



JB Hi-Fi Group Ethical Sourcing Policy

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A. Introduction

The JB Hi-Fi Group (referred to in this Policy as ‘the Group’ and consisting of the JB Hi-Fi, The Good Guys, and E&S Trading retail and commercial businesses) is committed to sourcing its products and services in an ethical and sustainable manner, and in doing so ensuring minimum standards concerning labour, health and safety, environmental management and ethics are applied and maintained across its supply chain.

B. Purpose and application

The purpose of this Ethical Sourcing Policy is to outline the Group’s minimum requirements and expectations of its suppliers with respect to the management of social and environmental risks within their operations and supply chains

A supplier is defined as any individual, company or entity that sells or seeks to sell or provide a product or service to the Group.

Suppliers are responsible for ensuring that any sub-contractors engaged by them who are involved in the provision of goods or services to the Group comply with this Policy. This Policy may also be applicable to suppliers with the supplier’s own supply chain. Where this is the case, suppliers are encouraged to communicate this Policy through their supply chain. This Policy is available both in English and Mandarin at <https://investors.jbhifi.com.au/corporate-governance>

The Group recognises and supports the Universal Declaration of Human Rights. Our minimum standards are aligned with internationally recognised frameworks, including the United Nations Guiding Principles on Business and Human Rights, the Ethical Trading Initiative (ETI) Base Code, the International Labour Organisation (ILO) fundamental conventions concerning rights at work, and the Responsible Business Alliance Code of Conduct.

Suppliers are responsible for monitoring and assessing on-going compliance with this Policy within their business operations and supply chains. All suppliers of the Group must accept responsibility for on-going compliance with this Policy through their contractual arrangements with the Group, or as part of their trading relationship with the Group.

The application of these minimum standards may vary between suppliers depending on the nature of their business. The Group recognises that some suppliers may need to work toward compliance with the standards set forth by this Policy. The Group encourages and supports continuous improvement and will work with suppliers in achieving compliance with this Policy within an agreed time frame. If a supplier is not able to commit to working toward and maintaining compliance with the Group’s Ethical Sourcing Policy, the Group reserves the right to terminate the trading relationship with that supplier.

The Group expects suppliers to comply with all laws and regulations applicable in the countries in which a supplier operates. Where the content of this Policy conflicts with applicable laws and regulations, a supplier should adopt a position that affords the greatest level of protection for workers and the environment.

Approved by the Board of JB Hi-Fi Limited 27 November 2024

C. Minimum Standards

Labour

1. Prohibition of Forced Labour

- 1.1 Forced, bonded (including debt bondage), involuntary labour, slavery and human trafficking in all its forms is prohibited
- 1.2 The use of deception, threats, fraud, abduction and/or force coercion in the recruiting, transporting, harbouring or receiving of workers is prohibited
- 1.3 Freedom of movement shall be respected with no unreasonable restrictions on workers' freedom on entering or exiting company provided facilities, including worker accommodation if applicable
- 1.4 Recruitment and other related fees should be paid by the hiring company and not passed on to workers. Where it is found that such fees have been paid by workers, they must be reimbursed directly to the affected worker within a reasonable time frame
- 1.5 Unless required by local law, the withholding of a worker's property (including but not limited to passports, licenses or monetary deposits) is prohibited. Where this is required by law, employers must ensure the worker's property is safely stored and kept private and confidential. In no case, should workers be denied access to their property or documents
- 1.6 Workers are free to cease employment without penalty, after providing reasonable notice as per their employment contract

2. Young workers

- 2.1 The use of child labour is prohibited. The term 'child' refers to a person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment according to local law (whichever is the greater)
- 2.2 A supplier must develop policies and processes to prevent the use of child labour and protect any child found to be performing child labour, in a way that prioritises the best interests and the health and safety of the child
- 2.3 Young workers under the age of 18 shall be provided with adequate training and supervision, and not perform work that is harmful to their physical and mental development
- 2.4 Appropriate policies and processes should be established to verify the age of all young workers prior to their employment
- 2.5 Suppliers shall ensure proper management of student workers through proper maintenance of student records, due diligence of educational partners, and protection of student rights in accordance with local laws
- 2.6 In the absence of local law setting minimum wage rates for such workers, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks

