

NOBODY'S CHILD RESPONSIBLE BRAND COMMITMENT

INTRODUCTION

Nobody's Child is a young brand on a journey. We only make what we believe in and we are determined to do the best we can for all of you who bring our products to life: the people in our supply chains, people who work for our brand and the people who love and wear our products.

We are growing in our understanding and appreciation of all the social and environmental responsibilities that come with managing a fashion brand and are formalising our ways of working to meet that understanding, starting with this Responsible Brand Commitment.

OUR APPROACH

At this stage in our progress, we are focused on five key areas: Labour Standards, Materials Selection, Waste Reduction, Traceability and Transparency.

This Responsible Brand Commitment outlines the social and environmental standards we set for ourselves and for how we do business with others across these areas.

WHO OUR STANDARDS APPLY TO

Firstly this Responsible Brand Commitment applies to us: our owners and investors, our board, our management team and everyone who works for our brand. It applies to our product suppliers, from those who manufacture the products we sell to those who provide the raw materials that go into making our products - this includes all brand collaboration partners and their suppliers. It also applies to all non-clothing suppliers that help us run our business smoothly for example, logistics partners, cleaning contractors, business advisors.

Agreeing to meet these standards upfront is essential for working with us in any capacity and we expect these standards to be in place for all parties, throughout our time working together.

1. LABOUR STANDARDS

The welfare and well-being of people we directly employ and those who work in our product supply chains are of vital importance to us. Knowing who makes our products and how they are valued in their roles is pivotal to our brand.

Our labour standards and monitoring processes are in place to help us ensure that the human rights of the people who make our products are respected and the conditions that give rise to modern slavery do not occur in our supply chains. We are committed to continuously strengthening these safeguarding measures year-on-year and communicating our improvements.

We have a minimum requirement that suppliers must comply with or exceed all applicable laws and regulations related to employment and working conditions of the countries in which they operate. If

there is any conflict between our standards and local laws and regulations, the higher standard should be applied.

Our expectation is that working conditions for all people working for and with our brand meet or exceed the [Conventions of the International Labour Organisation \(ILO\)](#) and the Universal Declaration on Human Rights. They are as follows:

- Employment is freely chosen
- There is no discrimination in employment
- No exploitation of child labour
- Freedom of association and the right to collective bargaining
- Payment of a living wage
- No excessive working hours
- Safe and healthy working conditions
- Legally-binding employment relationship
- No harsh or inhumane treatment is allowed

This applies to all forms of employment in our value chain: permanent, temporary, casual, agency worker, apprenticeship, trainee, contractor and subcontractor including homeworking.

In order to ensure that our own and our supplier working conditions stay in line with the ILO Conventions, suppliers we work with must have at least one of our approved third-party verified audit/certification frameworks in place, as follows:

- [Sedex SMETA audit](#) report
- [BSCI-Amfori audit report](#) - A and B rated suppliers only
- [SA8000 Certification](#)
- [Fairtrade Textile Production Mark](#)

In addition, we give preference to suppliers/brand collaboration partners that are members of one of the following voluntary industry initiatives:

- [Ethical Trading Initiative](#) - Foundation or Full membership (first preference for Full membership)
- [Fairwear Foundation](#) - Leader and Good status (for brand collaboration partners)

See Approved Labour Standards Glossary for further details.

MEETING OUR LABOUR STANDARDS

The measures we and our suppliers must have in place to uphold and maintain our Labour Standards include but are not limited to:

- Suppliers must communicate these standards clearly and accurately to all employees in a language that they can read so they have a full understanding of their human rights in the workplace. We in turn communicate these standards to our own employees.
- Suppliers must ensure that all subcontractors communicate these standards clearly and accurately to their employees in a language that they can read so they have a full understanding of their human rights in the workplace. We require subcontractors to read, sign and return a copy of this Responsible Brand Commitment to us directly or through our supplier who engaged them to make/source product on our behalf.
- We and our suppliers must have effective tools and processes in place to track, review and modify ways of working that uphold or exceed these labour standards.

