



Deane.[®]
Apparel

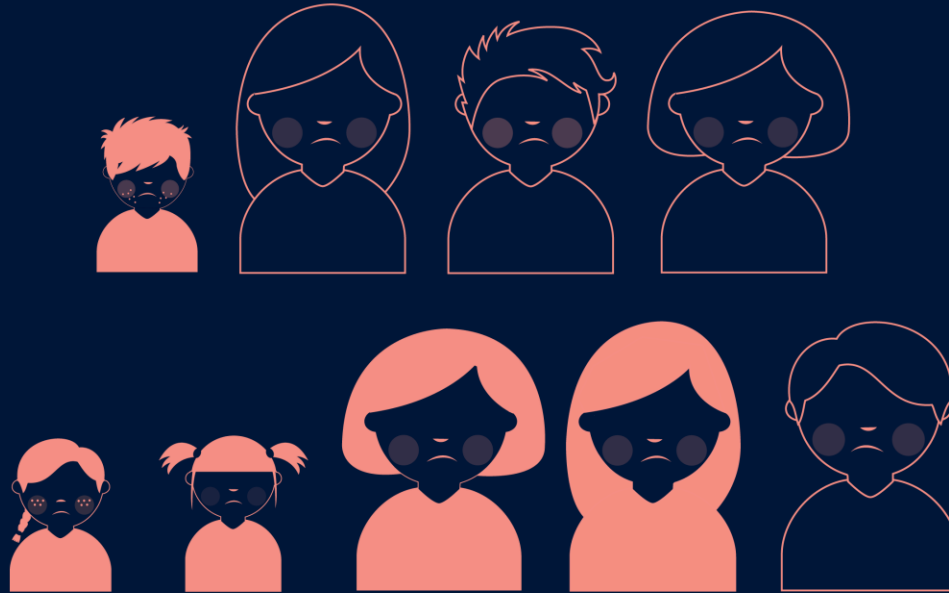
Modern Slavery

Lunch and Learn

July 22nd 2025



Modern slavery is the umbrella term used to describe the use of exploitive labour practices, which include, but is not limited to; servitude, forced labour, human trafficking, debt bondage, forced marriage, slavery, deceptive recruitment for labour or services, and child labour.



50

MILLION PEOPLE

- INTERNATIONAL LABOUR ORGANIZATION



8000



41,000



Migrant workers' Kiwi dream shattered



Hanna McCallum | The Post



News Life Radio Podcasts Video

Te Ao Māori Pacific

IndoNZ

February 22, 2025

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INDONZ / INDONZ FEATURED STORIES

