

OROTON COVID-19 RESPONSE STATEMENT

1st July 2020

Our thoughts are with everyone who has, or continues to be affected by the challenges encountered as a result of the COVID-19 pandemic. During this time, Orotan has been focused on our entire business, which includes our 300+ retail team members, support office team, and our Suppliers and their workers. By providing ongoing communication, our team are staying abreast of the steps we are taking to provide continuous guidance and support to our entire business.

At the centre of what we do is our people. Orotan has, and continues to follow, local state and federal government guidelines for our operations; which included the development of our business CO-VID Safe plan. Our team members were also able to access additional measures of support such as our “Employee Assistance Program”, access to paid entitlements, and participating in government support programs such as Job Keeper.

Where our team members were able to keep working, we ensured the necessary personal protective equipment such as hand sanitiser, bacterial wipes and face masks were available. We also moved our support office to remote working to ensure we were able to continue to provide uninterrupted support to our team, customers and Suppliers.

In line with our value of Accountability, we provided constant and ongoing communication to our Suppliers to ensure we understood their needs and requirements through these times. As a result of our strong Supplier partnerships, we have been able to discuss and develop plans to mitigate any potential impact to our Suppliers, their workers and our production which included during factory lock downs as a result of COVID-19.

Supporting our Suppliers during this time was important to us. We ensured all payments to Suppliers for existing orders continued as normal and were paid on time, including to ensure none of our product liability was carried by Suppliers. With careful planning and working closely with our Suppliers, we have ensured our orders were delivered on time (without the use of air freight) while providing advanced capacity planning and the continued placement of future orders.

Worker protection in our supply chain is something we care about daily. Our Social Compliance Program focuses on protecting workers and it was important to us that during this time, our expectations to protect workers did not change. Where possible, we continued to manage our factory audit program, ensuring corrective actions were in place. We discussed with Suppliers how workers were being supported including that workers were being paid in line with local government regulations in the country of manufacture.

At Orotan, we are looking to the future with excitement as we explore new and innovative ideas and avenues to bring our premium luxury goods to our customers. We have recommenced working in our support office and retail operations in line with governmental COVID-19 guidelines and continue to look for new ways to support our team and Suppliers as we navigate these challenging times together.

Further information on our Social Compliance program, visit our website <https://orotan.com/sustainability>