

CW Group Holdings Limited

2023 Modern Slavery Statement

CW Group Holdings Ltd (CW Group Holdings) is a Public Company registered in Australia and is the ultimate holding company of a corporate group, which includes subsidiary companies involved in business operations globally, primarily trading as Chemist Warehouse (the Group). This Modern Slavery Statement is a Joint Statement prepared by CW Group Holdings after consultation with its subsidiaries.

The Group's principal activities encompass marketing, retailing, wholesaling, and distributing pharmaceutical, healthcare, and beauty products. The Head Office is based in Preston (Melbourne) Australia. There are over 600 team members supporting a network of approximately six hundred stores across Australia and internationally. Our business operations also include leasing properties used by the Chemist Warehouse store network to our Franchisees. Additionally, the Group operates and sells products through the online Epharmacy platform and have Chemist Warehouse branded stores in New Zealand, China, and Ireland.

CW Group Holdings are proud to source 89% of our products locally in Australia. Other key global markets represent 7% of total products, including the USA (4%), UK (2%) and China (1%). The remaining 4% of products are sourced from various countries, including Singapore, New Zealand, Italy, Hong Kong, Spain, France, and Vietnam.

Modern Slavery, as defined by CW Group Holdings, encompasses exploitative practices such as human trafficking, slavery, forced labour, child labour, and slavery-like practices. CW Group Holdings are committed to understanding and mitigating modern slavery risks throughout our supply chain, focusing on traceability and identifying areas where such risks may arise.

CW Group Holdings acknowledge the complexity of its supply chain which includes such considerations as the importance of adequate supply chain governance, geographical locations, specific industry types, franchise risk, and various supply chain risks that may include women's vulnerability, unskilled labour, migrant or cross-border workers, sub-contracting arrangements, lack of social standards in factories, and restrictions on visiting suppliers and factories.

To manage modern slavery risks, CW Group Holdings requires suppliers to enter Supply Chain contracts and arrangements that outline and confirm expectations regarding sub-contracting, legal payments, workplace requirements and OH&S. CW Group Holdings also engages with unions, provides internal training programs, and collaborates with industry experts to strengthen supply chain governance and compliance. Supplier onboarding processes are reviewed and updated regularly, and factory visits play a crucial role in business operations.

Factory auditing, feedback mechanisms, training programs, and a Supplier Manual are integral components of the CW Group Holdings approach to managing modern slavery risks. Continual measurement of the effectiveness of these strategies and adjustments to the approach are made as necessary. No cases of modern slavery have been identified or investigated within our operations.

CW Group Holdings, through its shared services function, also manages all subsidiary entities. CW Group Holdings consults and works closely with Franchisees through under the terms of their Franchise Agreements and it maintains membership of the Australian Retailers Association.

CW Group Holdings is dedicated to expanding the knowledge of all staff and implementing initiatives to reduce modern slavery risks across all business operations. CW Group Holdings strives for ongoing improvement and is committed to making a positive difference in the lives of our team members and supply chain stakeholders.

This Modern Slavery Statement has been approved by the Board of Directors on 7 September 2023.

This Modern Slavery Statement is confirmed as an authorised statement of CW Group Holdings


[Jack Gance \(Oct 17, 2023 05:30 GMT+8\)](#)

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Jack Gance – Board Chair

Date: 17/10/2023