2, 667 To 671p, 674 To 677, 697p, 698p, 699p, 707 To 710, 713, 719, 720, 890p	Village - Varsamed, Taluka - Anjar,	Kutch	Gujarat	India

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Photo: Shanghai Sourcing team and Executive June 2023





**THANK
YOU.**

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