Immigration New Zealand launches investigation into migrant worker exploitation

8:40 am on 18 August 2023

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Blessen Tom, Journalist

@blessen_tom Blessen.Tom@rnz.co.nz



Liu Chen, Journalist

liu.chen@rnz.co.nz



TION

Interview: Man kept as slave speaks out

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Investigative Reporter

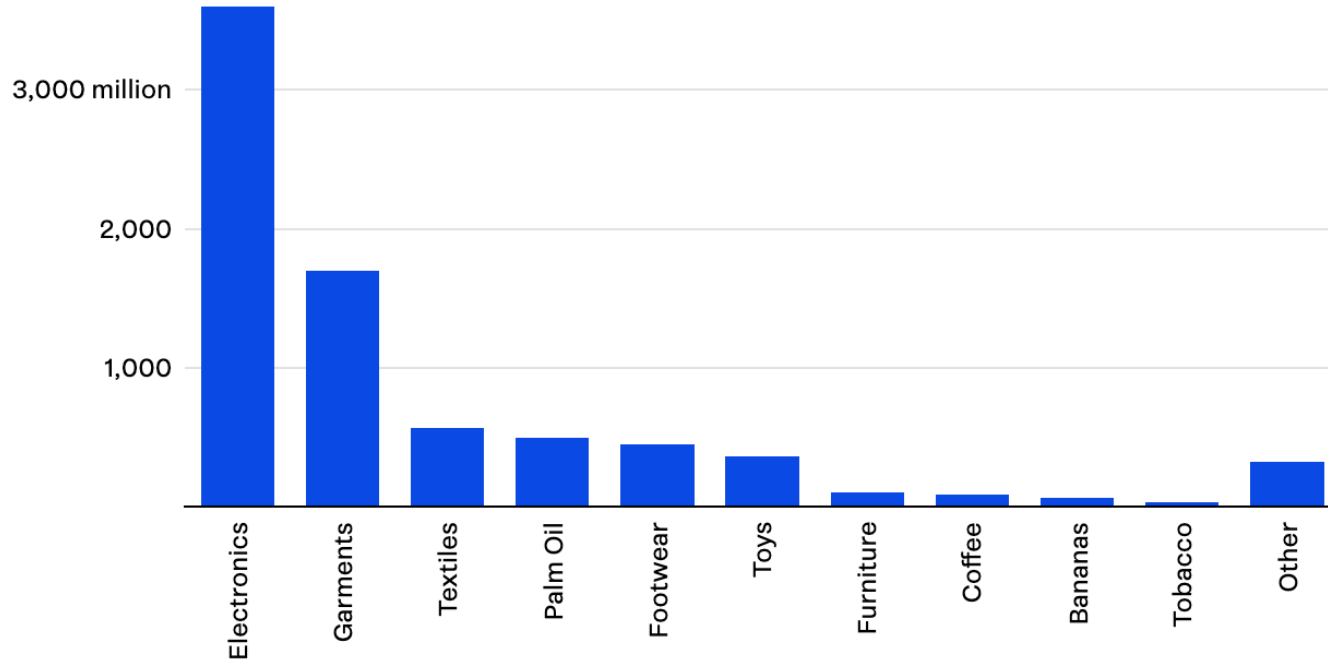
anusha.bradley@rnz.co.nz

New Zealand with promises of money and a better life, but kept as a slave, repeatedly assaulted and cut off from his family. At last, he tells his story.



Top risky goods by import value

It's next to impossible for consumers to know whether some of the goods they buy are tainted by forced labour. World Vision has listed the top 10 riskiest types of goods imported to New Zealand in 2022.





Temporary migrant workers in Australia facing 'disturbing' patterns of exploitation from some employers, UN official says

By business reporter [Gareth Hutchens](#)

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05 SEPTEMBER 2023,
8:18PM

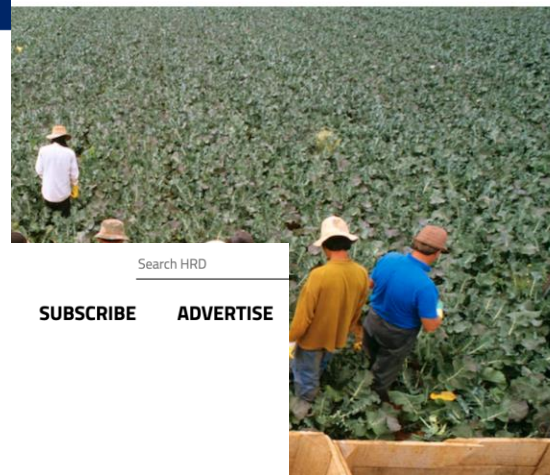
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Melbourne couple face court for modern-day slavery charges

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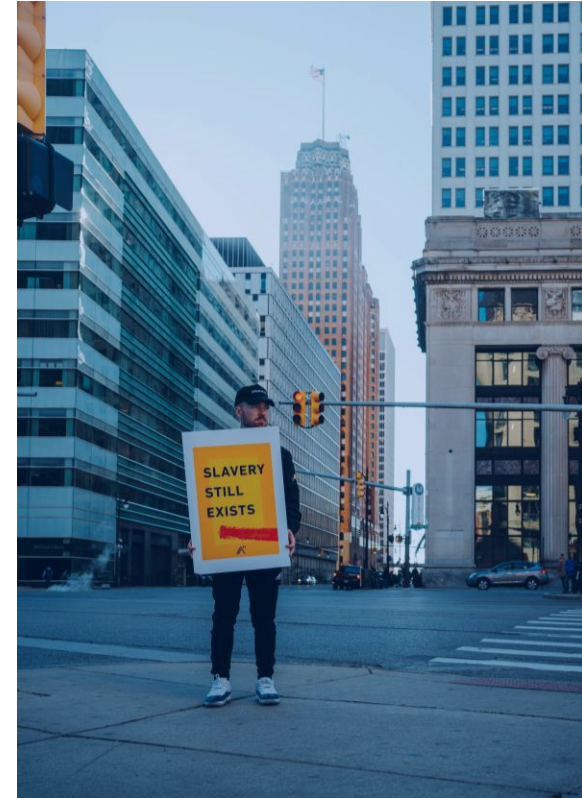
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Employer guilty of exploiting migrant workers hit with six-figure fine



Why is it happening?

