

27 March 2025

## **MODERN SLAVERY STATEMENT 2024**

### **INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER**

Hachette Australia Pty Ltd, together with its 100% owned subsidiary Alliance Distribution Services Pty Ltd, is proud of our reputation for acting fairly and ethically wherever we do business. This reputation is built on our company values, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

We wholeheartedly condemn modern forms of slavery such as forced or compulsory labour or human trafficking, and we will not tolerate it in our business or in any business we work with.

### **OUR BUSINESS AND ORGANISATION'S STRUCTURE**

Hachette Australia Pty Ltd is a leading Australian publishing company, with approximately 95 employees based in Australia. Hachette Australia is owned by Hachette UK, in turn owned by Hachette Livre, the world's third largest trade and educational publisher, which is part of the Lagardère Group and is ultimately owned by the Vivendi Group.

Our distribution centre, Alliance Distribution Services Pty Ltd, is a 100% subsidiary of Hachette Australia Pty Ltd and provides distribution services for Hachette Australia Pty Ltd, Hachette New Zealand Ltd and for many third-party Australian and New Zealand publishing clients.

Alliance Distribution Services was established in 1998 and ships more than 17 million books each year. Approximately 107 people work at the warehouse within operations, customer services, IT and management.

### **OUR SUPPLY CHAIN AND MODERN SLAVERY RISK**

Our supply chains relate mainly to print production, publishing, warehousing and distribution services, but also include suppliers providing creative, marketing and advertising services, general professional advisers, IT and office facilities services.

We evaluate modern slavery risk in our business based on the following criteria:

- i. The types of goods/services we purchase where modern slavery vulnerabilities have been reported to be more prevalent.
- ii. The countries these goods/services are sourced from using slavery risk indices to identify countries with a higher risk of modern slavery.
- iii. The annual group spend with these suppliers.

We have concluded that the main areas of greater risk are:

- Colour print, e-book conversion and book production services in China, Eastern Europe, Asia and the Middle East
- Office facility services such as cleaning and catering
- Use of agency workers in warehouses and distribution centres

## OUR POLICIES ON MODERN SLAVERY

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery, wherever we encounter it, by implementing and enforcing effective systems and controls in our business and our supply chains.

Our [Responsible Supplier Charter](#) and the [Lagardere Group Code of Ethics](#) reflect our commitment to acting ethically and with integrity in all our business relationships. The Responsible Supplier Charter expects our suppliers and indirectly their partners and subcontractors to comply with our core principles in the areas of human rights, labour standards, the environment, anti-corruption, and generally to conduct their activities in a manner contributing to the broader objective of sustainable development from a social, environmental and economic perspective.

## ACTIONS

Hachette Australia procures the majority of its products from its parent company, Hachette UK. Hachette UK participates in the Book Chain Project which is a collaboration between global publishers who have been working together for over a decade to develop a common process to assess labour and environmental standards in the printing facilities that produce our products.

The Book Chain Project shares a publishing industry Code of Conduct for suppliers, ensuring that all sites meet their recognised standards, based on existing laws and recognised codes, for labour and environmental practices. Publishers may also accept other comparable standards through the Book Chain Project tool, for example, ICTI or SMETA audits. Suppliers can share their audit results with multiple publishers, saving them time and money by avoiding duplication.

Hachette UK requires most of its paper, print, bind, gifts and games suppliers to register with the Book Chain Project if they are not already members of Sedex or the ICTI. Registered suppliers are required to self-audit using approved standards on a 12-monthly basis and certify as in compliance or issued with a Corrective Action Plan. In the event of a Corrective Action Plan, Hachette UK will work with the printer in question to improve standards and achieve compliance with the required standards. Suppliers not registered with the Book Chain Project are required to provide information about their compliance to us separately as part of our due diligence processes.

Where high-risk suppliers are not members of Sedex or ICTI, Hachette UK requires them to complete an annual assessment questionnaire. If any non-compliances are disclosed, Hachette UK will work with the supplier to implement corrective actions. We expect suppliers to resolve non-compliances within an agreed timeframe. This process is managed through an online platform operated by EcoVardis.

Hachette Australia also prints locally and we ensure that our local printing suppliers sign and adhere to our Responsible Supplier Charter and the Lagardère Group Code of Ethics.

## ASSESSING OUR ACTIONS & NEXT STEPS

In assessing the effectiveness of our actions, we have begun working towards the following Key Performance Indicators (KPIs):

KPI	Target	Achieved
For existing high-risk Suppliers with an annual spend of greater than \$200,000, acceptance of our Responsible Supplier Charter or satisfaction that they have modern slavery protocols/actions in their own operations.	75%	90%
For new high-risk Suppliers with an annual spend of greater than \$200,000, acceptance of our Responsible Supplier Charter or satisfaction that they have modern slavery protocols/actions in their own operations.	100%	100%
Inclusion of Modern Slavery risks in our local risk register which is assessed by our Board on a quarterly basis, in particular if we consider engaging with new Printers in jurisdictions that are considered high-risk.	Complete	Yes

As part of our initiative to identify and mitigate risk and to ensure supplier adherence to our values, we will continue to:

- assess and keep under review our activities, especially in areas and jurisdictions deemed to be high risk, and act on any areas that may pose risk;
- ensure all relevant decision-makers within the company and all relevant staff in production, facilities and distribution are trained, including raising awareness of the signs of modern slavery and providing information on how to raise complaints within the company;
- conduct due diligence when appointing new and/or renewing suppliers, incorporate our Responsible Supplier Charter in agreements with suppliers and monitor compliance by the suppliers.

In preparing this Modern Slavery Statement for the year ending 31 December 2024, Hachette Australia Pty Ltd has engaged and consulted with its subsidiary, Alliance Distribution Services Pty Ltd and has not identified any indication of modern slavery.

Accordingly, this statement is approved by the Board of Hachette Australia Pty Ltd and Alliance Distribution Services Pty Ltd.



Louise Stark  
Chief Executive Officer