

**ORIENTAL MERCHANT
PTY LTD**

ABN 34 007 368 925

**MODERN
SLAVERY
STATEMENT
2024**



Your Asian Food Specialist

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1 MESSAGE FROM THE CEO

This is Oriental Merchant Pty Ltd's fifth Modern Slavery Statement made in compliance with the requirements of the *Modern Slavery Act 2018 (Cth)* for the reporting period 1st January 2024 to 31st December 2024.

Oriental Merchant is a dedicated importer and distributor of quality Asian food products, cooking ingredients and condiments. It seeks to promote honest and ethical conduct throughout its operations and is focussed on continuing to refine the way in which modern slavery risks are assessed in its operations and supply chain so that the possibility of modern slavery risks are minimised.

This statement was approved by the Board of Directors of Oriental Merchant Pty Ltd on 23 June 2025 and signed off by the Chief Executive Officer on behalf of the Board of Directors.



Bernard Yiu
Chief Executive Officer
23 June 2025

2 STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Oriental Merchant Pty Ltd is a leading distributor of Asian food products and condiments, headquartered in Laverton North, Victoria, Australia. Established in 1990, the company has grown from a family-run grocery store in Melbourne into a global enterprise.

Oriental Merchant specializes in importing, wholesaling, and distributing a wide range of Asian food products including noodles, sauces, culinary ingredients, coconut products, meal solutions, non-alcoholic drinks, snacks and desserts, rice products, as well as Japanese and Korean food items.

The company operates an Australian wide supply chain through warehouses in Victoria, New South Wales, Queensland, and Western Australia. As well as to the major supermarket chains and independent retailers, Oriental Merchant supplies to 95 percent of specialist Asian grocery retailers.

Global activities are conducted through a wholly owned subsidiary in New Zealand and by means of affiliated companies in the Netherlands, Canada, the United Kingdom, and an office in Japan. A similar range of food products to that distributed in Australia is sold through this international network.

Oriental Merchant only sources food products from manufacturers and suppliers duly registered with the applicable local health authority in the country of origin and which comply with Oriental Merchant's Approved Supplier Program requirements.

Products are sourced from China, South Korea, Japan, Hong Kong, Laos, Taiwan, Cambodia, Thailand, Vietnam, Malaysia, Singapore, Indonesia, Australia, the USA, Germany, and the Netherlands.

Oriental Merchant's Modern Slavery Policy expresses its commitment to minimising these modern slavery risks in its operations and supply chain. Its Ethical Sourcing Policy sets out its commitment to sourcing its goods and services ethically and responsibly. Oriental Merchant has achieved several certifications to ensure quality and safety in its operations: Hazard Analysis Critical Control Points (HACCP) and Good Manufacturing Practice (GMP). The company is also a member of the Australian Packaging Covenant Organization (APCO), demonstrating its commitment to reducing the environmental impact of packaging.

3 POTENTIAL MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Oriental Merchant sources a wide range of food products, cooking ingredients, and condiments—both locally and internationally—through a geographically diverse supplier network. The company acknowledges that operating within a global supply chain inherently increases the need to be alert to the possibility of modern slavery practices.

Oriental Merchant has identified three key areas within its operations and supply chain where modern slavery risks may potentially arise:

- a. Direct employment and recruitment practices, including the management of its own workforce
- b. Supplier conduct, including the labour practices of both domestic and international product suppliers
- c. Third-party service providers, including those contracted to deliver logistics, cleaning, and other support services

4 ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISKS

Our Workforce, Recruitment Practices and Training

Oriental Merchant is committed to promoting fair and equitable treatment across its workforce and has implemented safeguards to minimise the risk of modern slavery within its direct operations. These safeguards include the ongoing review of recruitment and selection processes, verification of an individual's legal right to work in Australia, and the use of formal employment contracts that clearly outline terms and conditions.

Most employees are engaged under written employment contracts, which explicitly define their role, working hours, and remuneration, providing a high level of transparency and legal protection.

Recruitment at Oriental Merchant is managed by the company's Human Resources Department, which ensures that employee wages, entitlements, and working conditions comply with all applicable Australian employment and labour laws and regulations.

The company's Modern Slavery Policy affirms its commitment to identifying and reducing the risk of modern slavery, while its Ethical Sourcing Policy outlines its dedication to procuring goods and services in an ethical and responsible manner. These policies have been communicated to employees and are readily accessible through the company's employment platform.

In addition, Oriental Merchant reinforces awareness with new employees through its employee induction process. New employees receive training on the risks of modern slavery, as well as guidance on the company's Whistleblower Policy, ensuring they are informed of the mechanisms available to raise concerns safely and confidentially.

The company assesses the risk of modern slavery within its directly employed workforce as extremely low.

Supplier Engagement and Supply Chain Risk Assessment

Oriental Merchant manages modern slavery risks in its supply chain through its Approved Supplier Program, which is underpinned by requirements for food safety, regulatory compliance, and ethical conduct. A key component of this program is the use of a Supplier Questionnaire, which is issued to both product suppliers and service providers to assess their awareness of modern slavery risks and the measures they have in place to mitigate them.

During the reporting period, Oriental Merchant requested suppliers and service providers to complete questionnaires addressing both the company's Ethical Sourcing Policy and specific modern slavery considerations. To improve response rates and support supplier participation, the company invested additional resources into streamlining the process. This included integrating direct links within its supplier communication platform to simplify questionnaire access and completion. These efforts reflect Oriental Merchant's commitment to working collaboratively with its supply partners to identify, assess, and reduce the risk of modern slavery in its supply chain.

