



ETHICAL SOURCING POLICY

JUNE 2026

					
					
					

OVERVIEW

Epicentre is committed to conducting business and sourcing products in accordance with the highest ethical standards in a responsible manner while complying with all applicable laws.

We have a long history in manufacturing and as such, expect that all our suppliers practice ethical and humane work practices and respect the laws and culture in which they operate.

We are committed to maintaining our leadership role in our industry, by subscribing to high standards of ethical conduct.



ABOUT THE POLICY

The Epicentre Ethical Sourcing Policy (ESP) is directly overseen and reviewed at the Director level within our organisation. Compliance with the ESP is regularly audited by our International Factory Manager who personally audits each supplier.

If non-compliance is reported, Epicentre will undertake remedial action with the supplier immediately and agree to a review of the improvements within a realistic time frame. If the supplier is either unwilling or unable to make these improvements, then a plan is implemented to exit this supplier.

All new suppliers must meet the base standards of our ESP before Epicentre will work with them. Factory visits will be undertaken to discuss our ethical trading requirements and current compliance with our ESP.

Only when Epicentre is clear that a supplier has shown a genuine commitment to ethical trading will a business relationship commence.

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 short of our expectations or fail to improve over a period of time.

Epicentre also recognises that global influences on employment conditions and human rights are continually changing therefore we will regularly assess these changes and review our policies accordingly.



ETHICAL SOURCING POLICY PRINCIPLES



Epicentre will only source products from manufacturing facilities that:

01 Do not employ child labour

We will not work with vendors whose factories utilise child labour. We define child labour as either being below the local minimum working age, or the age of 15, whichever is greater.

02 Have a suitable and accountable systems in place to control hours worked

Factories shall set working hours in compliance with all applicable laws. They shall carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions.

03 Pay staff the appropriate pay and penalty rates

We seek vendors who work with factories that provide wages and benefits in compliance with local laws. We encourage our vendors to commit to the betterment of wage and benefit levels to address the basic needs of workers and their families. If meals are provided to staff, then they will be given at suitable meal breaks and in be accordance with local government laws.

04 Provide suitable accommodation

Any accommodation facility will meet all applicable laws and regulations related to health and safety, including fire safety, sanitation, risk protection and electrical, mechanical and structural safety.

05 Provide a safe work environment

Workers shall be provided a safe and hygienic working environment that does not expose them to health and safety risks that may cause injury or death. Safety encompasses fire, electrical, structural mechanical and chemical hazards.

06 Have a cleaning program in place to ensure the factory and amenities are maintained in a clean and tidy state

Conditions and amenities provided in all production facilities, toilets, meals areas and accommodation if applicable, must be safe, hygienic and consistent with all applicable laws and regulations.

07 Have suitable quality control procedures in place

Epicentre produces products that are well-designed, great value, safe and compliant. Vendors guarantee that all goods are made in compliance with all applicable laws, and that all manufacturers and subcontractors also comply with the law.

08 Have training programs in place for all staff

Workers must receive adequate, recorded training to perform their jobs in a safe manner.

09 Comply with environmental laws and regulations

Factories shall comply with all applicable local and national environmental laws and regulations. Where such requirements are less stringent than Epicentre's own, factories are strongly encouraged to minimize their impact on their surroundings and global resources.