



ESEL PTY LTD

T/A MWAVE

ABN 38 114 422 507

MODERN SLAVERY STATEMENT

FY2019 - 2020

Introduction

This is the first Modern Slavery Statement made by ESEL Pty Ltd (trading as Mwave). It covers the reporting period ending on the 30 June 2020 for Financial Year 2019 -2020.

The purpose of this statement is to outline our approach to ensure we have processes and practices in place to minimise the risk of Modern Slavery in our business operations and supply chain as required by the Modern Slavery Act 2018 (Cth).

Practices that constitute modern slavery can include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour

Mwave is committed to operating both ethically and responsibly and to assessing the risk of Modern Slavery in our business and across our supply chain and confronting it when necessary.

Our Business

Mwave is a Private-Equity owned business, that is head-quartered at Unit B1, 3-29 Birnie Avenue Lidcombe, New South Wales, Australia. Mwave commenced its retail operations in 2006.

We are a fast-growing e-commerce retailer that specializes in the retail of computer related - hardware components and software, as well as consumer electronics.

Mwave services retail customers in both Australia and New Zealand currently out of its sole warehouse and office location in Lidcombe. Our customers include end-consumers, Corporate businesses, Health, Education and Government entities.

Our Supply Chain

Mwave sources most of its products from local authorized distribution channels with a small percentage of direct import. Almost all of its product sourced are manufactured in the Asian region with most products manufactured from supply chains in, or connected with China.

We are committed to a disciplined approach to assessing and monitoring risk that includes dealings within our supply chain and in particular our procurement processes, practices and dealings with Suppliers and Brand manufacturers.

More importantly, we are also committed to the organizations' workplace health and safety to ensure our workplace practices are conducive to a safe and enjoyable workplace.

Assessment and Identification Risks of Non-Compliant Practices

In 2020, we commenced our first supplier and manufacturer brands engagement to ensure accountability and engagement to our collective obligations under the Modern Slavery Act.

Due to the nature of our business, Mwave recognises that we could be indirectly exposed to the risk of modern slavery through our supply chains.

We are working progressively with our supply chain to develop a more comprehensive supply chain map to better demonstrate the geographic location and nature of products and services sourced as well as identify areas of risk.

This is a work-in-progress project that requires Mwave to selectively work with supply chain partners who share our stance in eradicating Modern Slavery and immediately review partners that we identify as high risk.

Managing Risks of Modern Slavery

We have a comprehensive set of policies and procedures that discuss our values, behaviours and expectations of our team and are reviewed regularly. This policy framework ensures that our team members (and suppliers) clearly understand our expectations, and equally that they can recognise when they are being treated in a way that is inconsistent with these expectations and understand how to raise a grievance or complaint. We currently have the following policies:

Policy	Purpose
<i>Code of Conduct</i>	Our Code of Conduct outlines our expectations of how we treat each other and to work with integrity and clear ethical guidelines
<i>Equal Employment Opportunity & Anti-Discrimination Policy</i>	Outlines our commitment to a diverse workplace and states expectations for recruiting, managing, and promoting within our organisation.
<i>Whistle Blower Policy</i>	Establishes a formal framework within which employees are able to report their genuine concerns about misconduct, an improper state of affairs or circumstances of unlawful behaviours

Continuous Improvement Activities for the Future

We recognise that our risks and also compliance can change, and we are aware that there are serious risks in some areas with respect to human rights and labour and in particular where products are initially manufactured and made ready for sale before being brought into Australia.

Given the complexity of these supply chains, completely eradicating Modern Slavery at all our suppliers and partners will take time and effort. We are committed to making sustained initiatives, and educating partners where necessary, to progress towards eradicating Modern Slavery.

Mwave has a focus on further developing the systems it has in place for ensuring ethical sourcing. In the years ahead, Mwave has a goal of expanding the range of suppliers who are complying with its ethical sourcing procedures, completing risk assessments and, where necessary, undertaking corrective actions.

This statement has been approved by the Board of Mwave and signed by a Director.



Victor Lee
Chief Executive Officer