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Our Supply Chain

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Forever New is committed to the principles of responsible sourcing and respect for the environment in the manufacturing of our products.

Forever New's ethical sourcing values are defined in the Forever New Supplier Code of Conduct detailed below. The Forever New Supplier Code of Conduct is based on the Ethical Trading Initiative (ETI) Base Code, International Labour Organisation (ILO) conventions and the United Nations Declaration on Human Rights.

FOREVER NEW SUPPLIER CODE OF CONDUCT

Forever New prohibits the use of child, forced or bonded labour. View our policies here:

YOUNG WORKER AND CHILD LABOUR POLICY

FORCED LABOUR POLICY

Our Practices and Policies

Suppliers



Forever New works in a partnership approach with our suppliers, (updated April 2024), some of which we have worked with for as long as fourteen years.

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...the enables us to work collaboratively with our suppliers to understand, measure, report on, and help improve their organisations social and environmental performance.

Our goal is to drive continuous improvement within our supply chain and to help improve the lives of the workers that make our products. Forever New employs dedicated in-house ethical compliance teams in our main manufacturing countries. Our auditors are highly experienced and qualified to conduct audits against BSCI, SA 8000, ICS and SMETA methodologies.

To ensure continuous improvement of workplace conditions and progress on issues identified in audits, suppliers are required to engage in time bound corrective action remediation plans which are overseen and managed by our in-country compliance managers. Findings are graded according to their severity with resolution timeframes ranging from immediate to 120 days accordingly. Follow up audits or desktop reviews are arranged accordingly to confirm issues are remediated. In FY25, a total of 76 audits were completed including two of our tier 2 suppliers. An average of 5.97 non-compliances were found in each site, ranging from minor to major. Of all non-compliances, less than 1% were critical failure points and all of these were resolved within the reporting period. Furthermore, 86% of all corrective action plans were remediated within the same reporting period.

Transparency

Our suppliers are very important to Forever New and integral to our work towards increased supply chain transparency and ethical trade.

In addition to expectations outlined in the ETI base code, Forever New

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Non-Discrimination and Gender Equity

Discrimination in any form, including on the basis of gender, is not tolerated.

Forever New is committed to addressing any gender inequality in our supply chain. Our compliance programme monitors gender profile across

Living Wage Commitment



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Beyond these minimum requirements, Forever New is committed to providing living wages for all workers within our supply chain, a requirement which forms part of our Code of Conduct, agreed to by all suppliers.

Living Wage Definition

A living wage should be earned in a standard work week (no more than 48 hours as a maximum) by a worker and be sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include adequate nutritious food, housing, healthcare, clothing, transportation, energy, water, childcare, education, other essential needs including some discretionary money and provision for unexpected events. A living wage should allow individuals to work and thereby lift themselves and their families out of poverty.

Our Commitment and Milestones

Forever New has been conducting a wage gap assessment for all tier 1 factories in China, Vietnam, India, and Bangladesh against identified living wage benchmarks. The gap assessment includes data on payment methods, wage levels and worker benefits. All wage and worker benefit data are collected through our social audit program. Living wage benchmarks are identified through reputable industry research in line with recognised living wage standards. Whilst we recognise there is no globally agreed living wage methodology, we acknowledge and benchmark our wage data against the Global Living Wage Coalition (Anker) calculations.

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relationships and do not use agents nor engage in price bidding.

We are committed to responsible sourcing and acknowledge that purchasing behaviour can play an important role in influencing working conditions for those making Forever New Products.

In order to build internal capacity across our design, planning and buying teams, in Q2 2019 we implemented comprehensive guidance on responsible sourcing through the development of a Responsible Sourcing and Purchasing Policy, guidelines and staff training. Ongoing, all new design and buying teams will receive this training and must align their practices accordingly. Staff are also required to complete and pass an online e-learning module.

Implementation of this policy across all functions of the design and buying cycle at Forever New includes a commitment to engage in accurate forecasting, mutually agreed lead times, capacity assessment

Environmental Protection

All suppliers are required to comply with relevant environmental laws and regulations, including obtaining necessary permits and licences.

Environmental Management Systems, which consider water treatment, waste reduction and disposal, air pollution, carbon emissions and the management of chemicals must be maintained.

Our audits monitor handling and storage of hazardous substances, safe disposal of waste as well as the treatment of wastewater.

Hazardous Substances

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Forever New requires all suppliers to meet the requirements of our Animal Welfare Policy.

We expect the highest level of animal welfare as per best practice industry standards and require all animals be afforded the Five Freedoms, as recognised by the RSPCA:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from injury or disease
- Freedom to express normal behaviour
- Freedom from fear and distress

Any animal material used in Forever New products must be a by-product of the food industry. We do not use real animal fur, angora rabbit hair or

Partnerships

Fur Free Retailer

We are a member of the [Fur Free Retailer programme](#), an initiative of the Fur Free Alliance. By joining this international initiative, we are reinforcing our commitment to sourcing alternatives to animal fibres. To be fur free means not to sell or promote any products that contain real animal fur.

International Accord for Health and Safety

We are a signatory to both the 2013 and 2018 Bangladesh Fire and Safety Accords and fully support all efforts towards factory safety for workers in Bangladesh.

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Our Pledge Against Forced Labour in the Cotton Sector

We are proud to collaborate with this multi-stakeholder coalition to raise awareness of this very serious concern and press for its elimination. As a signatory to both the Uzbek and Turkmen Cotton Pledge, we are stating our firm opposition to the use of forced labour in the harvest of Uzbek

Whistleblower Policy

To request a copy of our Whistleblower Policy, please contact:

Whistleblower Protection Officer
Forever New
Botanicca Corporate Park
Building 8, Level 1
584 Swan Street
Burnley Victoria 3121
Australia
Email: Whistleblower@forevernew.com.au

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