

David Jones Sustainability

RECONCILIATION ACTION PLAN

David Jones' vision for reconciliation is an Australia in which First Nations cultures, traditions and stories are respected and celebrated and First Peoples have access to equal opportunities for education and employment. David Jones is proud to be continuing its reconciliation journey through its second Innovate Reconciliation Action Plan (RAP), which will be active from August 2023 – August 2025.

The learnings from David Jones' first RAP have put us in a position to deepen our relationships, grow our commitments and influence, and drive meaningful change across our industry and beyond. We are focused on providing practical support to emerging and established First Nations fashion creatives through collaborations and pathway programs; demonstrating respect for First Nations leaders in our industry through storytelling and strengthened marketing support; creating direct employment pathways into the retail industry for young First Nations Peoples; and being visible and engaged on issues that matter to all Australians.

[Click here](#) to read David Jones' Innovate RAP

[Click here](#) to read Summary of Year 1 RAP Progress

[Click here](#) to read Summary of Year 2 RAP Progress

Engaging First Nations businesses

David Jones is a member of [Supply Nation](#) and proactively seeks out opportunities to partner with First Nations businesses through the Supply Nation Platform. [Are you listed?](#)

In FY24, David Jones spent approximately \$1.6 million working with First Nations businesses and individuals. This included services across Cleaning, Catering, Floristry, Cultural Advice & Education, General Maintenance and more.

One of our valued supplier partners is ARA Indigenous Services (ARAIIS). [ARAIIS](#) provides fire maintenance and repair services to all David Jones stores nationally. As part of the delivery of this agreement, both parties have supported meaningful First Nations employment through the training and hiring of trades people in the fire protection industry. Beyond employment, this partnership has provided social and economic benefits to the communities represented by those working on this service agreement. Our partnership also supports ARAIS' [Wiimali program](#) - a mentorship and support initiative for First Nations staff members. Wiimali members pride themselves on being a generational first at something; from first in a family to undertake an apprenticeship to first to purchase a house.

If you have any queries, please contact sustainability@davidjones.com.au

INCLUSIVE WORKPLACE & RETAIL SPACE

The Hidden Disabilities Sunflower Initiative

David Jones is a proud member of the [Hidden Disabilities Sunflower initiative](#), creating a meaningful step in supporting our customers, teams and community members who may be living with non-visible disabilities.

An estimated 1 in 6 people experience some form of disability. Without a visual cue, it can be difficult for others to identify, acknowledge or understand the daily barriers faced by people living with an invisible disability.

Our customer facing team members across David Jones stores are trained to help recognise and assist customers wearing the Hidden Disabilities Sunflower.

Joining this initiative reflects David Jones' deep commitment to fostering a safe, respectful and inclusive culture that extends to our customers and community and creates a welcoming and seamless shopping experience.

FAQs

Refer to our customer FAQs for further information.

Where can I get a Hidden Disabilities Sunflower pin, lanyard or wristband?

Sunflower merchandise can be ordered directly from the [Hidden Disabilities Sunflower website](#).

Customers can also collect a Hidden Disabilities Sunflower merchandise from all participating Vicinity centres, Westfield centres, City of Sydney & City of Melbourne via the team at the concierge desks.

*Note that whilst they do have stock on hand availability is not guaranteed.

Who can wear the Hidden Disabilities Sunflower merchandise?

There are two options when ordering merchandise. There is one that has a green background which is for people with a hidden disability. There is also one option for people who support the initiative who don't have a hidden disability which has a white background.

What training have our team members received to support Hidden Disabilities Sunflower?

David Jones team members have received the sunflower awareness training, provided by the Hidden Disabilities Sunflower team. The training module focuses on how to create a safe space for our customers through offering assistance, active listening, kindness and being respectful.

Who is trained on Hidden Disabilities Sunflower and can provide me with support?

