

# Living Wage

## *David Jones Position Statement*



HUMAN RIGHTS &  
WORKING CONDITIONS

David Jones requires all our suppliers to follow our Supplier Code of Conduct (our Code). Alongside our Code, we have specific commitments that we are actively working towards in partnership with our suppliers. This statement sets out our position regarding promoting a living wage.

### **Definition**

Remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, healthcare, transport, clothing and other essential needs, including provision for unexpected events<sup>1</sup>.

### **Context**

Millions of workers in supply chains around the world - particularly in the garment, footwear and agriculture sectors - earn less than a living wage or income benchmarks, leaving them vulnerable to poverty and other human rights risks. While minimum wages are set by governments to offer basic legal protection, they frequently fail to meet the full cost of living and essential needs<sup>2</sup>.

### **Commitment**

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](#).

In 2024, with the assistance of a specialist business and human rights advisory firm, we reviewed and built out 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.

### **Scope**

All private label products

### **Discover More**

To learn more about this important topic, we encourage you to visit the following sites.

- [Ethical Trade Initiative – Living Wage](#)
- [Oxfam – Sewing Kit for Living Wage](#)

Please direct any questions to [ethicalsourcing@davidjones.com.au](mailto:ethicalsourcing@davidjones.com.au)

1. [Global Living Wage Coalition](#)  
2. [OECD Handbook on due diligence for enabling living incomes & wages in agriculture, garment and footwear supply chains](#)