- We verify that these standards are being implemented by our suppliers using supplier meetings, assessments carried out by our senior management and third-party audit reports. Suppliers must be able to provide us with true and accurate documentation that shows their compliance with these standards in line with our approved third-party verified standards/initiatives listed above.
- If corrective actions are outlined in an audit report, suppliers must take effective steps to resolve highlighted issues in the given time frame outlined by the auditing body.
- Authorised representatives nominated by us must be provided with immediate, full and unaccompanied access to supplier facilities (including employee housing where applicable) on request, when concerns about compliance with our labour standards are raised.
- We encourage our partners to continually strive for a higher standard than the legal minimum of the country in which they operate and upon request, we will offer support and guidance to explore ways this can be achieved on a topic-by-topic basis.

2. MATERIALS SELECTION

We take a lifecycle approach to selecting materials, considering the social and environmental wellbeing of our entire value chain and the natural world in our decision making process.

We use third party audited or other globally recognised legal standards to verify the social and environmental standards of the materials we use in our product and packaging, including collaboration partners product and packaging.

We give preference to established and widely-used standards that cover as many material lifecycle elements as efficiently and effectively as possible, for all parties in our materials value chain.

Our materials selection is guided by two lists that are updated in line with industry best practice and legislative developments. They are as follows:

1. Preferred Materials List (including Finishing Standards Criteria) - details materials we approve for use in our products and packaging based on the standards they meet.
2. Restricted Materials List - details materials we do not approve for use in our products or packaging due to serious concerns about their social and environmental impacts.

PREFERRED MATERIALS LIST

We permit the use of the following material categories in our products and packaging under the approved standards outlined below:

- Cotton
- Linen and Hemp
- Cellulosic Fibres (for fibre and packaging materials)
- Synthetics
- Wool

COTTON

Our choices for cotton fibre are based on industry best practice standards for fibre farming, processing, wearer care and recyclability. We aim to minimise chemical inputs, water contamination and to maximise longevity through our choice of standards. Cotton finishing facilities (beyond raw fibre stages) must also be certified to our standards below.

Cotton textile and yarns used in our products must carry one of our approved standards as follows:

- Global Organic Textile Standard (GOTS) certification
- Organic Cotton Standard 100 (OCS100) certification
- Fairtrade certification (by FloCERT)
- Global Recycled Standard (GRS) certification

Finishing on all cotton and cotton blend materials must adhere to our Finishing Standards Criteria.



LINEN AND HEMP

We actively seek to include linen and hemp in our material selection, either as 100% pure fibres or blended with other fibres from our Preferred Materials Standards, as they meet many of our aspirations for environmental wellbeing, longevity and product quality. Traceability of fibres back to country of origin is a key consideration for sourcing hemp and linen.

Hemp and linen textiles and yarn used in our products should carry one of our approved standards, as follows:

- Global Organic Textile Standard (GOTS) certification
- Masters Of Linen® certification
- Content Claim Standard (CCS) certification
- Uncertified fibre that carries full transparency and traceability from country of origin to finished material

Finishing on all linen and hemp (100% pure and blended materials) must adhere to our Finishing Standards Criteria.



CELLULOSIC FIBRES (for textiles and packaging)

Preservation of old growth forests and the responsible stewardship of land that is used to grow trees for fibre is paramount to us. In addition, we insist that all chemical processing from forest to finished materials for products and packaging is carried out with minimal impact to soil, air and water at all processing facilities.

Man-made cellulose textiles and yarns used in our products must carry our approved standard, as follows:

- All LENZING™ branded fibres and yarns.

Cellulose materials used in our packaging must carry our approved standard, as follows:

- Forest Stewardship Council (FSC) certification

Finishing on all cellulosic fibres (100% pure and blended materials) must adhere to our Finishing Standards Criteria.



SYNTHETICS

We are working to reduce the impact of synthetic materials in our products by focusing on increasing the mix of single fibre materials and selecting recycled fibres with the aim of eliminating virgin synthetic textile fibres by 2022.

We apply the following standards to our use of synthetic textiles and yarns in our products:

- Preference for 100% single fibre synthetics
- Preference for synthetics blended with other synthetics, not with natural fibres
- All polyesters should be from certified recycled sources
- All polyamides (including nylon) should be from certified recycled sources
- Stretch yarns such as elastane should be from recycled or biodegradable sources wherever available

In addition, synthetic textiles and yarns used in our products must carry one of our approved certifications, as follows:

- Global Recycled Standard (GRS) certification
- Recycled Claim Standard (RCS) certification
- UTrust for REPREVE™ yarns and fibres

Our approved standards for the use of synthetic materials in our packaging are:

- All plastics must come from certified recycled sources and be recyclable.