3. Working hours are not excessive

- 3.1 Working hours, including overtime, shall not exceed the maximum set by applicable laws and regulations
- 3.2 Total hours worked in a seven-day period must not exceed 60 hours per week, unless allowable under applicable laws and regulations
- 3.3 Workers must be allowed at least one day off every seven days

3.4 Complete and accurate records of hours worked must be maintained

4. Wages and benefits

- 4.1 Wages should provide for the basic living needs of workers whilst providing residual income for discretionary spending
- 4.2 Payment of wages and all other benefits must comply with applicable laws (including those relating to minimum wages, overtime hours, and legally mandated benefits)
- 4.3 All workers shall receive equal pay for equal work and qualification
- 4.4 If required by applicable laws, overtime shall be compensated at a premium rate of pay
- 4.5 Deductions from wages as a disciplinary measure are not permitted
- 4.6 For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify correct compensation has been paid for the work performed
- 4.7 Suppliers must not avoid their statutory obligations under labour or social security laws, including through the use of sub-contracting, labour agencies or alternative employment agreements

5. Prevention and mitigation of precarious employment

- 5.1 Suppliers must ensure that all work performed is subject to a lawful employment contract / industrial instrument (as applicable)
- 5.2 All workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of the terms and conditions of employment
- 5.3 Both foreign migrants, and migrants from different provinces or states within the same country, must receive their employment agreement prior to the worker departing from his or her home country, province, or state
- 5.4 There should be no changes to a worker's employment agreement upon arrival in the receiving country or province, unless required to meet local law and/or provide equal or better terms
- 5.5 Suppliers shall not structure employment arrangements in a way designed to cause social or economic insecurity to workers, such as abusing consecutive short-term contracts, labour-only contracting, subcontracting, and/or homeworking arrangements.

6. No discrimination, harassment or inhumane treatment

- 6.1 Suppliers must commit to a workplace free of harassment and unlawful discrimination, and treat all workers with respect and dignity
- 6.2 In hiring and employment practices such as wages, promotions, rewards, and access to training, suppliers shall not engage in discrimination or harassment in any form, including (but not limited to) discrimination based on ethnicity, nationality, religion, age, disability, gender identity or expression, sexual orientation, pregnancy, union membership or political affiliation, protected genetic information, marital status or family responsibilities
- 6.3 All forms of intimidation, bullying, abuse, or equivalent threats (physical, emotional, sexual, or otherwise) must be strictly prohibited
- 6.4 Reasonable accommodation for religious practices, workers with disability and family responsibilities (such as caregivers) is to be provided
- 6.5 Policies and disciplinary procedures regarding these requirements must be maintained and provided to workers

- 6.6 Workers must have access to support and protection if they are subject to discrimination, harassment or inhumane treatment
- 6.7 Workers or potential workers should not be subjected to pregnancy or virginity tests, or physical examinations that could be used in a discriminatory way

7. Freedom of association and right to collective bargaining

- 7.1 Subject to applicable law, the right of workers to join or form trade unions of their own choosing and to undertake collective bargaining shall be respected
- 7.2 Subject to applicable law, union representatives and workers shall be able to carry out union-related activities in the workplace and openly discuss concerns regarding working conditions and management practices, without fear of retaliation or detrimental treatment
- 7.3 Where the right of freedom of association and collective bargaining is restricted by applicable laws and/or regulations, workers shall be allowed to elect and join lawful forms of worker representation

Health and Safety

8. Occupational Health and Safety

- 8.1 A safe and hygienic working environment shall be provided at all times, with due consideration given to (but not limited to) controlling and mitigating risks associated with occupational hazards
- 8.2 All health and safety hazards in the working environment should be identified, assessed, and mitigated through the implementation of adequate safety policies, procedures, systems, controls, instructions and training designed to minimise the risk of injury and assure the on-going occupational health and safety of workers
- 8.3 Where hazards cannot be adequately controlled, workers shall be provided with an appropriate level of personal protective equipment free of charge, and educational materials about the risks associated with these hazards
- 8.4 Reasonable steps must be taken to ensure pregnant women, and nursing mothers are sufficiently and appropriately protected from high-risk occupational hazards, with reasonable accommodation provided to nursing mothers where required

