



Modern Slavery Position Statement

FY25

August 2026



Introduction

Welcome to Deane Apparel’s FY25 Modern Slavery Position Statement, our second year of updating our customers, employees and other stakeholders on the work we have done to help identify, mitigate and remedy modern slavery.

This statement is for Deane Apparel Ltd (NZBN: 9429040865058) and Deane Apparel Ptd Limited (ACN 001 352 923), a company privately-owned by AlSCO Pty Ltd (ACN 000 435 629) (AlSCO Uniforms). This statement describes the actions taken to assess and address modern slavery risks in our operations and supply chains during the financial year ending 31st December 2025.

This statement has been voluntarily prepared by Deane Apparel to demonstrate our commitment to addressing the risks of modern slavery in our operations and supply chains. While this statement has not been submitted to the Australian Modern Slavery Register, our parent company, AlSCO Pty Ltd, has submitted a statement in accordance with the Australian Modern Slavery Act 2018 (Cth) on our behalf. At the time of writing, AlSCO Uniforms’ FY25 statement is pending approval for publication.

A copy of the AlSCO Uniforms statement can be found [here](#).

The Deane Apparel offices are located at:

New Zealand
142 Plunket Avenue,
Manukau City Centre,
Auckland 2104
New Zealand

Australia
Ground floor
118 Glendenning Rd
Glendenning
Sydney NSW 2761
Australia



At Deane Apparel, we recognise our responsibility to respect human rights and acknowledge that our operations and supply chains may have caused, contributed to, or be linked to modern slavery risks. This statement outlines the ongoing actions we are taking to identify, assess, and address the risks of modern slavery and human trafficking across our business and value chain.

This statement has been signed by the General Manager of Deane Apparel, Corey Mulligan, on the 30th of June 2026.



Corey Mulligan
General Manager



Key Highlights from FY25



Adopted and Implemented EiQ, a supplier risk platform for all our trade suppliers.



Increased supply chain visibility of our Tier 2 suppliers.



Held a Lunch and Learn session on Modern Slavery for all Deane employees.



Established a governance and reporting structure for employees to respond to modern slavery incidences.



Adopted our parent company's Remediation process to help remediate any instances of modern slavery identified within our supply chain.



Participated in our parent company's cross-functional Supply Chain Working Group to address our overall modern slavery action plan.



Developed and published our Diversity, Equity and Inclusion Policy for employees.

Modern Slavery Position Statement

FY25

Contents



Letter from the General Manager

At Deane Apparel, we recognise that respecting human rights and addressing the risk of modern slavery is an ongoing responsibility. As our business continues to grow, so too does our commitment to strengthening our response to identifying, assessing and managing modern slavery risks throughout our operations and supply chain.

Over the past reporting period, we have continued to build on the foundations of our modern slavery program. A key milestone has been the implementation of the EiQ platform, which is improving the way we manage supplier information, monitor compliance activities and engage with our suppliers. While the transition has presented some challenges, it positions us to take a more proactive and structured approach to supply chain due diligence in the years ahead.

We recognise that meaningful progress requires ongoing engagement, and we remain committed to supporting suppliers to improve their own human rights practices through open communication and continuous improvement. We have also been collaborating across our own partners through the Supply Chain Working Group, and I have enjoyed engaging with other business units to discuss some of our biggest challenges as a company.

While we are encouraged by the progress made this year, we acknowledge there is more to do. We remain committed to continually strengthening our due diligence processes, enhancing transparency across our supply chain and working collaboratively with suppliers and other stakeholders to reduce the risk of worker exploitation.

I am pleased to present Deane Apparel's Modern Slavery Position Statement for the FY25 reporting period and reaffirm our commitment to responsible business practices and the protection of human rights.