Finishing on all synthetic fibres (100% pure and blended materials) must adhere to our Finishing Standards Criteria.



WOOLS

The most important factors for us when sourcing wool are animal welfare, soil health and chemical processing reduction. We only use sheep's wool at this time.

We work closely with suppliers who respect and uphold the "Five Freedoms, internationally accepted standards of care for animals, as an absolute minimum.

We apply the following standards to our use of wool textiles and yarns in our products:

- Preference for 100% wool fibre, over blends
- Mulesing free (wool originating from Australia must be declared as 'non-mulesed' (NM) or 'ceased-mulesed' (CM) in National Wool Declaration (NWD) documentation)

In addition, wool textiles and yarns used in our products must carry one of our approved certifications, as follows:

- Global Organic Textile Standard (GOTS) Certification
- ZQ™ Certification
- Responsible Wool Standard (RWS) Certification
- Global Recycled Standard (GRS) Certification

Finishing on all sheep's wool (100% pure and blended materials) must adhere to our Finishing Standards Criteria.



FINISHING STANDARDS CRITERIA

Our approved finishing standards apply to all the materials we use for our products and allow us to uphold industry best practice for minimising the chemical impacts of our clothing production. They compliment our approved material standards.

All of our products must carry at least one of the following finishing standards.

- Global Organic Textile Standard (GOTS) certification - applies to natural fibres only
- OEKO-TEX® - specific to chemical restrictions for finishing textiles
- BLUESIGN® - specific to chemical inputs and finishing primarily for synthetic fibres



RESTRICTED MATERIALS LIST

The following materials fall outside our commitment to environmental and social wellbeing. We will never knowingly include these materials in our collections either as 100% content or as a content blend.

- Animal Fur
- Angora
- Conventional Nylon Textiles
- Conventional Polyester Textiles
- Conventional Viscose
- Exotic Skins or Hides
- Endangered Species; we will never knowingly source any species listed on the CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) and IUCN (International Union for Conservation Red) lists of endangered species.
- Genetically modified or non (certified) organic cotton
- PVC (polyvinyl chloride)
- Virgin Animal Derived Leather
- Virgin Down and Feathers

MEETING OUR PREFERRED MATERIALS STANDARDS

The measures we and our suppliers must have in place to uphold and maintain our Preferred Materials Standards include but are not limited to:

- We and our suppliers must have effective tools and processes in place to track, review and modify ways of working that uphold or exceed these materials standards.
- We do not accept substitutions for materials agreed for bulk production without prior written permission from our senior management team. Any materials outside of our Preferred Materials List must be checked against our Restricted Materials List in the first instance.
- Suppliers must be able to provide us with true and accurate documentation that shows their compliance with these standards in line with our approved third-party verified standards/initiatives listed above. All documentation must be checked and signed off by our product development teams prior to bulk production.
- Trims, hardware, labels and accessories are not detailed here but we apply the same basic principles to these, always sourcing the lowest possible impact options.

3. WASTE REDUCTION

We consider waste, secondary markets and extended producer responsibility a critical area of development for our brand. While we expand our measures to address the potential for post-consumer waste arising from our clothing, we are committed to only working with suppliers who can ensure minimal or no waste in our product development and manufacturing processes.

MEETING OUR WASTE REDUCTION STANDARDS

The measures we and our suppliers must have in place to mitigate and redirect excess materials and finished goods include but are not limited to:

- An efficient materials sourcing process for textile, trim and packaging must be agreed and maintained by us and our suppliers before bulk ordering takes place.
- Suppliers must track all materials surplus from our product development, bulk production and packaging and provide data to us for the same.
- Suppliers must agree to work proactively with us to put measures in place to recycle and/or re-use all or most of any excess materials and trim that arise from our product development, bulk production and packaging and provide data to us for the same.
- Authorised licensed contractors must only be used to carry out any waste mitigation / redirection measures when required.

4. TRACEABILITY

We are committed to tracing every step of our clothing supply chain from raw material source to manufacturing so that we can better understand potential social and environmental risks, as well as opportunities for having a more positive impact.

