

Gift Policy

Pacific Brands has always conducted its business dealings with high commercial standards and as we continue to raise our corporate profile, it is appropriate to restate our group policy with respect to our dealings with our customers and suppliers, so that there can be no misunderstanding.

The giving and receiving of gifts can be perceived as an attempt to unduly influence the decision making process and as a general rule should be avoided. There are certain acceptable exceptions, however the following principles should be adopted in our dealings with suppliers and customers.

Pacific Brands employees should only accept the offer of goods or services in the event of special occasions, such as weddings, birth of children and Christmas.

If offered, only gifts or services with an AUD value of less than \$100 should be accepted from business contacts. If it is appropriate to provide gifts or services to business contacts, these should be less than AUD \$100 in value and provided only after the approval of the relevant Group General Manager.

In the event that gifts in excess of AUD \$100 are received, they should be forwarded to your Group General Manager who will arrange for their return, or in some circumstances, donate them to an appropriate charity.

Under no circumstances should any gifts or services of any value be accepted where it is apparent or likely that they are given with the intention to influence Pacific Brands business dealings. Likewise, gifts or services should not be offered with the deliberate intent of influencing the purchasing intentions of our customers or business contacts.

Under no circumstance should Pacific Brands employees solicit goods or services from our business contacts for personal benefit. In the event that our business contacts solicit goods or services from Pacific Brands employees, this should immediately be reported to the relevant Group General Manager, who will undertake the appropriate action.

The above rules should be regarded as non-negotiable as we go about conducting our business dealings with the highest possible commercial standards.

If you are in doubt as to the appropriateness of a gift or service offered or to be offered, it is important to obtain guidance from your Group General Manager. As a guide, many business contacts offer entertainment by way of dinner or lunch or invitations to local sporting events. This is generally acceptable. It is inappropriate to offer or accept travel and accommodation in connection with any of these events.

Pacific Brands and our business contacts expect a high commercial standard in all our dealings and any breach of those standards will be firmly dealt with. In the case of suppliers, they put their future dealings with Pacific Brands at risk and in the case of customers, they will reassess their future dealings with us. Accordingly, employees who fail to comply with our policies in this area will face disciplinary action and possible dismissal.

This policy is in everybody's best interest, as many of our customers and suppliers have similar policies and it will help to eliminate any potential embarrassment.