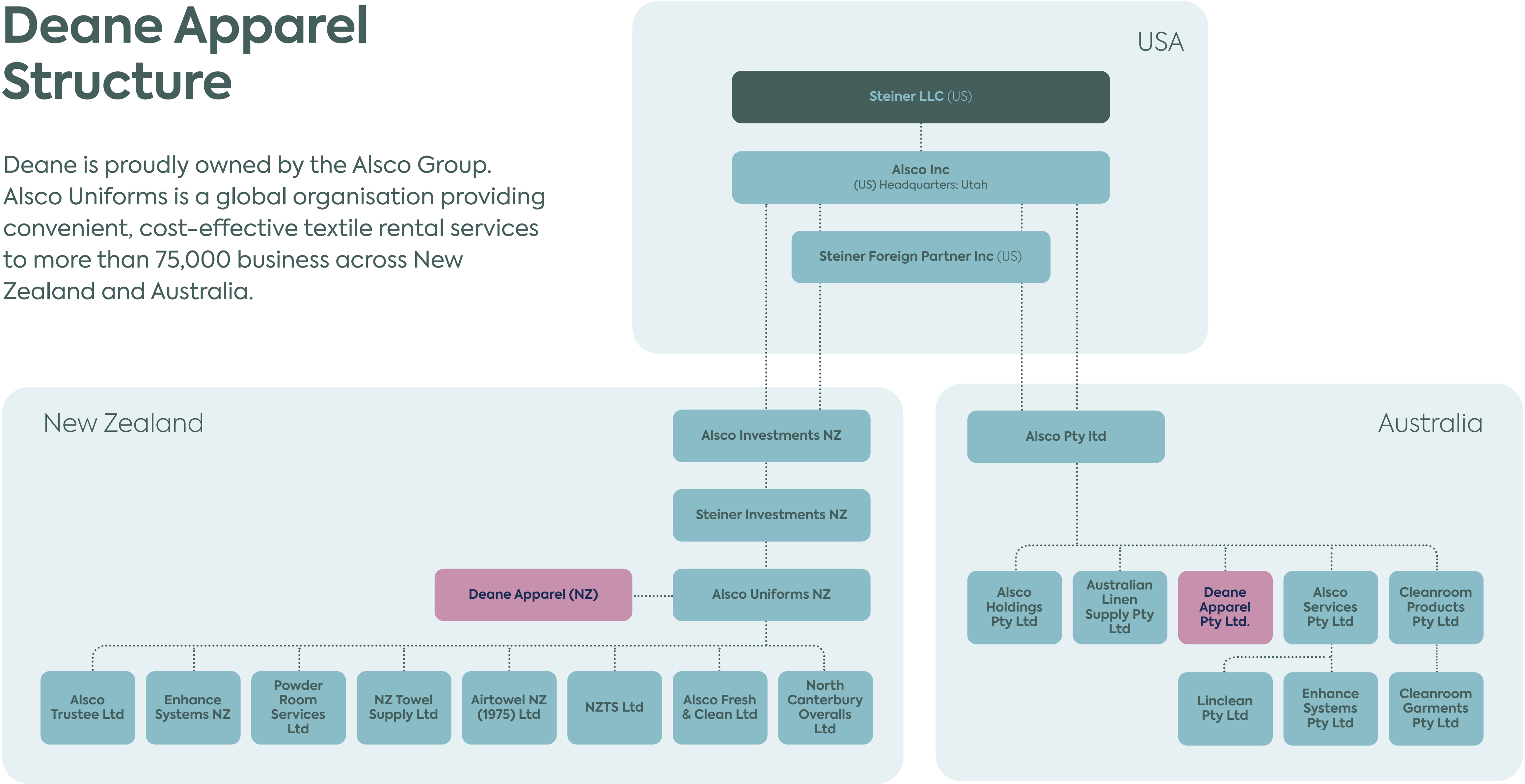


Corey Mulligan
General Manager
Deane Apparel



Deane Apparel Structure

Deane is proudly owned by the AlSCO Group. AlSCO Uniforms is a global organisation providing convenient, cost-effective textile rental services to more than 75,000 business across New Zealand and Australia.



Our Operations

Deane Apparel's life began in the 1930s in New Zealand, with expansion into Australia in the 1990's offering high quality, durable workwear and uniforms for the working population. The uniforms and accessories we offer are designed in house by our talented design team, who stay true to our Deane Apparel values. We now operate across two markets and employ over 115 people.

We have two head office locations in Sydney and Auckland. Our main headquarters is in Auckland, New Zealand, where all our teams in design, production, finance, marketing, and New Zealand sales team are located. Our warehouse is also located at the rear of our Auckland office, where all products are distributed from. Our office in Australia hosts our local Australian sales team, Account Managers, Sales Support, Customer Service and one Warehouse Store person.

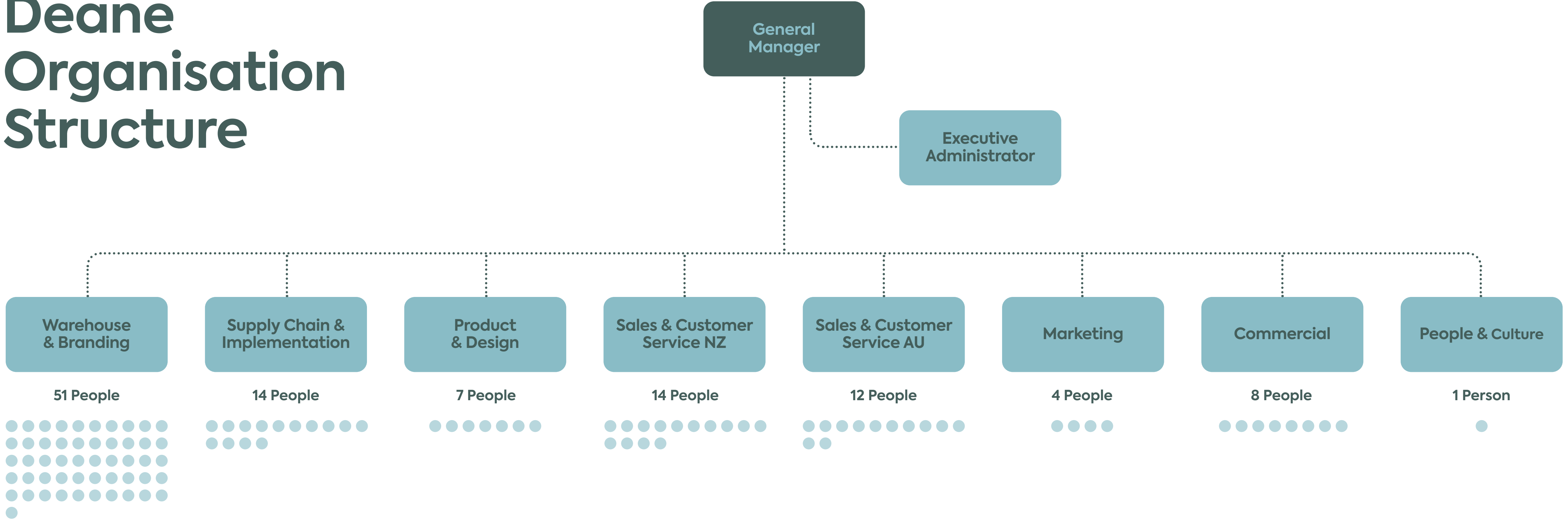
All our 115 team members are given an employment contract, whether they are full, part-time or casual, and are required to uphold the policies and standards as outlined in the

Deane Handbook. This document highlights our position and expectations for all our staff on matters including health and safety, grievance management (Red Flag Reporting), anti-bullying, and anti-harassment, and we continue to monitor and manage any breaches in this area. Over the reporting period, we developed and distributed a **Diversity, Equity and Inclusion Policy** to show our commitment to ongoing learning, reflection and action in this space.

We are constantly reinvesting in the development of our employee's management development plans, and skill set based training to ensure they have the opportunity to learn and grow during their time at Deane.



Deane Organisation Structure



Our Supply Chain

Our products are developed and designed in New Zealand and manufactured through a network of carefully selected suppliers across multiple countries.

We value long-term relationships with our suppliers and work closely with them to uphold our standards for quality, business integrity, and responsible labour practices. Many of these partnerships have been established over several years, providing us with greater visibility into supplier operations and supporting ongoing collaboration to address social and ethical risks within our supply chain.