Whilst we have shared the training with all customers facing team members, if you have any immediate needs or concerns, please advise our store leadership teams when visiting our stores. Otherwise please contact us via email via contactuse@davidjones.com.

OUR GENDER PAY GAP STATEMENT 2024-2025

David Jones is committed to providing an inclusive and diverse workforce reflecting our customers and the communities in which we work.

We are proud of being an employer with a high proportion of women in our workforce and recognise the importance of transparent reporting to address existing gender pay gaps.

Read our Gender Pay Gap Statement 2024-2025 - [David Jones Gender Pay Gap Statement 2024-25](#)

POLICIES

Supplier Code of Conduct

Our Supplier Code of Conduct outlines our minimum requirements of doing business with David Jones in relation to environmental, social and ethical issues along our supply chain. There are four elements of our Supplier Code of Conduct, which requires our suppliers to:

Ensure safe and fair working conditions, in line with the ETI Base Code

Ensure integrity and transparency between David Jones and supply chain partners

Improve environmental outcomes beyond David Jones' operational control

Protect the welfare of animals

We recognise that there may be times where our expectations are not being met and, while we are committed to working with our suppliers to support continuous improvement, we do reserve the right to terminate business relationships with suppliers that fall well short of our expectations or fail to improve over a period of time.

[Click here](#) to read David Jones' Supplier Code of Conduct.

Animal Welfare

David Jones recognises the importance of protecting the welfare of animals.

Our Supplier Code of Conduct outlines our expectations in relation to animal welfare and requires suppliers to "employ all reasonable efforts to ensure that animals under their care are treated in a humane manner" in compliance with local and national laws.

This provision applies to all suppliers including our brand partners, who are required to have systems in place to ensure they meet our animal welfare expectations and that they maintain

adequate records to demonstrate compliance.

To support the David Jones Supplier Code of Conduct, we have also developed our Animal Welfare Policy, which applies more prescriptive requirements on our private label suppliers.

[Click here](#) to read David Jones' Animal Welfare Policy.

Further, David Jones prohibits the sale of products containing fur, wool from the angora rabbit and foie gras. Our suppliers must ensure that prohibited products are not supplied to David Jones. David Jones has extended this ban to also include products containing exotic animal skins. Exotic animal skins include but are not limited to crocodile, alligator, lizard and snake. We will work with suppliers to phase out any existing product before 01 July 2026 and ensure that our position is understood and adhered to.

We are currently working through refreshing our Supplier Code of Conduct to reflect changes made to our animal welfare expectations, alongside other updates. We remain committed to partnering with our suppliers to continuously find opportunities that will lift industry standard.

Guiding Principles for Sustainable Packaging

David Jones is committed to working with suppliers to reduce the environmental and social impact of packaging.

As a signatory to the Australian Packaging Covenant, David Jones has developed our Guiding Principles for Sustainable Packaging to improve packaging design of our private label range.

In addition, we encourage all suppliers to take all reasonable steps to produce packaging from renewable, recycled and recyclable materials as a minimum requirement of having signed the Supplier Code of Conduct and our Vendor Trading Terms.

[Click here](#) to read David Jones' Guiding Principles For Sustainable Packaging

[Click here](#) to read David Jones' latest APCO Packaging Report and Action Plan.

Environmental Policy

David Jones is committed to reducing our environmental footprint, aligning to Australia's ambitions to transition to a circular economy by 2030 and support a pathway to net zero by 2050.

Our Environmental Policy defines our commitment to climate action and finding circular solutions across our value chain to reduce our environmental impact, working with our suppliers, brand partners and customers.

[Click here](#) to read David Jones' Environmental Policy.

Harmful Substances Policy

David Jones is committed to eliminating harmful substances from its supply chain.

Our Harmful Substances Policy outlines our expectations in relation to the use of harmful substances and those substances that we would like our suppliers to stop using as a matter of priority.

[Click here](#) to read David Jones' Harmful Substances Policy.

