

Modern Slavery

Voluntary Statement

At **Ecosource**, we stand resolutely against modern slavery in all its forms.

We are committed to **ethical practices**, **transparency** in our supply chains, and ensuring the dignity and rights of every individual involved in our operations.

Together, we can create a world where freedom and fairness are not privileges, but basic human rights.





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INTRODUCTION

Modern slavery, a grave and pervasive issue, refers to exploitative practices that strip individuals of their freedom. This encompasses forced labor, debt bondage, human trafficking, and other forms of coercion where people are made to work against their will. It's a global challenge, transcending borders, affecting millions and occurring even in the most developed nations. Understanding modern slavery is crucial in recognizing its signs and combating its presence in any industry, including ours. Ecosource is committed to being part of the solution, actively working to eradicate these injustices from our world.



SOCIAL RESPONSIBILITY

At Ecosource, sustainability isn't just a goal—it's the core of our business philosophy. As leaders in our industry, we recognize that true sustainability begins with responsible business operations. We're not just committed to doing things right; we're dedicated to doing the right things.

Our approach is built on international labor standards and environmental best practices. We strictly follow the laws of every country where we operate, and we stand firmly against all forms of involuntary labor. Fairness and respect guide our every action.

We choose to work with suppliers who share our values—those who conduct their business legally and ethically. By supporting communities, we aim to create a cycle of prosperity that benefits everyone, now and for future generations.

Sustainability for us means more than just eco-friendly products; it means ensuring the well-being of the people who make them. We ensure our items are produced under safe, humane conditions, respecting both the environment and human rights.

Our product range, encompassing promotional, textile, and customized gifts, is a testament to this commitment. Every Ecosource item is crafted to be safe, sustainable, and of the highest quality. We ensure this through stringent testing by independent labs at every stage of production, adhering to strict safety standards.

In essence, every product we create and every decision we make is infused with our dedication to sustainability and social responsibility. We believe that our actions today shape the world of tomorrow. That's why at Ecosource, we're more than just a business—we're a partner in building a sustainable, ethical future.

WE'RE WE DO BUSINESS

Headquartered in New Zealand, Ecosource operates on a global scale, reflecting the international nature of our importing and exporting business. Our network extends far and wide, with distributors located across the world. This global footprint underscores our commitment to ethical practices in every market we serve. We recognize the diverse challenges and responsibilities that come with such a vast operational scope and are steadfast in our dedication to upholding the highest standards of conduct, particularly in combating modern slavery, wherever we do business.



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A handwritten signature in black ink that reads "Bonita".

Founder

SUPPLY CHAINS

At Ecosource, while we do not manufacture our products in-house, we engage with a diverse and extensive network of independent factories for production. This network spans several countries, including key locations in Asia, Poland, Portugal, Thailand, India, and Switzerland. Our supply chain is both global and multi-layered, encompassing a variety of business partners. This includes directly contracted factories as well as other types of collaborators. Our approach to managing this complex supply chain is underpinned by a steadfast commitment to ethical practices and a zero-tolerance policy towards modern slavery in any form

HOW WE SOURCE

At Ecosource, our commitment to fighting modern slavery and fostering sustainability is anchored in four critical cornerstones of our sourcing strategy



**MATERIALS
AND
INGREDIENTS**



**COMPANY
RESPONSIBILITY**



**SUSTAINALBE
PACKAGING
AND PRODUCT
LIFECYCLE**



**CONSCIOUS
GIVING BACK**

MATERIALS AND INGREDIENTS

Our journey begins with a conscientious selection of resources. We don't just look for materials and ingredients; we seek those that set the standard in sustainability. Our preference leans heavily towards organically-grown and sustainably harvested inputs. This commitment ensures that the resources used by our partners not only excel in quality but also contribute positively to the environmental legacy we leave for future generations.