During the reporting period, Deane Apparel partnered directly with 53 Tier 1 suppliers (final product manufacturers), and seven Tier 2 suppliers (fabric mills and trim suppliers) across 18 countries. Our manufacturing supply chain is structured into four distinct levels, or “tiers”, as follows:



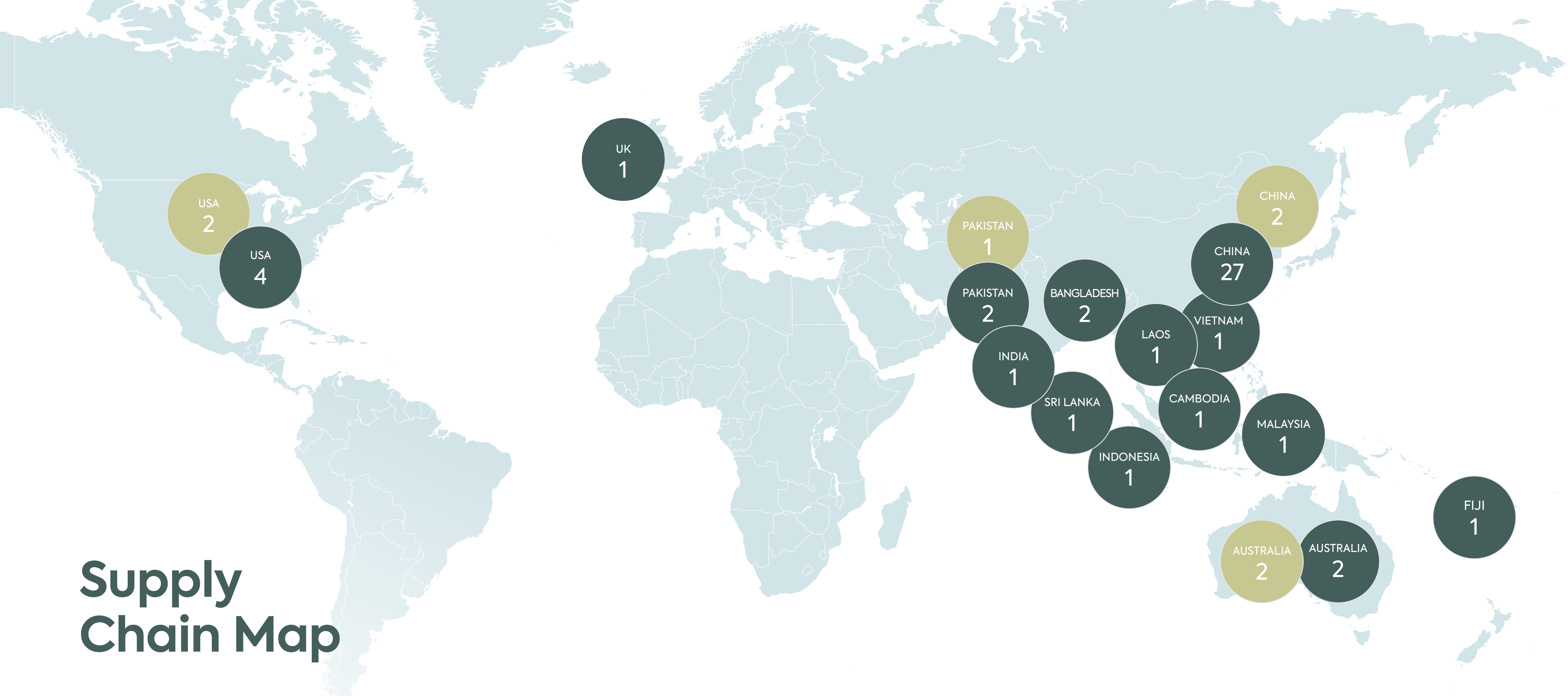
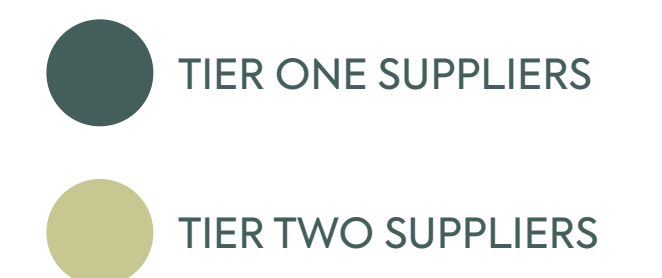
We recognise that achieving full visibility across all tiers of our supply chain is essential to effectively identify and manage human rights and modern slavery risks. Improving supply chain transparency remains a priority for Deane, and we are committed to advancing this work over the coming years.



Supply Chain Map

Over the reporting period we have increased visibility of our Tier 2 (fabric and trims) suppliers from two suppliers in FY24 to seven suppliers this reporting period. These suppliers are located across China, Australia, Pakistan and the US. We have slightly decreased the number of suppliers we work with in China and are investing more in smaller, specialist countries.

Alongside our direct factory relationships, we also work closely with 33 local suppliers who offer our customers a wider range of options. All these suppliers are based in New Zealand, and we are working with them to gain further transparency of their operations and supply chains.



Our Governance

At Deane Apparel we take a holistic, company-wide approach to modern slavery. Accountability for our modern slavery progress and action plan sits with the AlSCO Uniform’s board and our Senior Management Team, and they are responsible for ensuring that human rights are upheld throughout all levels of the business.