9. Emergency preparedness

- 9.1 Adequate plans and procedures shall exist to minimize harm to health, the environment, and property in the event of an unplanned emergency incident occurring, including plans to respond to, and protect the health and safety of workers from potential pandemic outbreaks
- 9.2 Emergency plans and procedures are to be reviewed and tested on a regular basis in accordance with local law, and at least annually

10. Occupational injury and illness

- 10.1 Policies and processes must be implemented to minimise, manage, investigate and report occupational injuries and illness
- 10.2 In accordance with local laws, workers shall be provided with the necessary medical treatment and rehabilitation services to facilitate return to work

- 10.3 Suppliers shall allow workers to remove themselves from imminent harm without fear of victimisation, and not return to work until the imminent threats to worker health and safety have been sufficiently mitigated
- 10.4 Suppliers shall provide occupational health monitoring to routinely monitor and evaluate worker health

11. Industrial hygiene

- 11.1 Worker exposure to potentially hazardous chemical or biological materials shall be identified, evaluated, and either eliminated or limited to the fullest extent possible through the implementation of sufficient and appropriate policies, procedures, controls and systems, with the risks of exposure mitigated in a timely manner to avoid worker injury or illness
- 11.2 Workers shall be provided with adequate personal protective equipment and clothing free of charge to limit the risk of exposure to potentially hazardous materials
- 11.3 Training and educational materials on how to identify and limit exposure to workplace hazards shall be provided (on an on-going basis in accordance with local law) to all relevant employees

12. Physically demanding work

- 12.1 The risks of injury relating to physically demanding work (including but not limited to heavy lifting, repetitive manual handling, repetitive lifting, prolonged standing and high impact tasks) shall be identified and mitigated as far as reasonably practical

13. Machine safeguarding

- 13.1 Production and other machinery shall be subject to periodic evaluations for effectiveness of operation, safety hazards and continued safety of use
- 13.2 Where safety hazards in machinery are identified, all impacted staff shall be notified, with relevant remediation (such as, but not limited to barriers, instructions and physical protections) put in place to eliminate or minimise the risk of injury

14. Sanitation, food and housing

- 14.1 Access to safe and clean toilet facilities, potable water, and (if appropriate) sanitary facilities for food storage, preparation and consumption shall be provided
- 14.2 Accommodation, where provided, shall be clean and safe, and provided with appropriate emergency plans, hot water, adequate lighting, heat, and ventilation, with individually secured accommodations for storage of personal and valuable items, and reasonable personal space

15. Health and safety communication

- 15.1 All workers shall receive health and safety training for all identified workplace hazards (inclusive of training on emergency procedures) upon commencement of their employment and regularly thereafter in accordance with local law
- 15.2 Health and safety training must be conducted in a language understood by the recipient
- 15.3 Health and safety related information shall be clearly posted in the workplace in a location identifiable and accessible to workers
- 15.4 Health information and training shall include content on specific risks to specific demographics, such as gender and age, if applicable

- 15.5 Records of the training and worker attendance at such training must be maintained and reviewed, to ensure all workers receive training in a timely manner
- 15.6 Workers shall be encouraged and supported to report or raise any health and safety concerns to management without fear of retaliation or detrimental treatment

Environmental Management

16. Energy consumption and greenhouse gas emissions

- 16.1 Energy consumption and scope 1, 2 and 3 greenhouse gas emissions must be reported in accordance with applicable local laws
- 16.2 Suppliers shall measure, monitor and reduce their greenhouse gas emissions over time giving due consideration to the targets and goals set out by the Paris Agreement and International Panel on Climate Change

