



**REALI SUPPLY**

**Modern Slavery Statement**  
**October 2021 - June 2022**

## OVERVIEW

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This is the first Modern Slavery Statement made by Reali Supply under the Modern Slavery Act 2018 (Cth). Reali Supply is not required under the Act to file this Statement for the Reporting Period. To demonstrate our commitment to the Act, Reali Supply has voluntarily chosen to file this Statement. We support the eradication of slavery, human trafficking and child or forced labour. We promote ethical and lawful business practices with all business partners including our employees, customers, and suppliers.

Reali Supply follows International Labour Organisation (ILO) conventions and associated Australian legislation and regulations which include the Australian Modern Slavery Act 2018 (Cth).

## REPORTING ENTITY, STRUCTURE, OPERATIONS AND SUPPLY CHAINS

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Reali Supply is a single reporting entity in accordance with section 13 of the Modern Slavery Act 2018 (Cth)

Chicago Apparel ATF One Stop Workwear Unit Trust T/A Reali Supply has operations in Meadowbrook QLD 4131 and Malaga WA 6090, Australia and operates from these sites. Reali Supply sources all its products from our Australian Wholesalers and where required by law they have published a Modern Slavery Statement. Reali Supply currently employs 35 team members across both locations in positions such as Senior Leadership, Division Leaders and Coordinators split across the following sectors Embroidery, Warehousing, Printing, Sales, Workplace Health and Safety, Client Service, Purchasing and Accounts.

Our people work, and make decisions consistent with our 4 Pillars of Success:

- Respect
- Team Work
- Communication
- High Performance

The culture that has been established at Reali Supply ensures that these values are not only displayed internally but also extended to our customers, suppliers and all other stakeholders.

### Operations:

We are a Business to Business supplier of Uniforms, PPE, and Workplace Safety Equipment to medium and large organisations across a number of different industry and corporate sectors throughout Australia.

## Supply Chains:

Our products are purchased from Australian suppliers who manufacture their products and then wholesale to our site. Upon receiving the stock Reali Supply will complete product customisation, then items are collected or delivered to clients.

Goods and Services purchased outside of our standard supply chain include; IT Equipment, Aircon, Telephone system and Mobile services, Cleaners and Transport Carriers, Legal and Property Management Services.

We currently have approximately 177 active suppliers within our supply chain across all sectors with an estimated overall spend of above \$6 million. Countries of origin within our supply chain include Australia, China, India, Taiwan and Bangladesh.

## MODERN SLAVERY RISK ASSESSMENT AND MANAGEMENT

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The key risks identified relate to:

- Supply partners outside of our standard supply chain not complying with Modern Slavery Policy.
- Logistic providers not complying with the Modern Slavery Act.
- Our suppliers not managing their supply chain correctly and are not in line with the Modern Slavery Act.
- Down-stream suppliers of the manufacturers of our wholesalers not complying with the Modern Slavery Act.
- In our own business, we use Officevibe through Slack to do regular anonymous internal employee surveys.

## ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

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Reali Supply management team proactively considers and addresses risks through the implementation of thorough and effective annual and ad-hoc risk assessments. This process includes the regular review and assessment of the below-outlined actions to ensure their effectiveness.

The following and ongoing actions will be undertaken:

- Develop and document a whistleblower policy and procedure
- Develop and document a grievance policy and procedure
- Develop and document a procurement policy and procedure
- Supply chain mapping with 75% of Tier 1 suppliers

Moving forward to mitigate modern slavery risks we will focus on these areas:

1. Confirm Modern Slavery Statement or Policy of all Tier 1 and 2 suppliers
2. Reali Supply employee training with Division Leaders and Division Heads (Approximately 7 people)
3. Develop a cloud-based survey and training for annual completion by all Tier 1 and 2 suppliers.
4. Develop an onboarding process for new suppliers that clearly states Reali Supply’s stance towards Modern Slavery and the expectations of our suppliers

## MANAGING RISK DURING COVID-19

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The Australian Border Force provided additional guidance on how to reduce the risk of vulnerable workers as a result of the COVID-19 pandemic.

Like many businesses, COVID-19 has impacted our supply and logistics chain especially so during times of extended lockdowns in New South Wales and Victoria. It was our priority during these difficult times to ensure we were appropriately managing purchasing expectations. This allowed us to support our suppliers and reduced the risk of potential exposure to both direct and supply chain workers.

## MONITORING OUR EFFECTIVENESS

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| Action                | Measure  | Detail   |
|-----------------------|--|--|
| Wholesaler Assessment | Annual internal audit of each supplier, ensuring compliance with Reali Supply policy | Records to be kept for next year.                  |
| Training              | Training to be provided to all staff on Modern Slavery Statement and Human Rights.   | Training Matrix to be updated                      |
| Reporting Control     | Reported issues with our Suppliers   | No reports made to date. Issues Log to be created. |

## RESPONSIBILITIES

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### Management:

The management team have a responsibility to ensure they demonstrate respect for all human rights and ensure employees, wholesalers, suppliers, and contractors engaged with, and/or on behalf of Reali Supply, understand, comply with, and adhere to the statement and process utilising the Modern Slavery Checklist outlined in the Human Rights Compliance Form (RSHRF001).

### Employees:

All Reali Supply employees shall ensure they understand and adhere to the guidelines and standards defined in this Statement. Reali expects any person who is representing the organisation to respect and support all human rights and to report to management any concern that a supplier or contractor is engaging in human trafficking, slave or child labour or any other modern slavery activity.

| Other Relevant Information          |   |
|-------------------------------------|---|
| Australia Federal Legal References: | Modern Slavery Act 2018 (Cth)   |
| International Legal References:     | ILO Convention 29, Convention 105 and 2014 Protocol to C29 on forced labour;<br>ILO Convention 138 and Convention 182 on child labour;<br>ILO Convention 111 and Convention 110 on equality and non-discrimination; and<br>ILO Convention 87 and Convention 98 on freedom of association. |

Note: ILO is the International Labour Organisation.

## APPROVAL

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This statement was approved by Kane Thompson as the Sole Managing Director and principal governing body of Reali Supply on 01 October 2021.



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Kane Thompson  
Managing Director  
Reali Supply