- Extreme poverty and lack of economic opportunities - leading individuals to accept exploitative conditions in hopes of improving their livelihoods.
- Limited access to education which leaves individuals, especially children, more susceptible to exploitation.
- War, political unrest, and natural disasters which displace populations
- Corruption in governments and law enforcement agencies which allows traffickers to operate with impunity.
- Consumer demand for low-cost goods and services, which fuels the need for very cheap labour.

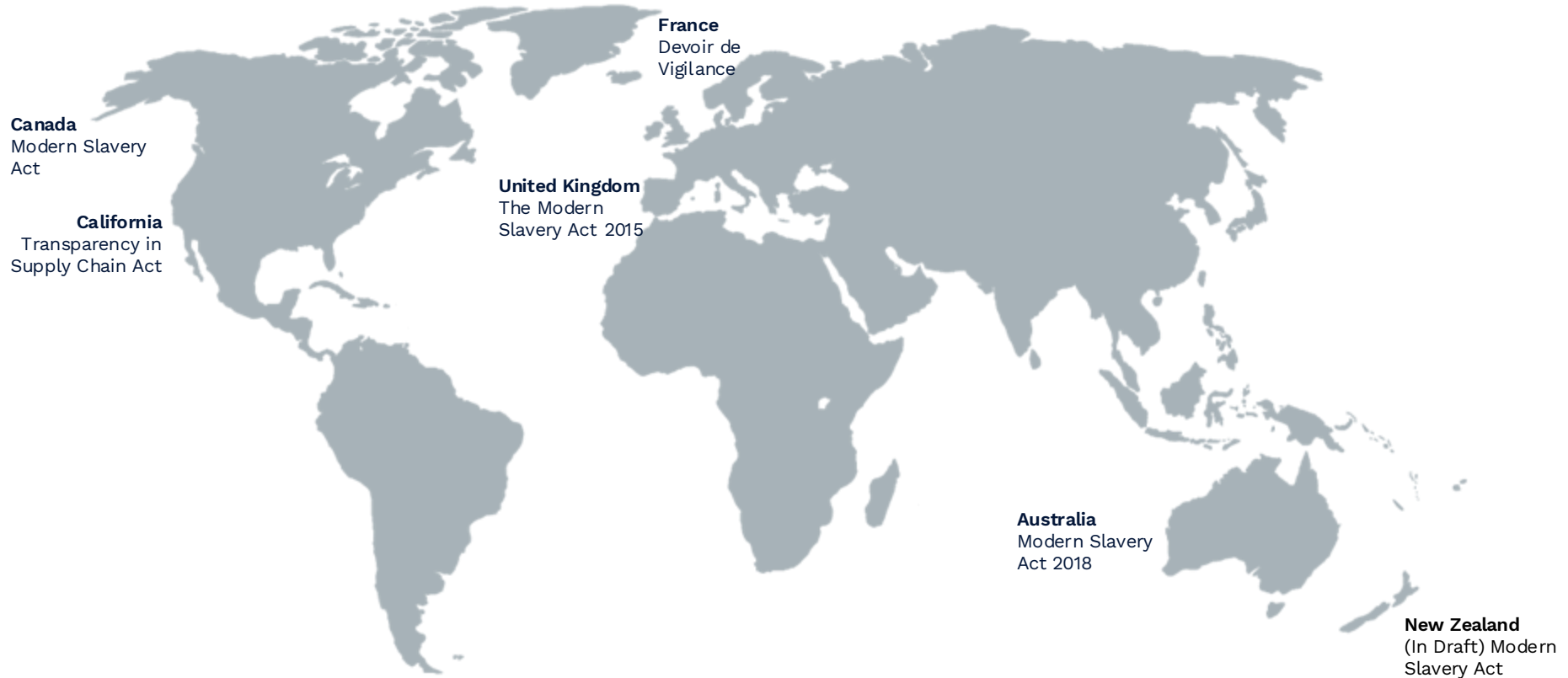


Modern Slavery: A Personal Story



What are governments doing?