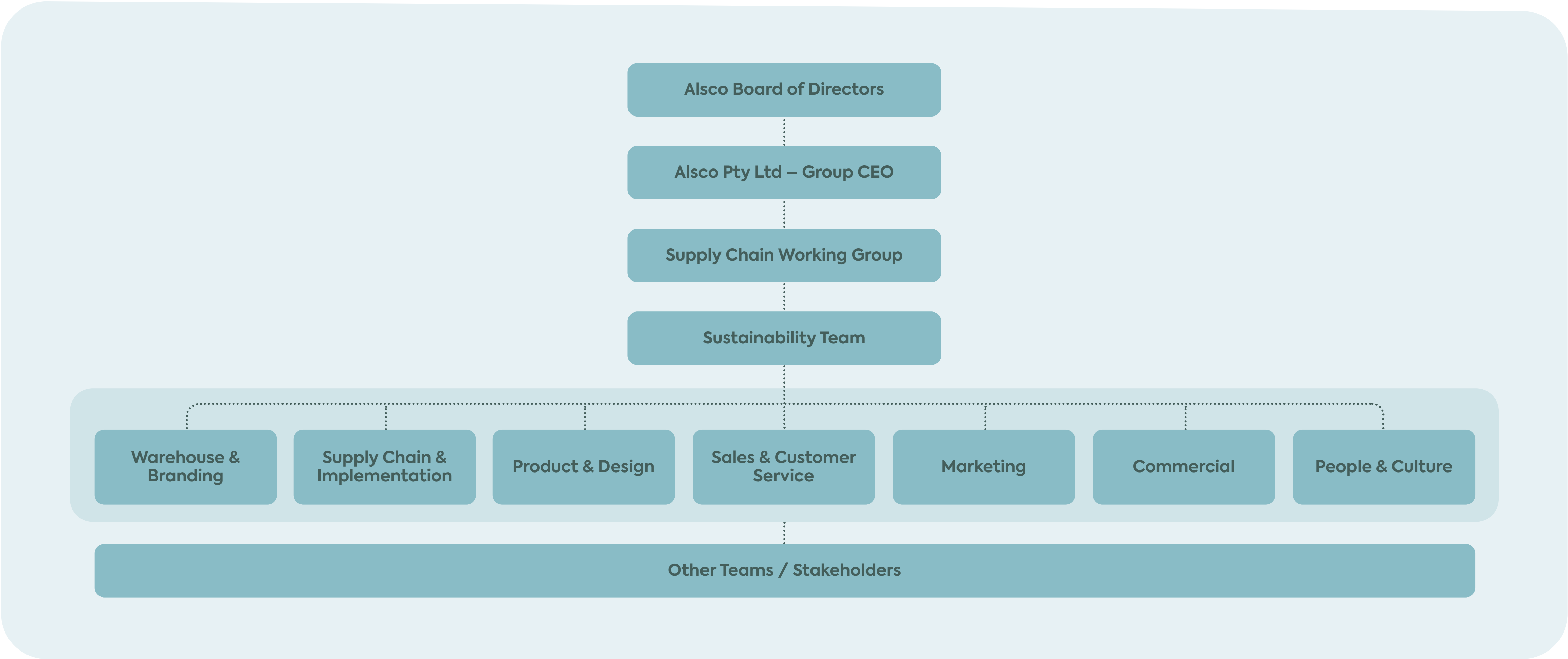
We are participating members of AlSCO Uniforms’ Supply Chain Working Group, which was formed in FY25. The Group play an essential role in bringing together all departments and businesses across the group to ensure ethical sourcing practices are adhered to, and modern slavery risks are continuously monitored and mitigated.

Our Sustainability and Supply Chain Teams work diligently to help limit the risks associated with any human rights or environmental issues that may occur in our supply chain. They work directly with our suppliers to ensure due diligence processes are followed through, and they help identify any potential risks that may occur before they happen.



Deane Modern Slavery

Governance & Reporting Structure



Modern Slavery Risks In Our Operations & Supply Chain

At Deane Apparel, we acknowledge that by operating in the global uniform and workwear industry presents a risk of causing, contributing to, or being linked to modern slavery within our operations and supply chain. We have reviewed our current practices to better understand potential risks to the people connected to our business activities and supply chain partners.



What Is Modern Slavery?

Modern slavery refers to a range of exploitative labour practices, including servitude, forced labour, human trafficking, debt bondage, forced marriage, slavery, deceptive recruitment, and child labour.

The International Labour Organisation (ILO) estimated that in 2021, over 50 million people were living in modern slavery, with one in four being children.

We recognise freedom from slavery as a fundamental human right and are committed to ensuring that everyone connected to our business is treated with respect and dignity.



Modern Slavery Risks In Our Operations & Supply Chain

Our Operations

As Deane's operations are based in New Zealand and Australia, we operate within jurisdictions that provide strong legal protections for workers and robust employment practices. While this may contribute to a lower risk of modern slavery within our direct operations, we recognise that such risks can arise in any business and we remain vigilant in identifying and addressing potential concerns.

All employees are subject to the policies, procedures, and standards established by our parent company, AlSCO Group, ensuring a consistent approach to ethical labour practices, employee wellbeing, and compliance across the business.

Operational Suppliers

Through our business operations, we procure a wide range of goods and services from operational (non-trade) suppliers. As the individuals delivering these services or manufacturing these products are not directly employed by us, there is an increased risk that modern slavery could exist within these businesses or their supply chains.

These suppliers are generally outside the direct scope of our policies and standards, limiting our visibility over their employment practices. The nature of many operational services, particularly those involving physical or casual work, can increase the risk of modern slavery. This may include the use of migrant workers or the subcontracting of services to businesses where we have less visibility over labour practices.

To assess where we could be at most risk of modern slavery in our operations, we reviewed our operational suppliers by spend across both our Australia and New Zealand businesses. The areas we have identified as being of the highest risk to Deane are:

- Freight and courier services
- Consultant and recruitment services
- IT costs
- Repairs plant and equipment



Freight & Courier Services

There has been no change to the freight and logistics providers used by Deane during the reporting period. DHL remains our primary provider for international air freight and courier services, while Mondiale is used for the majority of bulk product shipments. Australia Post and New Zealand Post continue to support domestic distribution in our local markets.

The freight, shipping and logistics sector is recognised as carrying increased modern slavery risks due to its reliance on complex supply chains and the use of contracted, temporary and migrant labour across transportation, warehousing and distribution activities. As our freight partners are external to our business, we have limited visibility over their recruitment practices, labour conditions and subcontracting arrangements. While our key providers have established policies and processes to address modern slavery risks, there remains a possibility that exploitative labour practices could occur within their operations or wider supply chains.



Consultant Services

Consultants continue to play an important role in supporting Deane's operations. During the reporting period, Deane engaged several human resource consultants to provide specialist expertise and support the wellbeing and development of our employees.