Third-party certifications are one tool we use to help us map our supply chains. We know we must go further to have full visibility on all communities our products touch so work only with suppliers who agree to support in gathering rigorous information on our supply chains, including but not limited to the following:

- Providing documentation related to suppliers, country of origin and source of raw materials used in our textile, trims and packaging.
- Getting written approval from our senior management team for the use of subcontractors in any manufacturing and raw material sourcing processes related to Nobody's Child branded product prior to bulk ordering for production.

5. TRANSPARENCY

We continue to be open and honest about our journey to be a more responsible brand and our challenges and successes along the way. We are committed to be transparent about our product supply chains and ask for our suppliers support by:

- Agreeing to be listed on our website as a preferred supplier and other NGO partner transparency focused platforms.

WORKING TOGETHER TO MEET THESE STANDARDS

We take a personable approach to our supplier relationships to build trusting, long-lasting supply chain partnerships.

We give our suppliers a minimum guarantee of how we will do business with them to strengthen our relationships over time, including but not limited to:

- Paying a fair and reasonable price for services provided to Nobody's Child
- Agreeing and keeping to achievable lead times that support our labour standards for supplier employees, particularly around excessive working hours
- Paying our invoices in line with agreed payment terms.
- Keeping regular, open dialogue to understand and address challenges and build on successes in our processes for working together.

COMPLIANCE

We expect suppliers to report any incidences of non-compliance with our standards to us and/or if they need support to put measures in place to meet them.

If instances of non-compliance arise Nobody's Child shall take immediate action to identify the cause and seek to remedy working with the supplier and the relevant auditors to address within 4 weeks. All instances of non-compliance must be fully resolved within 6 months. Persistent non-compliance will result in the termination of all contracts with our brand.

COLLABORATION

We work in many different countries and know that social, environmental, economic and cultural contexts will vary from place to place. We want to support our suppliers to deliver on the standards below in a way that is right for their local setting. We are committed to working with NGOs and other industry partners to ensure we and our suppliers are adhering to the most efficient and effective standards for social and environmental wellbeing of people right across our value chain.

COMMUNICATION

Our senior management team are responsible for the development, communication and upholding this Responsible Brand Commitment, in consultation with external responsible business advisors. It is communicated to all of our colleagues, external partners and collaborators and available on our website.

It will be updated annually in line with our progress in reaching our social and environmental impact goals and any product category expansion, as well as developments in legislation and industry best practice. We will work with our suppliers to agree a timeframe to adapt to any updates to our standards that are not already in place at their facility.

If you have comments, questions or concerns about the standards in this Responsible Brand Commitment, please contact Amy Boswell, amy.boswell@nobodyschild.com.

SIGNATURE SECTION

All parties who work for and with our brand must sign our Responsible Brand Commitment before working together in any capacity.

*I have read and understood this document and confirm that **I comply or COMPANY NAME complies** to all points (please delete as appropriate).*

For suppliers of products or services:

I will supply updated information as soon as it becomes available for any of the sections outlined above that are relevant to my working relationship with Nobody's Child.

I hereby consent to the public disclosure of the information given here in regards to this company and its operations for Nobody's Child.

Everything is true to the best of my knowledge

Company Name:

Company Address:*

For everyone:

Signatory name and position:

Signature:

Date:

*The company name and address must be the actual physical addresses where work contracted by Nobody's Child takes place.

ANNEX

LABOUR STANDARDS GLOSSARY

AUDITS/CERTIFICATION FRAMEWORKS

[SEDEX SMETA AUDITS](#)

SMETA (Sedex Members Ethical Trade Audit) is Sedex's social auditing methodology that enables businesses to assess their sites and suppliers to understand working conditions in their supply chain.

[AMFORI-BSCI CODE OF CONDUCT](#)

The amfori BSCI Code of Conduct draws on important international labour standards protecting workers' rights such as International Labour Organization (ILO) conventions and declarations, the United Nations (UN) Guiding Principles on Business and Human Rights as well as guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD). It sets out 11 core labour rights, which participants and their business partners commit to implementing within their supply chains in a step-by-step development approach.

[SA8000](#)

The SA8000 Standard is based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws. SA8000 applies a management-systems approach to social performance and emphasizes continual improvement.