17. Sustainable Packaging

- 17.1 All product packaging must be compliant with applicable laws and regulations
- 17.2 Packaging should be designed with the aim of reducing environmental impact and supporting the circular economy, without compromising product quality and safety
- 17.3 Suppliers must work toward all product packaging components (inclusive of packaging utilised in logistics and transportation) being 100% recyclable, and made from at least 50% recycled content by 1 January 2026
- 17.4 Packaging utilised in shipping, logistics and transportation should be minimised without compromising the safe transit of products through the supply chain
- 17.5 For paper and cardboard packaging, where practicable the supplier shall source wood from managed sustainable forests, either under the Forest Stewardship Council (FSC) certification or an equivalent certification
- 17.6 Packaging must be free of any unnecessary single use plastics
- 17.7 The use of expanded polystyrene shall be eliminated in line with Australian state and federal regulations
- 17.8 Suppliers shall include labelling on product packaging, which helps customers recycle all packaging components correctly. The Group preferences the use of the Australasian Recycling Label (ARL)
- 17.9 Suppliers shall establish adequate systems and processes to enable the ongoing assessment, review and improvement of the sustainability of product packaging. In the absence of adequate systems and processes, suppliers shall refer to and utilise the Australian Packaging Covenant's Sustainable Packaging Guidelines

18. Environmental permits and reporting

- 18.1 Suppliers must comply with all applicable environmental laws and regulations.
- 18.2 All required environmental permits, approvals, and registrations must be obtained, maintained, and kept current, with all operational and reporting requirements followed at all times

19. Pollution prevention and resource conservation

- 19.1 Suppliers must maintain appropriate systems and processes to identify and minimise the discharge of pollutants and waste into the environment from their operations
- 19.2 Where practicable, Suppliers must pursue and implement opportunities to reduce the consumption of, and conserve, finite natural resources including (but not limited to) water, fossil fuels, minerals and virgin forests, and increase the use of renewable and recyclable resources

20. Hazardous substances

- 20.1 Suppliers must implement a systematic process to responsibly manage the use, storage, transportation and disposal of hazardous substances with the aim of minimising adverse human and environmental impact, and must ensure compliance with applicable laws and regulations
- 20.2 Information regarding hazardous waste generated by a supplier's operations shall be documented in accordance with applicable laws and regulations

21. Solid waste

- 21.1 A systematic process shall be adopted to identify, manage, reduce, responsibly dispose of, and (where practicable) recycle solid (non-hazardous) waste
- 21.2 Data regarding solid waste (non-hazardous) generated by a supplier's operations shall be documented in accordance with applicable laws and regulations

22. Air emissions

- 22.1 Harmful air emissions, with potential to cause adverse environmental and/or human impact must be identified, routinely monitored, controlled and treated prior to discharge
- 22.2 Suppliers shall conduct routine monitoring of the performance of their air emission control systems, and remediate any identified issues with under-performance of these systems in a timely manner
- 22.3 Ozone-depleting substances are to be effectively managed in accordance with the Montreal Protocol and other applicable regulations

23. Material restrictions

- 23.1 Suppliers must adhere to all applicable laws and regulations with respect to prohibiting or restricting the use of harmful substances in products and manufacturing, including labelling for recycling and disposal required by law

24. Water management

- 24.1 Suppliers must implement water management systems and practices with the aim of ensuring that water is conserved where possible
- 24.2 Wastewater must be managed, treated and disposed of in accordance with all applicable laws and regulations.

Ethics and integrity

25. Business integrity

- 25.1 Act with high standards of honesty and integrity at all times
- 25.2 Identify, disclose and manage any adverse impacts arising from conflicts of interest