As these consultants are not employees of Deane, they operate outside our direct management. While the use of consulting services is generally considered a lower-risk category for modern slavery, there remains a risk that exploitative labour practices could occur within their operations or supply chains.



IT & Software Costs

Our IT and software services costs were increased during the reporting period due to the implementation of the EiQ supply chain software, alongside our usual IT and software platform costs. As these services are not labour-intensive industries, we see the risk of modern slavery occurrences as low. However, there can be potential risks associated with outsourced software development, technical support and other technology-related functions.



Repairs Plant & Equipment

Maintaining safe and reliable equipment is important to the effective operation of our warehouses. To support this, Deane engages a range of third-party suppliers to provide equipment, maintenance and repair services for forklifts, trucks and other warehouse machinery.

As these suppliers are not owned or controlled by Deane, they operate outside the scope of our internal policies and procedures. While these services are generally considered lower risk, the physical nature of maintenance and repair work, and the potential use of subcontracted or temporary labour, may increase the risk of exploitative labour practices occurring within these businesses or their supply chains.

There were some operational suppliers, such as rent and insurance, that, although important to the Deane business financially, we felt did not pose a direct risk to the business, as there was not a close or direct connection to people or modern slavery risk.

Our Supply Chain

Deane Apparel does not own any of its manufacturing facilities. However, we are continually investing significant time in developing and maintaining our long-term partnerships we have with our supply partners.

We have undertaken a review of our suppliers based on supplier spend and risk exposure, and from key risks presented in publications developed by;

- [International Labour Organization \(ILO\)](#)
- [Labour Rights Index 2024](#)
- [WageIndicator.org](#)
- [2023 Global Slavery Index report](#)
- [Transparency International](#)
- [Anti-Slavery International](#)



China

China is a global manufacturing powerhouse, accounting for approximately 31% of the world’s manufacturing output as of 2022. This significant share underscores China’s central role in global supply chains.

However, sourcing from China carries significant risks due to connections to cases of forced labour, child labour, and exploitative working conditions. China’s vast geography means that many workers come from rural areas to manufacturing cities in order to support their families. Often these migrant workers are taken advantage of and held in debt bondage and forced labour.

China remains our most important sourcing country, with 39% of our procurement spent there in the last financial year.



Malaysia

Malaysia is a significant player in the global supply chain, with key exports including electrical and electronic products, petroleum, liquefied natural gas, and palm oil. They currently aren’t a key textile exporting country; however, this is expected to grow over the next five years.

Due to the large migrant workforce that are employed in Malaysia, there have unfortunately been several reported incidences of modern slavery in 2025, including cases of wage theft, recruitment fee exploitation, denial of leave, poor living conditions, visa renewal refusals, intimidation tactics such as detention and deportation threats, and the withholding of migrant workers’ passports. We currently only have one Malaysian supplier; however, they represent a significant portion of our annual spend.



Pakistan

Pakistan remains a significant sourcing destination for the global textile and apparel industry, with the textile sector continuing to play a critical role in the country’s economy. During the reporting period, textile exports reached USD 4.79 billion, representing growth of 5.7% compared to the previous financial year and accounting for approximately 63% of Pakistan’s total exports.

However, the growth and size of the industry in Pakistan has heightened risks relating to labour rights, and there have been reports, including forced labour, child labour, excessive working hours, and inadequate working conditions. Pakistan remains an important sourcing country for us, especially due to the high percentage of cotton they procure for us.

Sub-Contractors

In some instances, the production of Deane products requires specialised processes, skills, or technologies that are not available with our Tier 1 or Tier 2 suppliers. Where this occurs, suppliers may engage approved sub-contractors to undertake specific processes. While sub-contracting can provide access to specialised capabilities, it can also reduce supply chain transparency and increase the risk of human rights issues occurring in facilities that are not directly contracted by Deane.

All Deane suppliers are required to obtain prior written approval before engaging any sub-contractor for production activities. All approved sub-contractors must review and adhere to Deane's Supplier Code of Conduct and relevant policies before commencing any work.

Cotton Sourcing

Cotton continues to be one of the most important raw materials in Deane's textile products, accounting for approximately 41% of our fabrics procured in 2025. Cotton has a long history with slavery and exploitative working conditions, and there is evidence it continues today, with incidences of forced labour and debt bondage continuing to happen in key sourcing countries in 2025.

Most significantly the production of cotton in the Xinjiang Uyghur Autonomous Region in China remains a concern for forced labour risks. Xinjiang accounts for around 20% of global cotton production and nearly 80% of China's cotton, many businesses are likely to be linked—knowingly or unknowingly—to this supply.

We recognise the importance of identifying the origin of where our cotton is produced, however, complex supply chains and ongoing political disruptions have made traceability incredibly difficult, making cotton our highest risk raw material.



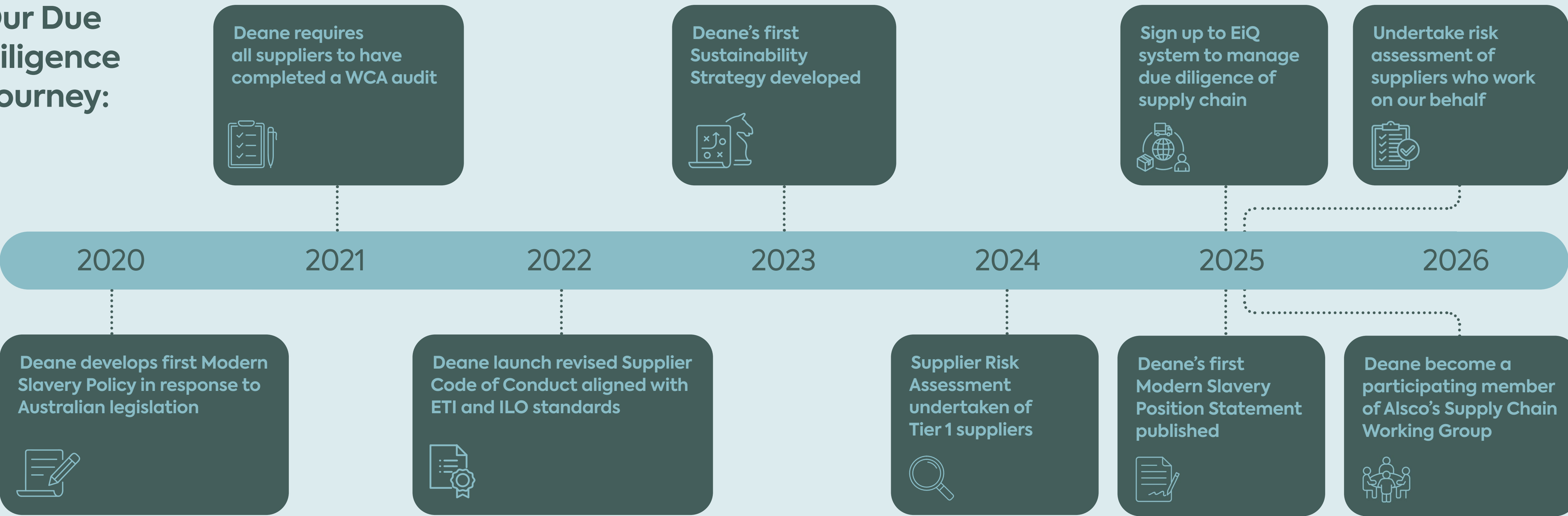
Actions Taken To Address Modern Slavery Risks