[FAIRTRADE TEXTILE PRODUCTION MARK](#)

The Fairtrade Textile Standard applies to countries and regions where freedom of association is possible. It applies to all operators employing hired workers in the textile supply chain processing Fairtrade certified cotton and/or other responsible fibres. This includes, but is not restricted to ginning, spinning, weaving, knitting, cut, make and trim stages. Operators using Fairtrade cotton must also be certified against the Fibre Crops Standard. Operators under the Fairtrade Cotton Program have volume tracking in place.

VOLUNTARY INDUSTRY INITIATIVES

[ETHICAL TRADING INITIATIVE](#)

The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. Their vision is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity.

[ETHICAL TRADING INITIATIVE BASE CODE](#)

The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and

is an internationally recognised code of labour practice.

[FAIRWEAR FOUNDATION CODE OF LABOUR PRACTICES](#)

The Fairwear Foundation Code of Labour Practice is made up from eight labour standards derived from ILO Conventions and the UN's Declaration on Human Rights. This means the Fair Wear Code of Labour Practices is based on internationally recognised standards which have been set through tripartite negotiation.

MATERIALS STANDARDS GLOSSARY

[GLOBAL ORGANIC TEXTILE STANDARD \(GOTS\)](#)

The Global Organic Textile Standard covers the entire production process based on the use of organic fibres from textile processing and manufacturing up to licensing and labelling. While this is a rigorous process in which all criteria must be met, the result is an internationally recognized organic certification demonstrating to stakeholders, partners, and consumers your commitment to providing sustainable, ethical, and high-quality products. Only textile products that contain a minimum of 70% organic fibres can become GOTS- certified.

[TEXTILE EXCHANGE STANDARDS](#)

Textile Exchange is a global non-profit that works closely with its members to drive industry transformation in preferred fibres, integrity and standards and responsible supply networks.

- Organic Content Standard (OCS 100) - organic content standard requires 100% certified organic material (cannot be blended with any of the same fibre type that is not organic)
- Global Recycled Standard (GRS) - recycled content standard requiring minimum of 20% recycled material.
- Responsible Wool Standard (RWS) - best practice wool standard with a holistic approach to animal welfare and the land they are raised on.
- Content Claim Standard (CCS) - assures accuracy of content claims via chain of custody

[LENZING™ FIBRES](#)

For more than 80 years, Lenzing™ has been thinking beyond fibres and looking to life, using 'botanic fibres', sourced from wood in a sustainable way from certified forestry.

[ZQ™ - MERINO](#)

ZQ is an established grower standard for wool, owned and operated by The New Zealand Merino Company Ltd and is recognised by the ISO/IEC 17065:2012 standard.

[FAIRTRADE TEXTILE STANDARD](#)

The Fairtrade Textile Standard is one component of the greater [Fairtrade Textile Programme](#) to facilitate change in textile supply chains and related business practices. This comprehensive approach engages manufacturers and workers in the supply chain to bring about better wages and working conditions, and engages brands to commit to fair terms of trade.

[FAIRTRADE COTTON STANDARD - Fairtrade Standard for Fibre Crops for Small Producer Organizations and Traders](#)

This standard covers the purchase and sale of seed cotton. For the sections under certification and traceability (only), the standard also covers any processed products and derivatives. The standard also covers secondary products and their derivatives. The definition of secondary products is included in Annex 1 of the Generic Trade Standard. A non-exhaustive list of products fitting the secondary products definition is published on the Fairtrade International website.

FINISHING STANDARDS GLOSSARY

[GLOBAL ORGANIC TEXTILE STANDARD \(GOTS\)](#)

The use of water and chemicals in textile processing has the highest level of associated risks and GOTS apply very stringent criteria for their certification standards. Chemical inputs used for wet-processing of GOTS Goods must be approved prior to their use.

[OEKO-TEX STANDARDS®](#)

OEKO-TEX® labels are available for textile and leather products that have been tested for harmful substances and which are thus safe from a human-ecological perspective.

[BLUESIGN®](#)

BLUESIGN is a holistic system that provides solutions in sustainable processing and manufacturing to industries and brands. Based on strict criteria, auxiliary material and services are developed to support the company specifically in its sustainable development. As an independent authority, BLUESIGN checks the progress that a company has made in this effort, provides continual further development of solutions and continuously optimizes its criteria.

END.