COMPANY RESPONSIBILITY

We delve deeper than the surface, examining the foundational values of our brand partners. It's essential for us that these companies mirror our commitment to ethical production and worker welfare. This means ensuring fair compensation, dignified working conditions, and proactive measures to uplift their workforce. We align with partners who hold certifications like Fair Trade, B Corp, Amfori, Climate Neutral, and Cruelty-Free, ensuring that our products are crafted without compromising the rights of workers or the health of our planet.

SUSTAINABLE PACKAGING AND PRODUCT LIFECYCLE

Our commitment extends to how our products are packaged and their eventual end-of-life. In line with this, we prioritize FSC-certified packaging, ensuring our materials come from responsibly managed forests that provide environmental, social, and economic benefits. We opt for packaging solutions that are recyclable, compostable, or reusable, reducing our ecological footprint. We also consider a product's entire lifecycle, focusing on materials that are either biodegradable, such as natural fibers, or infinitely recyclable, like certain metals, ensuring they leave a minimal environmental impact.

CONSCIOUS GIVING BACK

Each product at Ecosource is a beacon of our dedication to making a positive difference. Through our alignment with initiatives like 1% for the Planet, we ensure that every purchase supports broader environmental and social causes. We are particularly enthusiastic about partnering with brands that are equally committed to community upliftment and environmental stewardship, whether through tree planting initiatives, ocean clean-up projects, or supporting communities with unique challenges.

In summary, these four cornerstones of sustainable sourcing at Ecosource are not just strategies; they are our commitment to a more ethical, responsible, and sustainable future, ensuring that we stand firmly against modern slavery and environmental degradation

CODE OF CONDUCT

At Ecosource, our mission transcends beyond providing high-quality products; it encompasses a deep commitment to ethical practices, social responsibility, and environmental stewardship. This Code of Conduct outlines the standards and expectations for our business operations, partners, and stakeholders, integral to our fight against modern slavery.

1. Ethical Business Practices:

- Comply with all applicable laws and regulations in the countries where we operate.
- Conduct all business dealings with integrity, honesty, and fairness.
- Prohibit bribery, corruption, and unethical practices in all forms.

2. Labor Standards:

- Strictly oppose any form of modern slavery, including forced, bonded, or involuntary labor.
- Ensure fair working conditions, reasonable working hours, and compensation that meets or exceeds the legal minimum.
- Uphold the rights to freedom of association and collective bargaining.

3. Health and Safety:

- Provide a safe and healthy working environment, adhering to all relevant safety standards.
- Implement regular health and safety training and ensure access to necessary protective equipment.
- Encourage a culture of safety and well-being among employees and partners.

4. Environmental Responsibility:

- Promote sustainable practices in all aspects of our operations.
- Reduce environmental impact through efficient use of resources and sustainable waste management.
- Commit to continuous improvement in environmental performance.

5. Supplier and Partner Expectations:

- Require suppliers and partners to adhere to this Code of Conduct.
- Conduct regular audits and assessments to ensure compliance.
- Foster transparency and accountability in our supply chain.

6. Community Engagement:

- Engage in community development initiatives and support social causes.
- Collaborate with organizations and partners to promote sustainable and ethical practices.
- Encourage employee volunteerism and community involvement.

7. Reporting and Compliance:

- Encourage reporting of any violations of this Code of Conduct without fear of retaliation.
- Regularly review and update our policies and practices to align with evolving standards and regulations.
- Ensure accountability and take corrective action in the event of non-compliance.

COMPLIANCE

Product

At Ecosource, while we do not manufacture our own products, we place paramount importance on the compliance and safety standards of the products we source from our partners. Our commitment to product safety and regulatory adherence is reflected in the stringent compliance processes of our suppliers.

We ensure that all products we offer come with comprehensive test reports, verifying their compliance with relevant safety standards. Our suppliers are meticulously chosen based on their adherence to various regulatory directives. This includes compliance with CE directives such as Toys, Personal Protection Equipment (PPE), Medical Devices, Radio Equipment Directive (RED), Low Voltage, RoHS, and Electromagnetic Compatibility (EMC), among others.