Deane is committed to identifying, assessing and addressing modern slavery risks across our operations and supply chains. Our approach is guided by the UN Guiding Principles on Business and Human Rights, including the principles to protect, respect and remedy. These principles inform how we identify potential risks, implement measures to prevent and mitigate harm, and respond where issues are identified. Oversight of

this work sits with our Board and Senior Leadership Team, who are responsible for ensuring modern slavery risks are effectively managed through our operations and supply chain relationships.

During the reporting period ending 31st December 2025, Deane undertook the following actions to assess and address modern slavery risks:

Our Due Diligence Journey:



Our Operations

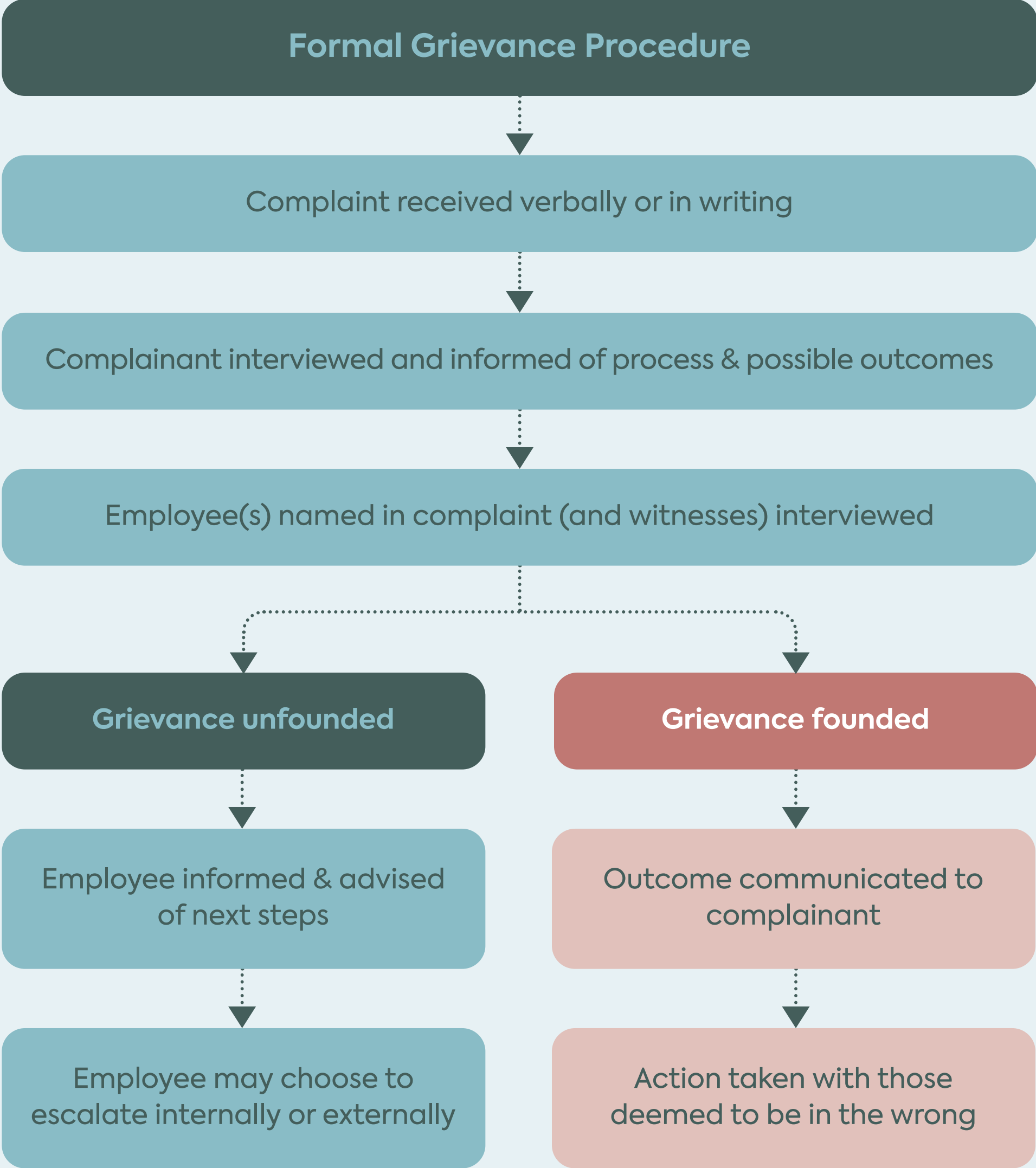
All Deane Apparel team members continue to be hired directly and receive an employment agreement or contract, including all part-time, casuals and contractors. All team members are also required to adhere to the Deane Handbook, and abide by our policies and standards for diversity, equity and inclusion, health and safety, and grievance management (Red Flag Reporting), and our Inappropriate Behaviour Policy (harassment and bullying)

Grievance Resolution:

Our Grievance Resolution Policy continues to provide our employees with the pathway for lodging a grievance internally. The standards and actions outlined in the document have not been changed over the past reporting year, and the process for lodging a grievance is as follows:

Red-Flag Reporting

Red-Flag Reporting remains in place for all Deane employees, providing them an independent and anonymous way to report concerns or incidents. Over the last reporting period, the number of Red-Flag Reports remained the same as the previous period.





