



Dats Pty Ltd

This modern slavery statement, pursuant to the Modern Slavery Act 2018 (Cth), describes the risks of modern slavery in the operations and supply chains of Dats Pty Ltd ABN 26 001 733 697 (“Dats”). It includes information about actions taken to address those risks for the reporting period 1 July 2023 – 31 June 2024 (FY24).

Dats is a privately owned business that develops and supplies a range of consumer goods to retailers in Australia and New Zealand.

Dats maintains a zero tolerance for any form of modern slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services, and the worst forms of child labour.



Our structure, operations and supply chain

Dats Pty Ltd is an Australian privately owned business headquartered in Sydney, Australia and employs over 90 people.

Dats is an importer and wholesaler of household consumer goods to retailers in Australia and New Zealand. Dats supplies a range of products including: stationery, diaries, Christmas decorations, festive lighting, pet needs, household cleaning and storage, kitchenware, hardware, garden, toys, luggage and travel goods. Dats markets its product under various brand names including: Lytworx, Chompers, DATS, Stash n Store, Zozee Toys, Chef's Companion, Garden Blitz, Mighty and Zilch.

lytworx.

Zozee
Toys

CHOMPERS

GARDEN
BLITZ

dats

Mighty

stash
store

Chef's
Companion

Zilch

Although we do not own or operate any manufacturing facilities, we partner with over 180 suppliers and agents to produce our products. Our goal is to cultivate long-term, mutually beneficial business relationships.

While the majority of our products are manufactured overseas, particularly in Asian supply chains, a small proportion are produced domestically in Australia.

We recognise the complex supply chains behind our products, spanning businesses from raw material suppliers to production facilities. Our strongest relationships are with the suppliers, agents, and production facilities at the end of these supply chains. Accordingly, our primary focus is on addressing the risks of modern slavery within this specific domain.

Dats also procures a range of services in connection with its business operations at its Head Office and Distribution Centres including freight distribution and warehousing, cleaning services and IT technical support.

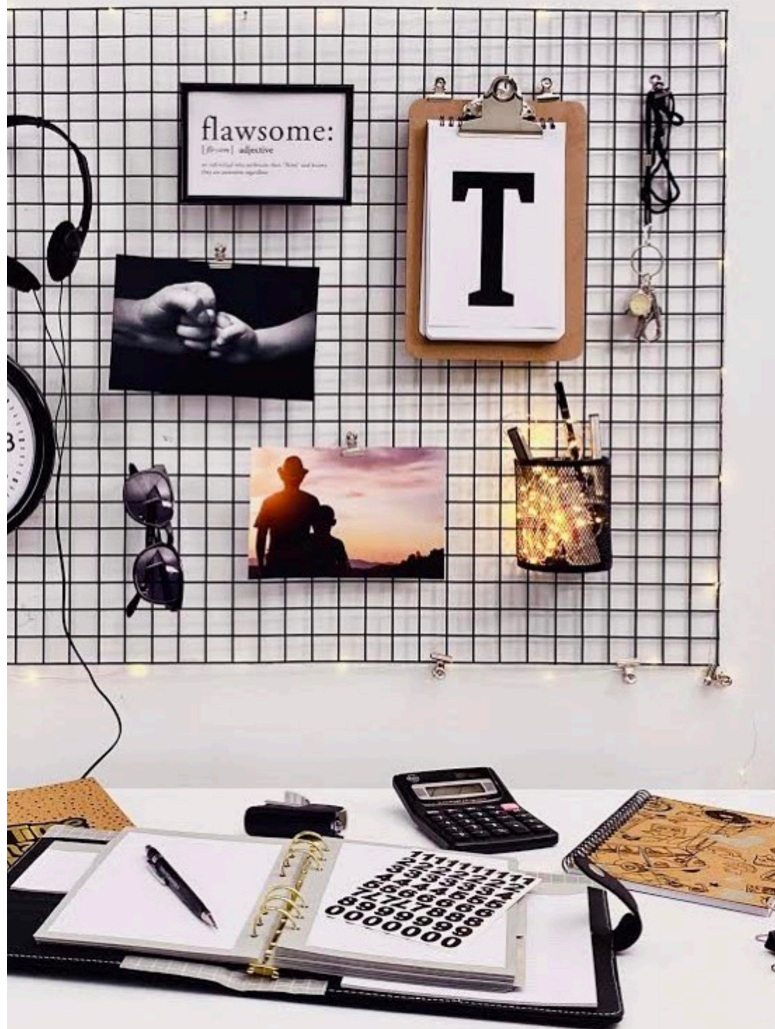


Risks of modern slavery practices in our operations and supply chains

Our operations and supply chain in Australia pose a low risk of modern slavery, owing to our organisational culture, policies, and compliance with relevant legislation.