Global Legislation



Global Legislation

UK Modern Slavery Act 2015

Applies to commercial organisations with an annual global turnover of at least £36 million doing all or some of their business in the UK.

The act requires qualifying organisations to prepare an annual statement of the steps taken to ensure slavery and human trafficking are absent from their operations and supply chains.

Australia Modern Slavery Act 2018

Applies to businesses that have over \$100 million in revenue. (Currently being reviewed to lower this threshold).

Qualifying companies are required to report annually on the risks of modern slavery occurring within their business operations and supply chains, along with the action taken to assess and address such risks.

Canada Modern Slavery Act 2023

Bill S-211 was passed in 2023. Applies to entities operating in the Canadian market with revenue of over \$40 million. Entities must submit and publish an annual report that must identify the risks of modern slavery within their supply chains and the steps taken to mitigate them.



New Zealand Legislation

- In late July 2023, the NZ Government has started to draft Modern Slavery legislation for kiwi businesses
- Companies with more than \$20 million in revenue would be required to provide information to be put on a modern slavery register, or face a fine ranging from \$10,000 to \$200,000.
- Companies will need to report on how they have tackled exploitation risks in their operations and supply chains.
- The drafting process has begun now and is expected to take about six months - so legislation would not be ready to be introduced to Parliament until late January at the earliest



Deane taking action

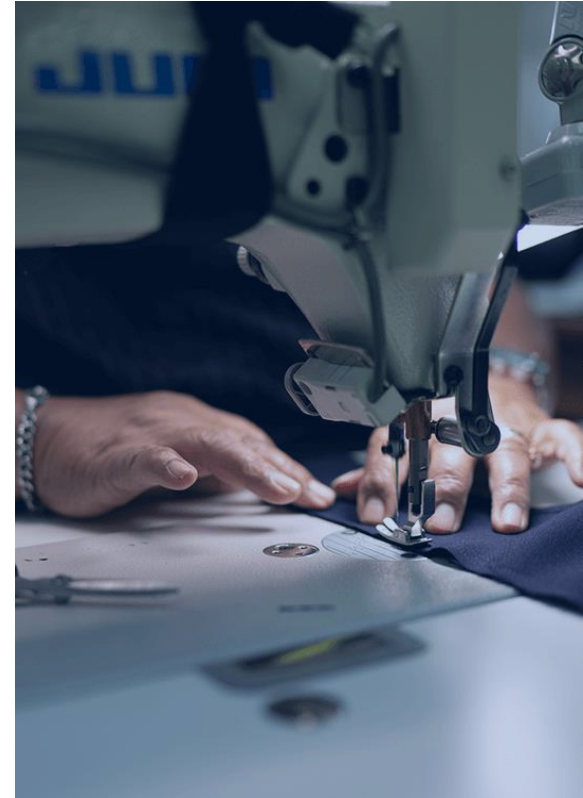
What have Deane done?

SUPPLIER CODE OF CONDUCT

A *Supplier Code of Conduct* was developed by Deane in 2023, and sent out to all Tier One suppliers. The Code follows principles outlined by the International Labour Organisation, and the Ethical Trading Initiative. It outlines Deane's expectations of the standards and values in regards to human rights.

SUPPLIER RISK ASSESSMENT

To ensure visibility into Deane's supply chain, a Supplier Risk Assessment was conducted in 2024. A Discovery Questionnaire was developed and sent out to all Tier One suppliers, and then their results were reviewed and assessed on the risk they presented to Deane in regards to human rights and worker exploitation.



What have Deane done?

MODERN SLAVERY STATEMENT

A Modern Slavery Statement is a comprehensive document, following a guidelines set out by legislators.

In 2025, Deane have developed their first Modern Slavery Position Statement in line with the Australian Modern Slavery Act legislation.

Deane's Statement describes the business, along with an overview of their supply chain. They have then identified the risks in both their operations and supply chains, and explained the actions they have taken to mitigate and remedy these risks.

Please note As Deane are part of Alsco Uniforms – they have not off filed their statement with the Australian Registrar – but are instead covered by the Alsco Uniforms Modern Slavery Statement.