For products not covered under CE directives, such as Food Contact Articles (FCA), Cosmetics & Personal Care products, and General Safety items, we ensure that our suppliers comply with the REACH directive. This European Union regulation, focused on Registration, Evaluation, Authorisation, and Restriction of Chemicals, is critical for protecting human health and the environment from potential chemical hazards.

Our partners' compliance journey includes rigorous steps like product preselection, sample evaluation, risk assessment for quality alignment, pre-production and production sample evaluations, and final testing. Only products that pass these stringent evaluations and inspections are approved for shipment and subsequently released for sale through Ecosource.

COMPLIANCE

Social

At Ecosource, we understand that our suppliers play a crucial role in our value chain, embodying our commitment to ethical and socially responsible practices. We set high expectations for our supply partners, insisting they meet and uphold the specific standards outlined by amfori BSCI and Sedex. These standards are pivotal in ensuring adherence to human rights, environmental responsibility, and ethical business conduct.

Our selection process for suppliers is rigorous and thorough. We actively choose to partner with suppliers whose values and operations align with our stringent criteria for ethical and socially responsible behavior. This alignment is not just a preference but a fundamental requirement for collaboration with Ecosource.

Moreover, we are dedicated to nurturing and developing these relationships. We believe in promoting a culture of continuous improvement, where our partners are encouraged and supported to enhance their social compliance standards progressively. This commitment ensures that our business practices not only meet but exceed the expectations of ethical and responsible conduct, thereby reflecting our dedication to making a positive impact on society and the environment

CONSCIOUS ACTIONS

At Ecosource, each product is more than just an item – it's a step towards a sustainable future. When our customers choose our products, they are actively contributing to the protection of our planet's precious resources. They're not only investing in high-quality goods, but also in promoting better working and living conditions for individuals and communities within our value supply chain.

We're dedicated to consciously avoiding the use of unsustainable and non-recycled materials in our products. Our commitment extends beyond mere compliance; it's about proactively improving the environment we operate in. Every decision we make, every product we source, is a reflection of this commitment.

Furthermore, we're focused on continuously improving our environmental impact. This includes mitigating the CO2 footprint of our collection. We understand that our actions have a direct effect on the global environment, and we strive to ensure that this impact is positive and sustainable.

By choosing our products, customers are not just making a purchase, they are making a statement. They are saying yes to sustainable practices, yes to responsible sourcing, and yes to a healthier planet. Our company stands at the forefront of this movement, driving change through conscious actions and sustainable choices.

HOW WE ARE DIFFERENT

At Ecosource, we operate by a guiding principle: 'What you can't measure, you can't improve.' This drives our approach to sustainability, particularly in measuring our carbon footprint through a cradle-to-gate calculation. This detailed assessment of emissions from material extraction allows us to continuously enhance our processes, reducing our ecological footprint.

Our commitment to the environment is further strengthened through our partnership with 1% for the Planet, a global network of businesses and environmental organizations. By pledging to donate at least 1% of our annual sales, we actively support environmental preservation and restoration initiatives, going beyond financial aid to foster a community dedicated to protecting the planet.

Aligning with these values, we've also embraced the TreebyTree initiative, which focuses on more than just tree planting—it's about regenerating ecosystems and practicing sustainable forestry. This initiative underscores our belief in the critical role of forests for ecological balance and biodiversity, and through our involvement, we contribute to meaningful reforestation and habitat support.

Ecosource stands as a catalyst for positive change, uniquely combining environmental strategies with active global sustainability efforts. We're not only in the business of selling sustainable products; we're leading a movement towards a more responsible, regenerative, and harmonious world.

A hand is shown breaking through a window, with shards of glass flying around it. The hand is wearing a blue sleeve. Heavy metal chains are attached to the hand and are breaking through the window. The background shows a cityscape through the window.

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**The time is always
right to do what is
right**

Martin Luther King.

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