

The Merivale logo is a large, semi-transparent watermark in the background. It consists of a stylized, flowing shape that resembles a lowercase 'm' or a series of connected curves, rendered in a light grey color.

merivale
Modern Slavery
Statement

Year ended 30 June 2021



About us

Owned and run by the Hemmes family for over 60 years, Merivale began as an iconic fashion house started by John and Merivale Hemmes. Merivale's fashionable beginnings were soon followed by a venture into hospitality, opening a Thai tea café within their Sydney CBD fashion building in 1970. From here, Merivale's hospitality roots were firmly planted.

Merivale is now led by CEO Justin Hemmes, whose creativity and knack for pushing the boundaries has made Merivale what it is today.





Our business

Merivale is one of Australia's leading hospitality groups with over 5,000 team members focused on delivering unique and memorable experiences to every person who steps into one of our venues.

Merivale operates primarily in Sydney through its CBD entertainment precincts and hotels. 2021 also saw the acquisition of the group's first venues outside of Sydney, in Narooma on the NSW South Coast.

The Merivale portfolio continues to grow, now encompassing close to 80 brands and venues.





Our supply chain

In the 2021 financial year we worked with more than 2,000 suppliers to provide the goods and services required for the operation of our business.

Due to the location of our venues and our reliance on high quality fresh local produce, the majority of our suppliers are also based locally in Sydney. The goods we acquire from these suppliers does also include items sourced from across the globe.

Major Spend Categories 2021

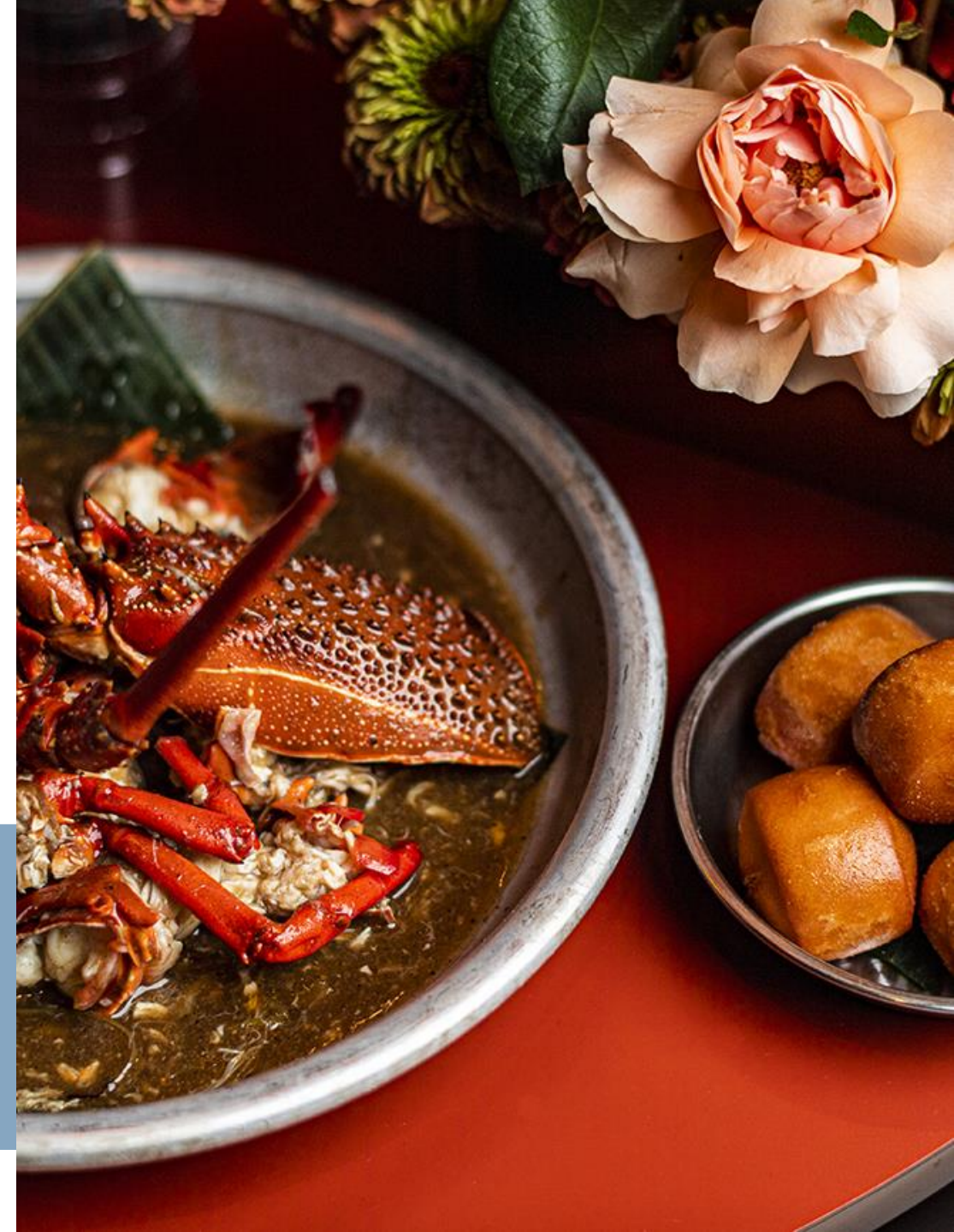
Beverages
(Alcoholic & non-alcoholic)



Food



Services
(Cleaning & Security)





Our Modern Slavery risk

Our assessment of the areas of highest risk continues to reference relevant and reliable sources of research and data on Modern Slavery exposures in our supply chain.

The 2018 Global Slavery Index¹ identified that the industries at risk of using forced labour in Australia include agriculture, construction, meat processing, cleaning, hospitality, and food services. These areas of higher risk have directed our initial work in investigating our supply chain.

Merivale has a zero tolerance approach to modern slavery whether in our own businesses or throughout our supply chain. We recognise that tackling Modern Slavery within our businesses and supply chains require a continuing year-on-year commitment and are dedicated to collaborating with internal and external stakeholders to address our own Modern Slavery risks as well as encouraging progress amongst our field.

This is our second Modern Slavery statement and we are committed to learning more and will build on this continuously to make a positive impact through our brands, people and partnerships.



Risk assessment and supplier management

Our approach to identifying suppliers and products/services at risk of Modern Slavery includes the following:

- Formalising arrangements with key suppliers
- Reviewing and documenting their approaches to sourcing or producing goods or services used in our businesses including the places of origin and use of sub-contract labour
- Ongoing review and discussion of this risk throughout the term of our arrangements with these suppliers including site visits
- Deployment of standard contract terms which clearly articulate our expectations on the management of this risk





Hemmes Trading Pty Limited (ABN: 29 105 332 652) is an Australian private company. The company's registered address is 320-330 George St, Sydney, NSW, 2000.

Any reference to Merivale, 'we', 'our', or 'us' throughout this Statement refers to Hemmes Trading Pty Limited and its controlled owned entities and related bodies corporate.

This Statement has been published in accordance with the *Modern Slavery Act 2018 (Cth)*.

The Board of Hemmes Trading Pty Limited approved this Statement.

Justin Hemmes
CEO

