

Outland Denim Supplier Transparency

as @ 31st January 2019

Outland Denim commits to a transparent supply chain.

FINAL STAGE PRODUCTIONS

Outland Denim Pty Ltd

Location: Office: 3/18 Main Street, Tamborine Mountain Queensland, Australia // Sewing Facility and Wash House: Cambodia

Number of Employees: 80-100

Percentage of Female Employees: Approximately 80%

To view the *Outland Denim Cambodia - March 2018 ELEVATE Audit Response and November 2018 updates*, please click [here](#).

PRIMARY / INPUT SUPPLIER

Bossa

Item: Organic Denim

Location: BOSSA T.A.S. Haci Sabanci Organize Sanayi Bolgesi Turgut Ozal Blv. No :2 01350 Saricam - Adana, Turkey

Date of last supplied audit to Outland Denim: 28th February 2018 – To view the audit CAP summary, please click [here](#).

Number of Employees: 1217

RAW MATERIAL SUPPLIER

Akasya

Item: Organic Cotton

Location: Akasya Sokak No: 6/4 35330 Balcova/IZMIR

Date of last audit: 17th October 2018

Percentage of Female Employees: 10%

Percentage of Migrant or Temporary Employees: 50-60%

EMBELLISHMENT SUPPLIERS

CJ Labels

Item: Labels

Location: National Road 4, #14M, Betong Road, Kontok Village, Sangkat Kontok, Khan Posenchey, Phnom Penh, Cambodia.

Number of Employees: 18

Percentage of Female Employees: 10%

Coats

Item: Thread

Location: 48 Tang Nhon Phu Street, Tang Nhon Phu B Ward, District 9, Ho Chi Minh City, Vietnam

Number of Employees: 22000

Percentage of Female Employees: 50%

Packer Leather

Item: Veg-tanned Leather Patches

Location: 101 Boundary Rd, Narangba QLD 4504, Australia

Audit Information: Leather Working Group – Gold rating (current)

Timay & Tempo

Item: Buttons, Burrs and Rivets

Location: Timay CIT CIT Percin Ve Rivet San. TIC.A.Kümbet Hatun Mah. Merzifon OSB Merzifon, Amasya TURKEY

Number of Employees: 210

Percentage of Female Employees: 8%

Viet Thang Corporation

Item: Organic Pocket Lining

Location: 127 Le Van Chi St, Linh Trung Ward, Thu Duc Dist, HCMC VIETNAM

Number of Employees: 5000

Percentage of Female Employees: 65%

YKK

Item: Zippers

Location: Lot 10, N2 Road, Nhon Trach III IP – Phase 2, Long Tho Commune, Nhon Trach District, Dong Nai Province, Vietnam

Audit information: Audit is independent 3rd party (SGS) each year or internally (YKK_VN) each year.

At Outland Denim we work hard to ensure that our suppliers maintain the highest standards in production, treatment of workers and environmental concern. Our primary suppliers pass audit results on to us for examination. Through these audits, we can see where concerns have been raised and what action our suppliers are taking in order to resolve concerns. We are confident of a strong record of compliance and are happy to pass that assurance on to our customers.

Living Wage Commitments

Global Coalition's living wage definition: *Remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements considered for a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events.*

FINAL STAGE PRODUCTIONS

Cut and Sew Facility // Finishing Facility

Outland Denim commits to ensuring all staff members employed at its Cut and Sew Facility and Finishing Facility are receiving a living wage. There is a calculation of the living wage using the Anker methodology for the region in Cambodia that our facilities are currently based in. Outland Denim commits to updating this calculation on a regular basis to ensure wages remain at a living wage standard.

100% of Final Stage Production Facilities are paying living wages as at December 2018.

PRIMARY / INPUT SUPPLIER

Denim

Outland Denim commits to monitoring the wages paid by its primary (input) supplier/s to ensure living wages are paid. Outland Denim requires evidence of the lowest wage paid to verify that the amount is sufficient to cover the cost of living for the area in which the supplier is based. By the end of 2019, Outland Denim commits to have provided further living wage support to Primary Suppliers on how they can produce methodologies for various aspects of their own supply chain. In 2020, Outland Denim will be updating this commitment with the progress that has been made on a primary supplier level.

100% of PRIMARY (INPUT) SUPPLIERS are paying living wages as at December 2018.

EMBELLISHMENT SUPPLIERS

Labels / Thread / Patch / Buttons / Pocket Lining / Zippers

Outland Denim will always prioritise working with suppliers that are paying their staff a living wage. Paying at least minimum wage is essential. Outland Denim commits to working with these suppliers to improve wages (if this is necessary) to cover the cost of living for their employees.

100% of EMBELLISHMENT SUPPLIERS claim to paying living wages as at December 2018. 83% have signed living wage letters or provided evidence that a living wage is paid. By the end of 2020, Outland Denim aims to have living wage evidence for 100% of their embellishment suppliers, wage improvement strategies in place with necessary suppliers or move to using embellishment suppliers willing to pay living wages.

PRIMARY RAW MATERIALS

Certified Organic Cotton

Outland Denim is talking with third party, experienced farm auditors to assist us in monitoring the cotton farm conditions on both social and environmental levels. In 2019, Outland Denim commits to visit the organic cotton farms in person to monitor all aspects of this process. Outland Denim will continue to collect data on wages paid at the farm level and use this to implement improvement strategies for the farmer's incomes. Outland Denim will do this in collaboration with the agencies and suppliers it works with. By the end of 2019, Outland Denim will be able to reveal more information about incomes on the raw material level of its supply chain. and by the end of 2020, have any necessary wage improvement strategies in place to ensure farmers are being paid adequately.

Outland Denim commits to doing our utmost to ensure a living wage (as assessed using the Anker method) is paid to the farm level workers by the end of 2022.

Supply Chain Living Wage Methodology - Wageindicator.org

Overview of the methodology utilised to research all suppliers prior to FINAL STAGE PRODUCTIONS

The WageIndicator estimation of the Living Wage is consistent with the methodology developed by *Richard and Martha Anker for the Global Living Wage Coalition*.*

The WageIndicator approach is innovative in the way that it uses prices collected through web surveys across the world in order to provide timely, reasonably accurate and globally comparable estimates. Where needed these web surveys are complimented by collecting information about prices through interviewers conducting face-to-face surveys and observing prices in shops and markets.

The Living Wage calculated by WageIndicator is composed of seven parts: food, housing, transport, health, education, tax and other costs (incl. 10% for savings).

Living Wages are estimated for a set of common household compositions** and under different assumptions about working hours. Living Wages are updated every quarter to reflect the fluctuations of prices.

*Anker, Richard and Anker, Martha (2017). *Living Wages Around the World: Manual for Measurement*. Cheltenham: Edward Elgar Publishing

**Typical Household Composition: Two adults with children; the number of children is determined by the current fertility rate in the country. One adult is working full-time and the working hours of the second adult are approximated by national employment rate.