

THE ICONIC

RESPONSIBLE PURCHASING POLICY

December 2018

THE ICONIC is actively working to mitigate and manage any negative social and environmental impacts of its own operations and of its supply chain. We want to work with partners who recognise that they too have a responsibility in this endeavour and we have a [Supplier Code of Conduct](#) (Our Code) which sets out our minimum requirements in this context.

We recognise that our actions can have an impact on our private label suppliers, factories and their workers and in turn their ability to meet the standards prescribed in Our Code. One of THE ICONIC's core business values is WE ARE STRONGER TOGETHER and this intent absolutely extends to our suppliers and factories - to be successful we need to work in partnership with our supply chain to deliver strong commercial and sustainability outcomes for all stakeholders.

As such THE ICONIC is committed to:

1. Treating all stakeholders in our private label supply chain with respect and consideration in all our dealings and communications
2. Continuously working to improve our policies and processes to enable our suppliers and factories to be able to meet their commitments as outlined in our Supplier Code of Conduct
3. Communicating clearly, promptly and accurately in relation to orders, including any changes required, and if necessary revising end delivery dates in order to allow for reasonable time for production to take place without driving extreme overtime or subcontracting
4. Taking reasonable measures, which are respectful of commercial sensitivities, to understand the costs of production and ensure that cost prices of our products enable costs to be covered
5. Working with our suppliers to resolve problems and supporting our suppliers and factories to understand our standards and delivering training and support programs which enable them to achieve change on the ground where it is required
6. Developing long term relationships with our suppliers and factories that are characterised by an open two way dialogue and continuous learning on both sides