SUPPORT THE RIGHTS AND WELLBEING OF OUR SUPPLIER PARTNERS

Our commitment is to support the rights and wellbeing of people working along our supply chain, by promoting awareness about key issues like modern slavery and living wage.

Modern Slavery

The Australian Modern Slavery Act 2018 reporting, which was built around the UN Guiding Principles on Business and Human Rights (UNGP's) requires businesses operating in Australia with consolidated revenue of \$100 million+ to report annually on the risks of modern slavery in their operations and supply chains. It is required to detail actions taken to address risks identified and determine measures to assess effectiveness.

To read our Modern Slavery Statement/s: follow these links:

[David Jones FY25 Modern Slavery Statement](#)

[David Jones FY24 Modern Slavery Statement](#)

[David Jones FY23 Modern Slavery Statement](#)

[David Jones FY22 Modern Slavery Statement](#)

[David Jones FY21 Modern Slavery Statement](#)

[David Jones FY20 Modern Slavery Statement](#)

Living Wage

While living wage is a complex and challenging issue to address, David Jones remains committed to promoting a living wage in our private label supply chain. This commitment forms part of our expectations outlined in David Jones' [Supplier Code of Conduct](#).

Earlier in the year we engaged a specialist business and human rights advisory firm, to review our approach and support us to build a living wage roadmap that is fit for our business. The aim of this work was to identify opportunities to further enhance David Jones' actions toward promoting a living wage in our private label supply chain.

We will continue to refine our approach and incorporate learnings from actions previously taken, please [click here](#) to learn more about our progress to date.

Recognising the importance of transparency, we look forward to sharing further updates as we make progress on this important issue.

International Accord on Health & Safety in the Textile & Garment Industry

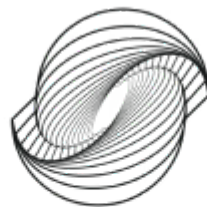
We are a signatory of the International Accord on Health & Safety in the Textile & Garment Industry

The International Accord is an independent, legally binding framework agreement between brands and trade unions which have reaffirmed their commitment to ensure a safe and healthy garment industry in Bangladesh since 2013 and expand with new country workplace safety programs. The International Accord aims to promote a culture of workplace safety in which no worker needs to fear fires or other safety accidents and to provide a trusted avenue for workers to raise health and safety concerns.

Memberships



prideⁱⁿ
diversity



Seamless

Sedex 





Better Cotton Membership Update

With David Jones transitioning back under Australian ownership during the FY23 reporting period, we took the opportunity to review shared memberships we were holding under WHL, our previous owners.

As part of this review, we decided to pause our Better Cotton membership in FY23. We recognise that during this transition phase, there may still be David Jones Private Label products in-store featuring the 'Better Cotton' logo. Please note that these were sourced during our active Better Cotton membership (2017-2023).

We recognise the importance and value of collaborating with a wide range of stakeholders to lift industry standards and look forward to providing an update on future collaborations and memberships.

Note: Better Cotton is sourced via a system of mass balance and is not physically traceable to end products. See bettercotton.org for details.

David Jones Factories

David Jones is committed to becoming a leader in ethical sourcing and as such we have decided to publish our factories to demonstrate our commitment to transparency.

This interactive map features 93% of first-tier manufacturing sites which produce David Jones branded product.** All factories featured on this map were active at the time of publishing. We aim to ensure the information on this map is as accurate as possible but cannot guarantee the accuracy of the data, as the information has been self-declared by each factory. The data on this map will be reviewed and updated routinely to verify the accuracy of the information. We also reserve the right

to remove any factory from the map at any time should we suspend or cease trading with a factory for any reason. If you have a query on a specific supplier factory, please email us at ethicalsourcing@davidjones.com.au

[View Our Factory List](#)

* Data Not Captured: we are working to close this data gap through updated audit reports and working back with our supply partners.

**We are committed to adding to this percentage over time.

List updated 15/12/2025