26. Anti-bribery, corruption and fraud

- 26.1 All forms of bribery, corruption, fraud, extortion and embezzlement are strictly prohibited
- 26.2 Any activities intended to improperly influence another to obtain or retain business, or to obtain or retain a business or personal advantage, are strictly prohibited (which can include, without limitation, the giving or accepting of significant gifts or benefits)
- 26.3 The giving or accepting of gifts or other benefits that have significant value, or that have the potential to create an actual or perceived improper advantage, shall be reviewed by management, including to ensure they:
 - a) are not, or do not appear to be, connected with a personal or business advantage;
 - b) do not create any actual or perceived conflict of interest with the recipient's duties; and/or
 - c) do not compromise, or appear to compromise, the recipient's integrity, judgement or objectivity in the course of their duties
- 26.4 All business activities must be compliant with all applicable anti-bribery and anti-corruption laws and regulations
- 26.5 All business activities must be compliant with the Group's Anti-Bribery, Corruption and Fraud Policy, which is accessible through the JB Hi-Fi Limited investor website located at <https://investors.jbhifi.com.au/corporate-governance/> (as amended or replaced from time to time)

27. Disclosure of information

- 27.1 Information regarding a supplier's labour, health and safety, environment practices, financial position, performance, and business activities shall be disclosed in accordance with applicable laws and regulations and prevailing industry practices

28. Intellectual property

- 28.1 Suppliers must comply with all applicable laws and regulations regarding intellectual property

29. Fair business, advertising, competition

- 29.1 Suppliers must conduct their business in accordance with all applicable laws and regulations including, without limitation, those relating to advertising and competition
- 29.2 All environmental claims must be accurate, able to be substantiated with appropriate documentary evidence, and not exaggerated or misleading as per the Australian Competition & Consumer Commission (ACCC) guidance: [Making environmental claims - A guide for business | December 2023](https://www.accc.gov.au/publications/making-environmental-claims-a-guide-for-business) ([accc.gov.au](https://www.accc.gov.au))

- 29.3 Suppliers must have policies and procedures in place to ensure that all sub-contractors operate in accordance with all applicable laws, regulations and the Group's Ethical Sourcing Policy

30. Access to grievance mechanisms and protection of identity and non-retaliation

- 30.1 Suppliers shall establish processes for ongoing two-way communication with their workers, workers' representatives, and other relevant stakeholders
- 30.2 Workers should have access to a grievance mechanism through which complaints and feedback can be made, investigated and resolved in a fair and equitable manner
- 30.3 Policies and procedures enabling workers to safely and confidentially communicate concerns relating to non-compliance with this Policy shall be in put place and communicated to workers, with an avenue for anonymous disclosure and protection against detrimental treatment provided
- 30.4 Suppliers shall also provide workers with information on alternative dispute resolution channels that are available to workers

31. Responsible sourcing of natural resources

- 31.1 Where a supplier's supply chain involves the sourcing of minerals, suppliers shall adopt a Policy, exercise due diligence, and implement traceability processes on the source and chain of custody of raw materials, in order to minimise the risk of sourcing minerals (such as tantalum, tin, tungsten, gold, cobalt) from jurisdictions and suppliers connected with human rights and/or environmental abuses
- 31.2 Where relevant, due diligence should be conducted in a way that is consistent with the Organisation for Economic Cooperation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent recognised due diligence framework
- 31.3 Suppliers of garments to the Group shall implement processes or obtain independent certifications (Such as the Better Cotton Initiative) to ensure the social and environmental impacts of cotton production are addressed

32. Privacy

- 32.1 All personal and sensitive information must be treated and protected in accordance with applicable Privacy laws and regulations

Management systems

33. Responsibility and accountability for the management of all social and environmental risks including responsibility for on-going compliance with this Policy (and other applicable legal and regulatory requirements) shall be assigned to a specific member of the Supplier's executive management team or their delegate
34. Organisational systems, policies, procedures and training to assess, remediate and monitor non-compliance with this Policy and all other social and environmental, and legal and regulatory requirements, should be in place and tested regularly for adequacy and effectiveness

35. Suppliers must conduct and document periodic self-evaluations, audits, and risk assessments to assess compliance with this Policy and other relevant legal and regulatory requirements, and establish a process to remediate any areas of non-compliance in a timely manner

D. New supplier onboarding

All new suppliers to the Group must accept responsibility for on-going compliance with this Policy through their contractual arrangements with the Group, or as part of their trading relationship with the Group.