Modern Slavery Statement

FY24

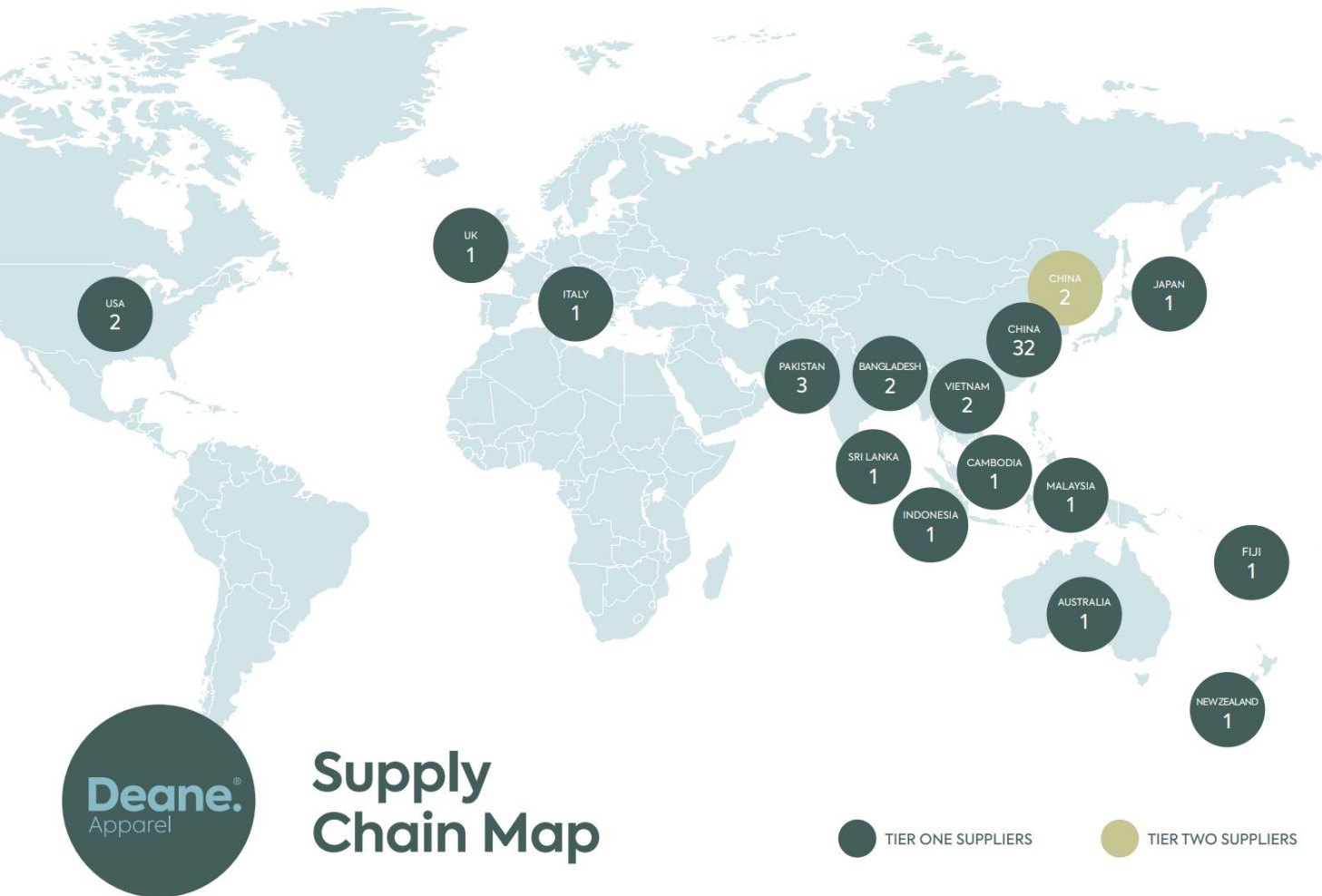
V2. July 2025



For a
better

working
world.