Supply Chain Working Group

Our parent company AlSCO Uniforms, identified a need to strengthen the group’s approach to identifying and addressing modern slavery risks, so a cross-functional **Supply Chain Working Group** was established. The Group includes representatives from across the different business units, including several members from the Deane Senior Management team. The purpose of the Working Group is to support the implementation of modern slavery initiatives across the organisation and have a centralised group for all modern slavery governance.

The **Supply Chain Working Group** is responsible for progressing the actions outlined in our modern slavery action plan, including the development and implementation of policies, supplier engagement activities, due diligence processes, training initiatives, and remediation pathways. A formal governance framework was developed to guide the Group’s activities, with members meeting monthly to monitor progress, discuss emerging risks or concerns, and support ongoing collaboration across the business.

Training

In mid 2025, we held a “Lunch and Learn” session on modern slavery for all Deane employees. The seminar was held by our sustainability consultants, Go Well Consulting. The session covered topics on what modern slavery is, how to spot it, and what the reporting channels are if you are concerned or suspicious of an incident. We had a good attendance both in person and online.

Our supply chain team also undertook various due diligence training sessions with our new supply chain risk platform EiQ. No further training on modern slavery was undertaken in the reporting period.

Sustainability Team

Our Sustainability Team remains a core part of our modern slavery governance. The ongoing work they have been doing as part of our Sustainability Strategy ensures we keep actioning our priorities and providing a centralised place for reporting progress.



Our Supply Chain: Policies

Supplier Code of Conduct

Our Supplier Code of Conduct (Code) was first developed in 2023, aligned with the Ethical Trade Initiative (ETI) Base Code Guidelines and the International Labour Organisation (ILO) Principles, and continues to outline our expectations and standards to our suppliers. The Code has been sent to all of our Tier 1 suppliers so far for reviewing and signing, and we ensure that 100% of all new suppliers sign our code. We are planning to expand this to our Tier 2 suppliers in 2026.

Our grievance mechanism email address (part of our Code of Conduct) received no grievances in the reporting period.

Sub-Contractor Approval

All suppliers that engage sub-contractors in the manufacture of Deane products, are required to seek approval before proceeding. This approval process requires sub-contractors to also abide by our Supplier Code of Conduct, provide all contact details, and relevant certifications, before any work can commence.

Transparency & Traceability

We recognise that supply chain traceability and transparency are critical to identifying and addressing potential modern slavery risks. Without visibility beyond our direct suppliers, it can be difficult to understand where risks may exist and to respond. To strengthen our understanding of our supply chain, we continue to work closely with our trade suppliers to map their supply 2 chains and identify the origin of key raw materials.

During the reporting period, we increased our direct engagement with seven Tier 2 suppliers who are responsible for the production of our fabrics and trims. Building these direct relationships has improved transparency within our supply chain and enhanced our ability to identify potential human rights risks.

Case Study: EiQ software

In order to improve oversight and strengthen supply chain transparency, we identified the need for a centralised platform to consolidate supplier information and support more effective risk management across the business.

After much investigation, we proceeded with EiQ, a global software platform by LRQA. EiQ is a supply chain risk platform that uses supplier data, risk analytics, audit information, geographic risk mapping, and traceability tools to provide greater visibility into supply chains and sourcing regions. The platform enables us to identify higher-risk suppliers,

products, and countries, improve traceability of raw materials, monitor emerging human rights risks such as forced labour, and prioritise due diligence activities based on risk exposure.

EiQ also assists with supplier engagement, audit management, and ongoing monitoring to support more informed and proactive supply chain risk management.

We began the roll out of the EiQ platform this past year and are hoping to have this fully operational by end of 2026.

Auditing

Deane continues to engage Intertek, an independent third-party auditing provider, to assess labour standards and working conditions across our supply chain. We expect all Tier 1 trade suppliers to maintain a valid social compliance audit conducted against a recognised industry standard. Where non-conformances are identified, suppliers are required to implement corrective actions and demonstrate continuous improvement.

Over the reporting period, we began our work to integrate our suppliers into the EiQ platform, which meant some of our lower risk supplier audits and corrective actions were not followed up on this year. These audits will be followed up as part of the new system, with the EiQ platform enabling more regular monitoring of audit status and corrective actions going forward.

Terminations

During the reporting period, Deane ceased working with four suppliers. None of these supplier relationships were terminated due to human rights or compliance-related concerns.

Supplier Risk Assessment

In 2024, we undertook a comprehensive Supplier Risk Assessment of our Tier 1 (final product manufacturers) to help enhance transparency and assess potential risks within our supply chain. As part of this process, we evaluated their policies, training programs, and standards for mitigating modern slavery risks.