Supplier Responses and Key Findings

A majority of both existing and newly engaged suppliers and service providers confirmed their understanding of Oriental Merchant's Ethical Sourcing Policy. As part of the due diligence process, suppliers were asked to acknowledge that they had read and understood the policy, which outlines the ethical standards Oriental Merchant expects its partners to uphold, including principles related to labour rights, human rights, and responsible sourcing.

Responses to the Modern Slavery Questionnaire—completed by new suppliers and service providers, as well as existing ones who had not previously participated—revealed several encouraging trends:

- Over half of the respondents reported having a formal modern slavery policy or statement in place to address risks in their own operations and supply chains.
- A significant proportion indicated they have workplace health and safety policies designed to ensure safe and fair working conditions for employees.
- All respondents confirmed compliance with relevant local laws and fair hiring practices, including the legal recruitment and treatment of their workers.

Risk-Based Supplier Screening and Contractual Commitments

During the reporting period, Oriental Merchant commenced a targeted modern slavery risk screening process, using the Global Slavery Index to identify commodities with a higher prevalence of modern slavery. Based on this guidance, the company prioritised seafood and rice suppliers as a potential high-risk group. A focused assessment was conducted involving seafood suppliers and rice suppliers, evaluating their responses to Oriental Merchant's Supplier Questionnaire.

All assessed suppliers reported having a modern slavery policy or statement in place, along with evidence of staff awareness or training programs aimed at identifying, assessing, and responding to modern slavery risks.

In parallel, Oriental Merchant continued to monitor insights from the Global Slavery Index and other commercial intelligence sources to identify any emerging geographical or sector-specific risks that warrant further attention.

In line with its commitment to continuous improvement, Oriental Merchant also progressed efforts to strengthen supplier accountability. The company continued negotiations with new suppliers to ensure modern slavery obligations are included in supplier agreements. For existing suppliers, contractual renewals and reviews now routinely incorporate provisions related to modern slavery compliance.

5 ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Oriental Merchant's Modern Slavery Focus Group is responsible for overseeing the company's approach to identifying, mitigating, and responding to modern slavery risks across its operations and supply chain. The Focus Group is committed to ensuring a coherent, proactive, and evolving response, and will continue to refine its strategies to uphold the company's commitment to ethical and transparent business practices.

To measure the effectiveness of Oriental Merchant's actions in addressing modern slavery risks during the reporting period, the Focus Group considered the following indicators:

- **Supplier Questionnaire analysis:** A comparative review of responses was undertaken to assess improvements or regressions relative to the previous reporting period. This analysis helped identify areas where supplier understanding and practices have strengthened, as well as where further engagement may be needed.
- **Incident reporting:** No reports had been submitted under the Modern Slavery Policy or the Whistleblower Policy. Nor had the Group become aware of specific concerns through general monitoring of commercial news outlets.

During the reporting period, Oriental Merchant has not identified any specific instance of Modern Slavery in its operations or supply chain.

6 CONSULTATION

In preparing this Statement, Oriental Merchant engaged in consultation with its affiliated companies to ensure alignment and consistency in addressing modern slavery risks. The leadership teams of these entities were consulted during the drafting process and were provided with the opportunity to review and provide feedback on the Statement prior to its approval by the Board.

Oriental Merchant continues to collaborate with its affiliated companies to promote a coordinated and consistent approach to ethical sourcing and the prevention of modern slavery across the broader business group.

7 MOVING FORWARD

Oriental Merchant remains committed to promoting fairness, equality, and responsible labour practices throughout its operations and supply chain. The company recognises the importance of collaborating with its suppliers and service providers to reduce the risk of modern slavery and eliminate illegal or exploitative labour practices wherever possible. Its Ethical Sourcing Policy clearly outlines expectations for suppliers to respect and comply with laws related to labour, workplace health and safety, and human rights.

In 2025, Oriental Merchant will continue to strengthen its approach to identifying, managing, and mitigating modern slavery risks. Planned actions include:

- Ongoing employee education to build awareness of modern slavery risks and reinforce understanding of the company's Ethical Sourcing Policy and Modern Slavery Policy, particularly among staff who work directly with suppliers.
- Identifying and monitoring higher-risk suppliers, and implementing appropriate measures such as contractual modern slavery obligations and a minimum standard Supplier Code of Business Conduct.
- Conducting modern slavery risk screening for suppliers and service providers that have not yet responded to any of the company's Supplier Questionnaires.
- Refining the Supplier Risk Assessment Framework using insights gained from the 2024 Supplier Questionnaire responses, to enable more effective risk evaluation.
- Reviewing and updating the Supplier Questionnaire to enhance its effectiveness as a risk assessment tool and improve the quality and usefulness of the data collected.
- Improving internal strategies to further minimise modern slavery risks within the company's operations and supply chain.

- Monitoring relevant modern slavery resources, including changes to legislation and guidance from government and industry, to ensure compliance and align practices with emerging standards.
- Reviewing and updating the Modern Slavery Policy to reflect current operational processes and future strategic objectives.

These ongoing efforts reflect Oriental Merchant's commitment to continuous improvement in ethical sourcing and modern slavery risk management.

23 June 2025