®



List of Locations of Deane Tier One Suppliers:

China	32	48.51%
Malaysia	1	21.43%
NZ	1	8.46%
Vietnam	2	8.19%
Pakistan	3	3.65%
Japan	1	2.14%
Fiji	1	2.04%
Australia	1	1.97%
UK	1	1.44%
USA	2	0.88%
Sri Lanka	1	0.52%
Cambodia	1	0.35%
Indonesia	1	0.27%
Bangladesh	2	0.10%
Italy	1	0.07%

Modern Slavery risks

OPERATIONS



Freight & Courier Services



Consultant Services



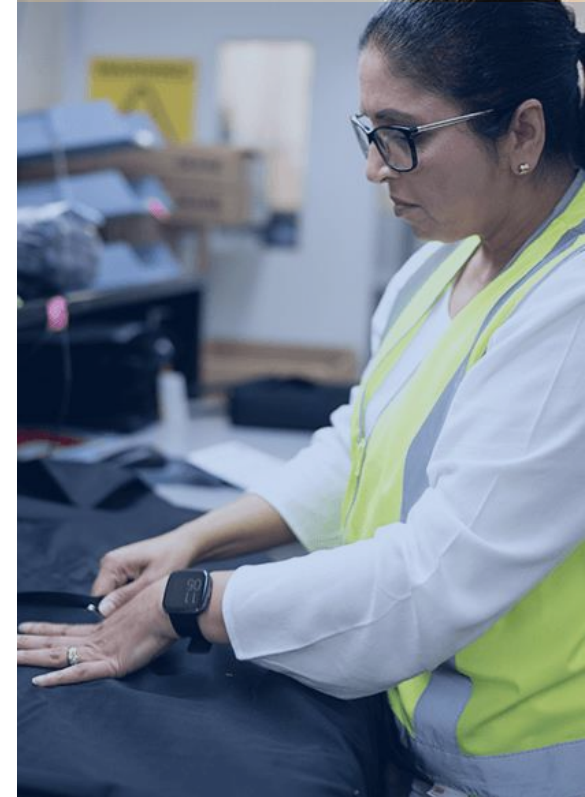
Cleaning



Packaging



Product Testing



Modern Slavery risks

SUPPLY CHAIN - GEOGRAPHICAL



China



Malaysia



Vietnam

Modern Slavery risks

SUPPLY CHAIN - COTTON

- Cotton is one of the most important raw materials in Deane's textile products, accounting for approximately **44%** of our fabrics procured in 2024.
- Documented cases have emerged in countries such as Benin, Burkina Faso, China, Kazakhstan, Pakistan, Tajikistan, Turkmenistan, and Uzbekistan.
- In June 2022, the United States enacted the Uyghur Forced Labor Prevention Act (UFLPA) Xinjiang accounts for around 20% of global cotton production and nearly 80% of China's cotton.

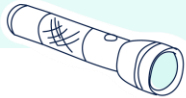


What can we do?

How to address modern slavery

Identify

- Transparency
- Risk assessments
- Industry scanning



Mitigate

- Policies
- Contracts
- Audits
- Supplier questionnaires
- Site visits
- Worker engagement



Remediate

- Promote grievance mechanisms
- Take corrective actions



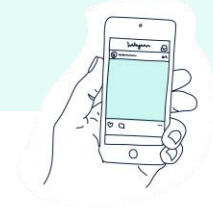
Collaborate

- Build capacity training
- Address root causes



Communicate

- Communicate regularly with all stakeholders



How to identify modern slavery

Reluctant to
interact with
others

Have few personal
belongings, wear
the same clothes
every day

Restricted
movement and
communication

Have no
identification
documents

Are unpaid or
receive minimal
compensation
despite working
long hours

Exhibit signs of
fear, anxiety, or
submissiveness,

Signs of
physical abuse,
malnutrition, or
untreated medical
conditions

Poor living
conditions,
overcrowded
housing, and
lack of basic
amenities

Work excessively
long hours

Be dropped off
and collected for
work always in the
same way, at
unusual times

What are the signs of modern slavery?



Reporting Modern Slavery - NZ

New Zealand has legislation and policies in place to address domestic instances of slavery or forced labour. Our legislation includes the Immigration Act and Crimes Act, which have provisions to prevent domestic and transnational people trafficking and slavery.

If you see any suspicious behaviour, or behaviour you believe to be illegal, please **call 111** immediately, but please make sure you are safe before doing so.

If you suspect someone is being held in slavery like circumstances, please raise it with your manager or a member of the Deane Sustainability Team to help take further action.

For more support or information visit [Victim Support](#).

The most important thing to remember is to keep yourself safe before reporting.



