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Our Suppliers



The Country Road Group sources from a range of countries, including Australia, Bangladesh, China, India, Indonesia, Italy, Kenya, Madagascar, Pakistan, Poland, Portugal, Slovakia, South Africa, Spain, Sri Lanka, Taiwan, Thailand, United Kingdom, and Vietnam.

Regardless of their location, all manufacturers are required to adhere to our high ethical, social and environmental standards.

[VIEW OUR FACTORY LIST \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-FACTORY-LIST-JUN-2021.PDF\)](#)

COVID-19 statement & commitments

Country Road Group is committed to responsible sourcing, which includes protecting the livelihoods of vulnerable workers in our supply chain and upholding human rights standards.

We welcome the united effort to take immediate action to protect workers in the global supply chain. We join with brands, NGOs and multi-stakeholder initiatives to endorse the COVID-19: Action in the Global Garment Industry led by the ILO.

As we continue to improve our role as a responsible retailer and as part of our Good Business Journey, we are committed to:

- Working closely with our supply chain partners to help them survive and thrive
- Assessing and monitoring risks in our supplier base
- Protecting workers in our supply chain
- Continuing our journey towards building a resilient supply chain.

[VIEW OUR STATEMENT \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-COVID-IMPACT-STATEMENT-JUL-2020-2.PDF\)](#)

All manufacturers must adhere to the Code of Labour Practice which is aligned with the International Labour Organisation's conventions in relation to ethical trade and the Ethical Trade Initiative base code.

Our Code of Labour Practice supports the following ethical trading principles:

- That **employment be freely chosen**, not forced, bonded or resulting in involuntary prison labour;
- That **freedom of association** and the right to collective bargaining is respected;
- That **working conditions** are safe and hygienic;
- That **child labour** will not be permitted;
- That **living wages** should be paid;
- That **working hours** are not excessive;
- That **discrimination** should never be permitted or tolerated;
- That **regular employment** is provided;
- That **harsh or inhumane treatment** should not be allowed; and
- Commitment to **compliance with all applicable environmental laws** and regulations, and a commitment to environmental efficiency and improvement over time.

Suppliers undergo regular social compliance checks conducted by independent auditors, or are required to supply audit reports from independent auditors, to ensure they meet the standards of the code.

[VIEW OUR CODE OF LABOUR PRACTICE \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-CODE-OF-LABOUR-PRACTICE-JULY-2015.PDF\)](#)

Modern Slavery

The Country Road Group is fully supportive and ready to participate in the Australian Modern Slavery Act 2018.

Country Road Group will be publishing their 2019-20 statement here in the coming months.

Commitment To A Living Wage

Country Road Group endorses the Global Living Wage Coalition and Anker Methodology definition of a living wage, and is committed to promoting conditions that support every worker's opportunity to receive a living wage.

Country Road Group's commitment to living wages forms part of our Supplier Code of Labour Practice.

Our achievements and commitments

Country Road Group has commenced work to support the implementation of living wages and drive industry change. This is a complex global issue but one we are committed to addressing in partnership with our industry peers. We have recently reviewed and updated our actions as a result of COVID-19 and are committed to the following milestones.

1. In 2018 we developed an ethical sourcing framework to address the issue of living wage in our supply chain.
2. In late 2019 we launched a research-based pilot project to improve our understanding of living wage benchmarks and the global variances that exist in ensuring a decent standard of living. This included visiting six of our top factories in China and conducting 15 interviews in three factories with both management and factory workers.
3. We are currently developing our Responsible Buying Program, which will be completed and implemented in early 2021. We are committed to upholding fair terms of payment and reviewing and improving our practices and actions, which includes adding itemised workers' wages in our product cost breakdowns, setting product floor costs, reviewing our critical path timelines, educating workers on financial literacy and supporting various leading material certification schemes that promote fair wages further down the supply chain. We will undertake this work in collaboration with our direct factories, with whom we have the most leverage and determine how best to measure impact and outcomes.
4. In 2021 Country Road Group will consult with workers and their managers in factories where a living wage has been identified and use this research to help understand how we can mitigate some of the challenges associated with the provision of a living wage, and inform our work with industry partners, suppliers, NGO's and workers to enable change in our supply chain.
5. Further to this, we will design and test a multi-faceted, holistic project strategy that aims to create the conditions required for the successful implementation of living wage protocols.
6. We will apply our learnings to develop a roadmap that addresses the various challenges in achieving a decent standard of living for all workers in the supply chain, and work with partners and industry peers towards implementation of this roadmap in our key regions of operation.

For more information on our definition, commitment, milestones and targeted outcomes, please click on the link below:

[VIEW OUR LIVING WAGE COMMITMENT \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-LIVING-WAGE-COMMITMENT-DECEMBER-2020.PDF\)](#)

Environmental Code of Practice

All manufacturers must adhere to the Environmental Code of Practice for the dyeing, printing and finishing of products supplied. This code aims to ensure that within existing technology, no dye or chemical used in the production of garments, fabrics, leather and/or textile related products presents an unacceptable health or environmental risk during manufacturing, use or disposal. Suppliers are responsible for ensuring that both their own facilities and those of their third party suppliers follow the guidelines in the code.

[VIEW OUR ENVIRONMENTAL CODE OF PRACTICE \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-ENVIRONMENTAL-CODE-OF-PRACTICE-JULY-2015.PDF\)](#)

Animal Welfare Policy

All manufacturers are required to promote animal welfare by minimising any potential harm, stress or pain to animals, and adhering to relevant national and international standards for animal welfare.

In response to the animal welfare concerns highlighted by People for the Ethical Treatment of Animals (PETA), Country Road Group ceased ordering product containing angora in January 2014. We will maintain this position until ethical standards are being followed by the angora industry.

[VIEW OUR ANIMAL WELFARE POLICY \(/IMAGES/ASSETIMAGES/SUSTAINABILITY/CRG-ANIMAL-WELFARE-POLICY-AUGUST-2019.PDF\)](#)

Signatory to the Accord on Fire and Building Safety in Bangladesh

The Country Road Group is a proud signatory of the Accord on Fire and Building Safety in Bangladesh. The Accord is an independent and legally binding agreement between brands and trade unions to work together towards a safe and healthy garment and textile industry in Bangladesh. The Accord was created following the collapse of the Rana Plaza factory in Bangladesh in 2013, which killed 1133 people and critically injured thousands more. It aims to ensure a safe environment for all workers, without fear of fire, building collapse or other preventable incidents.



Sustainability (<http://www.countryroadgroup.com.au/sustainability.htm>)

Our Commitment (<http://www.countryroadgroup.com.au/sustainability/our-commitment.htm>)

Our Suppliers (<http://www.countryroadgroup.com.au/sustainability/our-suppliers.htm>)

Our Fabrics (<http://www.countryroadgroup.com.au/sustainability/our-fabrics.htm>)

Our Achievements (<http://www.countryroadgroup.com.au/sustainability/our-achievements.htm>)

PRIVACY POLICY ([HTTP://WWW.COUNTRYROADGROUP.COM.AU/PRIVACY-POLICY.HTM](http://www.countryroadgroup.com.au/privacy-policy.htm))

TERMS & CONDITIONS ([HTTP://WWW.COUNTRYROADGROUP.COM.AU/TERMS-AND-CONDITIONS.HTM](http://www.countryroadgroup.com.au/terms-and-conditions.htm))