



Kmart Australia & Target Australia

About Our Ethical Sourcing Code

This is a summary of our Ethical Sourcing Code, which includes minimum requirements and expectations that all suppliers must meet as a condition of doing business with Kmart and Target. We require our supplier factories to publish this summary of our Code in a location that can be seen by all factory workers.

Child Labour

Suppliers must comply with the minimum employment age defined by national law or by the ILO, whichever is higher. The ILO minimum employment age is the local mandatory schooling age, but not less than 15 years of age. Hazardous work must not be undertaken by anyone under the age of 18.

Wages, Benefits and Working Hours

Suppliers must comply with all laws regulating wages, benefits, working hours and overtime. Workers must not be forced to work overtime and have the option of adequate days off. All record keeping regarding wages, benefits and working hours must be accurate and transparent.

Forced/Bonded Labour

Suppliers must not use any type of forced labour. They must respect the freedom of movement of workers and not restrict their movement by controlling identity papers, holding money deposits, or taking any other action to prevent workers from ending their employment.

Harassment and Abuse

Workers must be treated with dignity and respect. Suppliers must provide a workplace free from harassment and abuse of any form including physical, sexual, verbal or visual behaviour that creates an offensive, hostile or intimidating workplace.

Discrimination

Suppliers must provide a workplace free from discrimination. All employment conditions must be based on a worker's ability to do the job, not on the basis of personal characteristics, such as age, race, colour, nationality, gender, religion, marriage status, sexual orientation, pregnancy status, disability or political beliefs.

Freedom of Association and Collective Bargaining

To the extent permitted by local laws, suppliers must respect the right of workers to freedom of association and collective bargaining. This includes the right to form and join trade unions or other worker associations without harassment, interference or retaliation.

Health and Safety

Worker health and safety must be a top priority. Suppliers must ensure all factories and sponsored accommodation is safe, clean and consistent with all applicable laws or industry best practice, whichever is higher.

Consumer Protection

Suppliers must ensure the goods they produce are safe and are not harmful to consumers.

Environment

Suppliers must meet all relevant environmental protection laws and will strive to comply with international environment protection standards.

Business Integrity and Anti-corruption

Suppliers must ensure business is carried out with integrity, honesty and fair dealing. Bribery and corruption in any form is strictly prohibited.

Management Systems

Suppliers must establish a management system covering all its factories designed to ensure compliance with the law and our Ethical Sourcing Code.

Compliance with the Law

Suppliers must comply fully with the legal requirements of the countries in which they operate. All requirements in our Ethical Sourcing Code are in addition to compliance with applicable laws.

Compliance with our Ethical Sourcing Code

Kmart/Target will monitor compliance with our Ethical Sourcing Code and we may visit a supplier's factories to audit compliance. Any breaches of our Ethical Sourcing Code will be reported to the supplier for follow up and corrective action. Where there are breaches, Kmart/Target reserves the right to discontinue business with the supplier.

Reporting Violations

Any violations of the ESC can be reported to Kmart via email at Lets.Talk@kasasia.com or Target at Lets.Talk@tgasourcing.com.

All reports will be followed up. The identity of anyone who makes a report will be kept strictly confidential, unless requested otherwise.