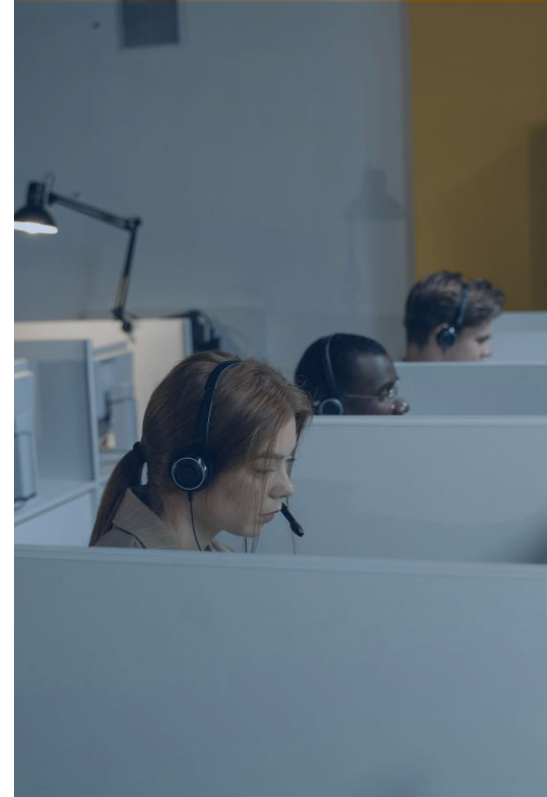
Reporting Modern Slavery - AU

The Australian Federal Police (AFP) leads Australia's policing response to prevent, disrupt, and investigate suspected cases of human trafficking and other modern slavery crimes in Australia.

You can call the AFP to report a suspected case of modern slavery on **131 237 (131AFP)** or [report online](#). Your manager or a member of the Deane Sustainability Team can be there to support you. The information provided will remain confidential.

If you or someone you see are in immediate threat of your safety, please **call 000** immediately.

The most important thing to remember is to keep yourself safe before reporting.



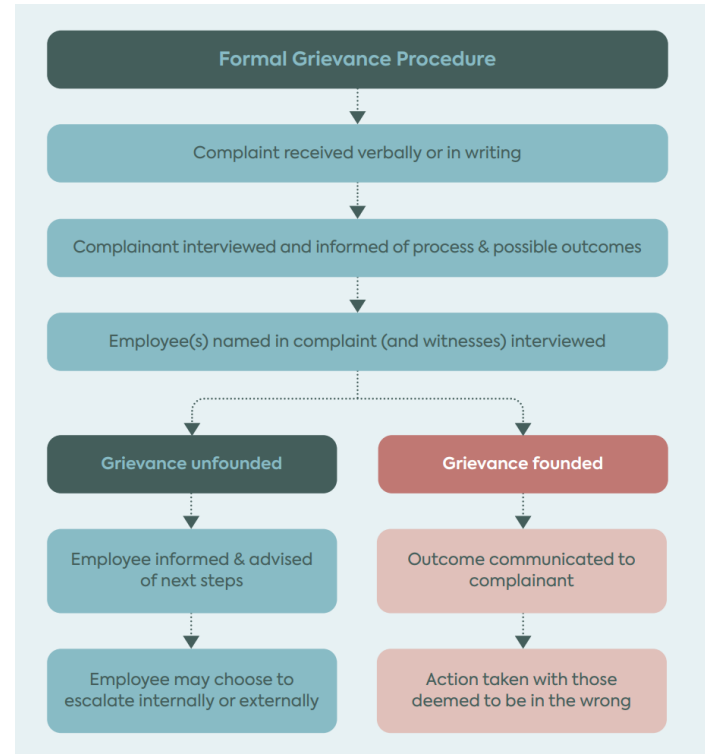
Red Flag Reporting

- In 2018 the Alsco Group established Red-Flag Reporting across all offices and subsidiaries.
- Red-Flag are an Ethics, Compliance, Safety, Fraud and Whistleblower Hotline Service.
- The service allows people who wish to report concerns to remain completely anonymous.
- To file a report, simply visit www.redflagreporting.com and click on "File a Report"



Grievance Resolution Policy

- The Grievance Resolution Policy has been developed by the Alsco Group.
- This document outlines the standards and actions an employee needs to take to report and lodge a grievance internally.



Thanks.