Prior to entering into a formal trading agreement, all suppliers must complete the Group's ethical sourcing new supplier questionnaire. Some suppliers may be asked to provide additional information relating to their operations and/or supply chain to the Group for the purpose of assisting the Group in assessing compliance with this Policy.

E. Change of supplier ownership or locations

Changes in supplier ownership and changes in location of the facilities of final assembly from which the Group receives its goods, must be reported to ethicalsourcing@jbhific.com.au within a week of these changes coming into effect.

F. The Group's approach to assessing supplier compliance with this Policy

The Group has adopted a risk-based approach to supplier due diligence in order to assess the risk of non-compliance with this Policy in its supply chain.

The due diligence process is administered by the Group's Sustainability and Ethical Sourcing team and involves obtaining information regarding a supplier's operations and supply chain (such as the country of final assembly, the sector within which they operate, and the products or services that are provided to the Group) and where the Group considers necessary, requiring the supplier to complete a site-specific ethical sourcing self-assessment questionnaire, and social compliance audits.

Suppliers are required to assist the Group in conducting its due diligence. Failure to respond to the Group's requests within a reasonable timeframe may result in suspension of orders, or in some cases termination of trading arrangements.

G. Requirements for suppliers to assess and remediate non-compliance with this Policy

All suppliers are responsible for monitoring and assessing compliance with this Policy through the completion of social compliance audits and regular reviews of their business operations and supply chains. This Policy outlines the Group's minimum requirements regarding the type, frequency and independence requirements associated with these audits. The Group's auditing requirements differ between suppliers of the Group's private label product range, and all other suppliers to the Group.

The Group may request suppliers to provide information to help the Group assess compliance with this Policy (such as, but not limited to social compliance audit reports, corrective action plans, or an ethical

sourcing self-assessment). Suppliers must comply with any such request. Any such information provided to the Group must not be more than 3 months old.

Suppliers must remediate instances of non-compliance with the Group's Ethical Sourcing Policy, within a timeframe that is commensurate to the severity and impact associated with the issue identified and agreed with the Group. A supplier must provide a corrective action plan to the Group, making clear the assignment of responsibilities and time frames for completion.

Auditing requirements relevant to suppliers of private label product

A social compliance audit recognised by the Group must be undertaken prior to any new factory being engaged to manufacture the Group's private label product, and every 12 months thereafter.

Suppliers must provide a list of new factories engaged to produce the Group's private label product on a monthly basis.

Social compliance audits must be undertaken for all existing factories at least every 12 months.

Audits must be conducted at the relevant supplier's cost by an independent auditor that is suitably qualified and accredited to perform the audit. Suppliers should ensure a level of auditor independence required to achieve a true and fair assessment of non-compliance with this Policy.

Appendix 1 contains a list of the social compliance auditing standards that the Group recognises and has approved for this purpose. Private label suppliers may propose an alternative audit methodology to those listed in Appendix 1, but this must be discussed and agreed in advance with the Group.

A copy of the finalised audit report (and where applicable) corrective action plan, must be submitted to ethicalsourcing@jbhifi.com.au within one week of completion of each audit.

Auditing requirements relevant to third party branded product suppliers which are full or regular members of the Responsible Business Alliance

Suppliers that are either full or regular members of the Responsible Business Alliance (RBA) are required to conduct social compliance auditing in accordance with the RBA's Membership Compliance Program Document. Suppliers that meet the social compliance auditing requirements outlined by the RBA, automatically satisfy the social compliance auditing requirements of the Group. Social compliance audits must be provided to the Group upon request.

Any full or regular members of the RBA that do not conduct social compliance auditing in accordance with the RBA's Membership Compliance Program, or conduct social compliance auditing to a lesser degree to that which is required by the RBA, must comply with the Group's social compliance auditing requirements outlined below.

Suppliers that are full or regular RBA members, must notify the Group if they do not comply with the RBA's Member Compliance Program.

