

RESPONSIBLE SOURCING POLICY

A. Introduction and Purpose

WOW Wipes is committed to ethical, socially responsible and environmentally sustainable business practices in all aspects of our operations including supply chain.

The purpose of this Policy is to promote fair working conditions, sustainability and improved environmental outcomes in our supply chain and adhere to the core values of human rights, labour standards, the environment and anti-corruption.

B. Policy Application

This policy applies to WOW Wipes, including.

- All team members responsible for sourcing products and services, managing Trade Partners, and ensuring product compliance.
- Service providers, product suppliers, trade partners (including agents), contractors, consultants, and labour hire firms (collectively our "Trade Partners").

C. Policy Statement

WOW Wipes Responsible Sourcing criteria for Trade Partners are that they:

- Comply with national laws application in the country of manufacture
- Be open and honest in their dealing with WOW Wipes
- Do not use child labour
- Ensure employment is freely chosen and do not use forced or bonded labour
- Respect freedom of association and the right to collective bargaining
- Ensure that working conditions are safe, healthy and hygienic
- Pay fair wages
- Ensure that working hours are not excessive
- Treat workers fairly and with respect

WOW Wipes will:

- C.1. Work with Trade partners to promote fair working conditions, sustainability and improved environmental outcomes in our supply chain;
- C.2. Include compliance with this Policy as a provision in our contracts with Trade Partners;
- C.3. Implement appropriate compliance verification processes commensurate with the level of risk

Team Members must:

- C.4. communicate this Policy to Trade Partners; and
- C.5. ensure Trade Partners provide the necessary information and documents to enable verification of compliance.

All Trade Partners are:

- C.6. Responsible for compliance with this Policy throughout their operations and their entire product supply chain. Provision of products/services to WOW Wipes constitutes confirmation of continuing compliance with this Policy.

D. Policy Compliance

Failure to comply with this Policy may result in termination of our relationship with Trade Partners; and/or disciplinary action for Team Members, including without limitation, a written or verbal warning and, in serious cases, termination of employment or contract with WOW Wipes.

E. Policy Amendment

This Policy will be reviewed periodically.

ANNEXURE A – Additional Information

1. DEFINITIONS

Child labour	<p>Child labour refers to work that:</p> <ul style="list-style-type: none"> • is mentally, physically, socially or morally dangerous and harmful to children; and • interferes with their schooling by: <ul style="list-style-type: none"> ○ depriving them of the opportunity to attend school; ○ obliging them to leave school prematurely; or ○ requiring them to attempt to combine school attendance with excessively long and heavy work
Forced labour	Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration officials.
Slavery	Refers to a situation when a person exercises the rights of ownership over another person. This includes the power to make the victim an object of purchase or to use their labour or services in a substantially unrestricted manner.
Fair working conditions	Opportunities for work that are productive and deliver a fair income, security in the workplace and freedom for people to express their concerns, organise and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.
Private brand	WOW Wipes owns the trademark for the brand
Compliance verification processes	Methods of verifying or confirming compliance with this Policy such as contractual agreements, self-assessment, self-declaration, desktop reviews, audits, etc.

2. REPORTING BREACHES

- 2.1. All Team Members must be vigilant and report any breaches of this Policy to WOW Wipes management/ownership.
- 2.2. Trade partners and other third parties should report any breaches of this Policy through to WOW Wipes management/ownership.