We have focused our efforts where we have identified the highest risk of causing, contributing to, or be directly linked to modern slavery in our supply chains, and that is those based in Asia. Based on Sector and Industry Risks, Product and Services risks, Entity risks and Geographic risks, we believe forms of modern slavery such as forced labour and excessive work hours could possibly exist in those markets.

Our primary focus in the fight against modern slavery lies in our supply chains in Asia, specifically the suppliers we engage with and the manufacturing facilities they employ, with whom we lack a direct contractual relationship. As part of our due diligence, we maintain a zero-tolerance policy towards any instances of modern slavery.



Our actions to assess and address modern slavery risks

Policy:

Our Modern Slavery Policy undergoes an annual review to ensure it remains current, comprehensive in its coverage of our commitment, and aligned with emerging social issues. This process helps keep the policy fit for purpose.

Training:

Continuous training is essential to equip our Buying team with the knowledge and tools needed to address evolving social issues related to modern slavery. This education empowers the team to identify and mitigate potential modern slavery risks within our supply chain.

Supplier audits:

The Buying team regularly visits suppliers and their manufacturing facilities across our supply chain. These site visits provide first-hand insights that are crucial for investigating and assessing the risks of modern slavery within the supply chain.

As a member of amfori Business Social Compliance Initiative (amfori BSCI) and Suppliers Ethical Data Exchange (Sedex), we have placed the importance with our suppliers on the use of manufacturing facilities that are independently ethically audited to the amfori BSCI or SMETA (Sedex Members Ethical Trade Audit) audit standards. In light of this, we have enhanced our utilisation of manufacturing facilities that have undergone audits adhering to either of these ethical standards. These social monitoring initiatives enable Dats to comprehensively evaluate our manufacturing facilities and suppliers, thereby gaining insights into the prevailing working conditions within our supply chain. Through these audits, we are able to assess our suppliers, diligently monitor the health and safety of workers, and effectively identify any instances of modern slavery, including child and forced labour.

As a Forest Stewardship Council (FSC) certificate holder, our business and FSC supply chain is independently audited to ensure we are meeting FSC's Core Labour requirements and national labour laws.

Due Diligence:

Prior to on-boarding new suppliers and manufacturing facilities, we thoroughly assess their capabilities, including evaluating the risk of modern slavery within their supply chain. Our Workplace Conditions policy applies to all suppliers, who must comply with the outlined principles and standards, as well as implement appropriate management systems. We also require suppliers to effectively communicate this policy throughout their own operations and to any manufacturing facilities they use, ensuring comprehensive understanding and compliance.

Remediation:

Within our operation, our Grievance Policy outlines the process for raising and resolving grievances. All grievances are dealt with in a fair and timely manner, to ensure it is resolved.

Assessing the effectiveness of our actions

Dats is committed to ensuring the actions we implement are effective and add value. We assess our effectiveness by continuously training and educating our buying team on modern slavery risks and challenging social issues. Our Modern Slavery Policy undergoes an annual review to ensure it remains fit for purpose for our operations.

Our operations and FSC supply chain are independently audited to FSC's Core Labour requirements and national labor laws. Over the past year, all our audited suppliers have met or exceeded FSC requirements, indicating minimal risk of modern slavery in our FSC supply chain.

As a member of BSCI and Sedex, we utilise these systems to manage audits and the non-conformances that are raised. We continue to work with manufacturing facilities to ensure these non-conformances are closed out in a timely manner.

Moving forward, we will continue to further map our supply chain for key suppliers in Asia, along with reviewing their ethical audit reports.

Consultation

We do not own or control any other entities and therefore this criteria is not applicable.

Approval

This statement was approved by the board of Dats Pty Ltd on 22 October 2024.

Grant Thurkettle

Grant Thurkettle
Managing Director
22 October 2024