Auditing requirements relevant to all other suppliers (excluding suppliers of the Group's private label product and RBA full and regular member suppliers that comply with the RBA's Membership Compliance Program)

The supplier shall, at its own cost, conduct social compliance audits recognised by the Group on an annual basis which cover:

- 100% of locations that are either owned by, or under operational control of, the supplier, that the supplier assesses to be at a high risk of non-compliance with this Policy; and
- At least 50% of locations used by the supplier but that the supplier does not either own or have operational control over, that are assessed by a supplier to be at a high-risk of non-compliance with the Policy.

Appendix 1 contains a list of the social compliance auditing standards that the Group recognises and has approved for this purpose. Suppliers may utilise alternative auditing standards to the Group's list of preferred audits, provided that the alternative standard tests compliance against the Group's Ethical Sourcing Policy, and is agreed in advance with the Group. Social compliance audits must be provided to the Group upon request.

Audits must be conducted by an auditor that is suitably qualified and accredited to perform the audit, and suppliers should ensure a level of auditor independence required to achieve a true and fair assessment of non-compliance with this Policy.

H. Reporting non-compliance with this Policy to JB Hi-Fi Group

JB Hi-Fi Group has zero tolerance for

1. Any instance of modern slavery, including child labour, forced labour, debt bondage, and human trafficking
2. Material violations of any applicable laws and regulations
3. Any instances of bribery, corruption or fraud
4. Any egregious breaches of this Policy which results in significant impact on life, health, facility, environment, or community

If a supplier becomes aware of any instances of non-compliance of this nature (either through the auditing process or at any other time), this must be communicated to ethicalsourcing@jbhifi.com.au or phone +613 8530 7927 as soon as it becomes known.

Persons are also able to submit reports anonymously through the Group's Whistleblower channel: Your Call (Within Australia: 1800 940 379. International: +613 9895 0012. Email: tgg@yourcall.com.au or jbhifi@yourcall.com.au. Website: www.yourcall.com.au/report).

Further information relating to the Group's grievance mechanisms and protections can be found within our Reportable Misconduct and Whistleblower Policy, which is accessible through the JB Hi-Fi Limited investor website:

<https://investors.jbhifi.com.au/wp-content/uploads/2023/03/Group-Reportable-Misconduct-and-Whistleblower-Policy.pdf>

I. Appendix 1 : Social compliance auditing standards recognised by the Group

Below is a list of social compliance auditing standards which the Group recognises and approves for use:

Responsible Business Alliance Validated Assessment Program (VAP)	http://www.responsiblebusiness.org/vap/about-vap/
SEDEX Members Ethical Trade Audit (SMETA 4 Pillar Audits)	https://www.sedex.com/our-services/smeta-audit/
Amfori Business Social Compliance Initiative (BSCI) Audit	https://www.amfori.org/content/amfori-bsci
Social Accountability International (SA8000) Audit	https://sa-intl.org/programs/sa8000/
International Council of Toy Industries (ICTI) Audit	https://www.ethicaltoyprogram.org/en/

Below is a summary of when suppliers must complete, and provide a copy of the audit report to the Group:

Supplier Type	When must a supplier complete an audit?	When must a supplier provide a copy of the Audit Report to the Group?
Suppliers of the Group's private label product	For factories which are already engaged in supplying the Group, at least every 12 months Before any new factory is engaged, and every 12 months thereafter on each factory	1 week following completion of the audit
Supplier that are full or regular members of the Responsible Business Alliance	Frequency of auditing must align with the RBA's Membership Compliance Program	Upon request by the Group
All other suppliers (excluding suppliers of the Group's private label product, and RBA full and regular members that comply with the RBA's Membership Compliance Program)	Auditing to be conducted annually on: - 100% of locations that are either owned by, or under operational control of, a supplier, that the supplier assesses to be at a high risk of	Upon request by the Group

	<p>non-compliance with this Policy; and</p> <ul style="list-style-type: none"> - At least 50% of locations within the supply chain that the supplier does not own or have operational control over, that are assessed by a supplier to be at a high-risk of non-compliance with the Group's Ethical Sourcing Policy. 	
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