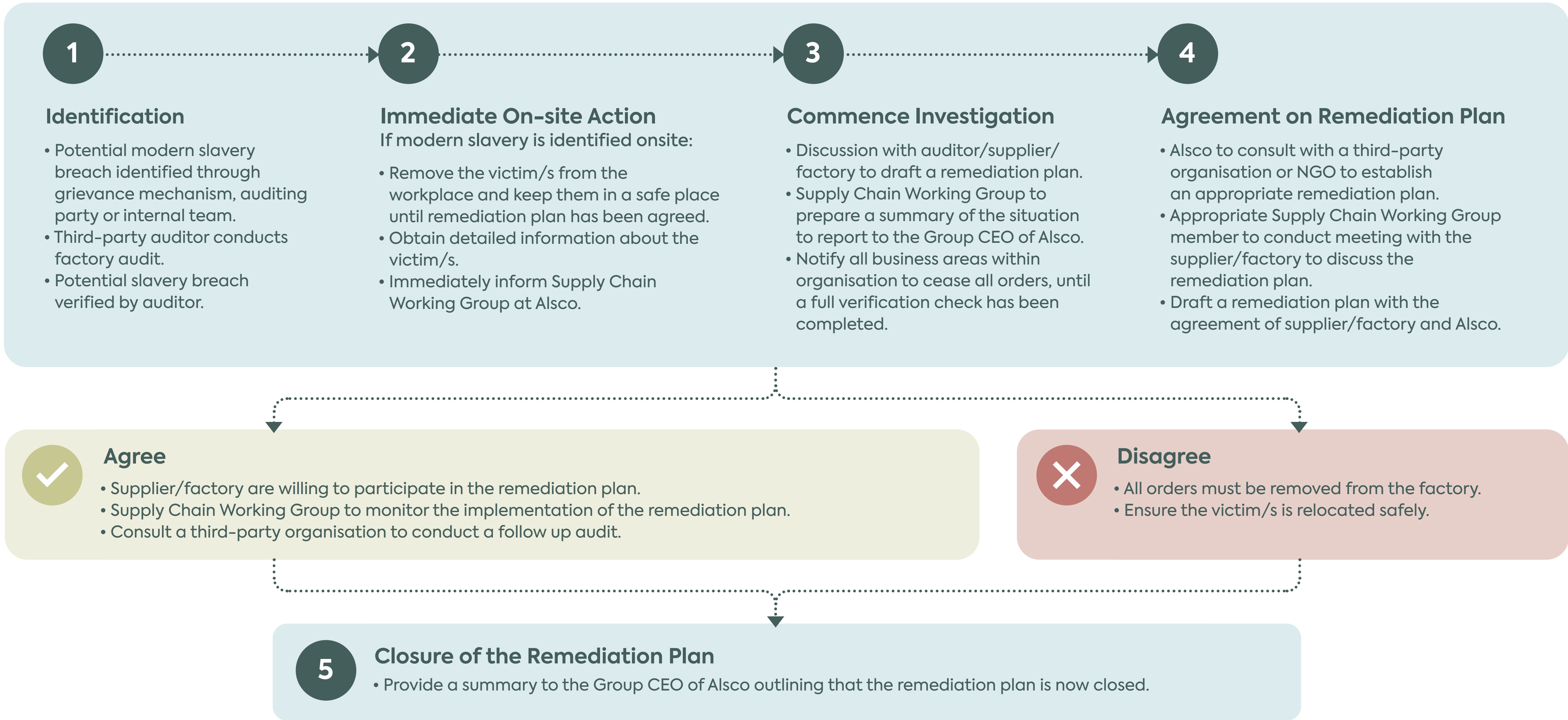
In 2025, we began the process of extending this assessment to our stock or local product suppliers to understand the work they are doing to mitigate modern slavery risks. This work is still ongoing, and we will report on any progress in the next reporting period.

Onboarding New Suppliers

We understand the importance of conducting thorough due diligence before commencing any business relationship. In 2024 we have developed a draft process for onboarding new suppliers across the group. This is currently being developed with our parent company Alsco Uniforms, and will be distributed in the next reporting period.



AlSCO Uniforms Remediation Process



Assessing the Effectiveness of Our Actions

It is difficult to measure the effectiveness of any single action we take towards identifying and mitigating modern slavery. To understand how we are managing the risk of modern slavery, we undertake the below assessments to review the effectiveness of these workstreams.

Item	Overview	Measures	FY25 Results
Internal Policies	Every two years we undertake a review of internal policies to ensure they meet local and international best practice.	Ensure reviews are made, and each employee has signed and understood each policy.	Our Diversity, Equity and Inclusion Policy was updated and distributed to all Deane employees.
Red-Flag Reporting	Our Senior Management Team receives all reports from Red-Flag.	We monitor the number of reports that are received each year, to track any increase of incidences by region.	There was only one red-flag report across the whole group this financial year, the same as the previous financial year.
Training	Modern slavery training has been attended by a member of the Senior Management team.	We have begun to monitor the number of employees that have attended modern slavery or human rights training to ensure this is increasing year on year.	Although the number of employees who have attended formal modern slavery training has not increased this year, our Lunch and Learn session on modern slavery helped to educate the wider team on the risks, and how to identify potential cases.
Supplier Code of Conduct	Our Supplier Code of Conduct outlines key human rights values and standards of our suppliers.	Ensure each supplier has signed and dated the Supplier Code of Conduct. To date, 100% of all Deane Tier one suppliers have signed the Code.	Our Supplier Code of Conduct has been signed by all Tier 1 suppliers, and we will expand this to our Tier 2 suppliers in 2026.
Supplier Grievance Mechanism	Our grievance email was included as part of our Supplier Code of Conduct sent out to Deane Apparel suppliers.	We monitor and review the number of grievances received each year via this platform.	To date we have received no reports or grievances through our grievance email. We will review whether this is an effective channel this coming reporting period.
Supplier Audits	Deane Apparel receive annual social compliance audits from each of their suppliers.	We track the number of non-compliances and scores from each audit to review improvements over the year.	Due to the time taken to implement the EiQ platform, some of the audits may have lapsed this year. But we plan to follow this up.

Focus Areas for the Next 12 Months

Operations

- Add modern slavery clauses to operational supplier contracts.
- Provide modern slavery training to all employees, with increased support for those departments that deal with our supply chain.
- Look into the modern slavery clauses or policies our operational suppliers have.

Supply Chain

- All suppliers and documentation uploaded into EIQ, and corrective actions developed.
- Develop a Subcontractor code of conduct/approval form.
- Extend our Supplier Code of Conduct to all Tier 2 suppliers.
- Continue to work on transparency of our supply chain.
- Investigate available grievance mechanisms for offshore suppliers.
- Train our team on our Remediation Process to ensure smooth handling of any potential cases.
- Launch our onboarding process for new suppliers.
- Continue to work on our cotton supply chain and work towards traceable cotton.
- Ensure all our suppliers audits are up to date.
- Complete Supplier Risk Assessment of our local and stock suppliers.
- Update our Supplier Risk Assessment for any new suppliers or any suppliers identified as high risk.



Thank You

Deane.[®]
Apparel

For a
better

