

THE MIX AUSTRALIA
Modern Slavery Statement FY23

A message from The Mix Australia

We are pleased to present our fourth modern slavery statement, which has been prepared to meet reporting requirements under the Australian Modern Slavery Act 2018 (Cth).

We take great pride in our brand and reputation as a responsible Australian business.

Our focus remains on taking practical steps to address our identified modern slavery risks, including the provision of support and guidance for our buying and procurement teams.

Throughout FY23, we have continued our work on human rights due diligence and the continued identification of the modern slavery risks that may exist in our operations and supply chains.

We have gathered valuable information from our direct suppliers and have also reviewed the detailed information made available by Vorwerk, our Thermomix machine and accessories supplier.

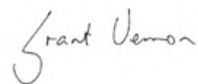
We understand the importance of modern slavery education and awareness for our team members and are committed to ensuring that this regular training incorporates updated guidance from global organisations focused on combatting modern slavery.

We will continue the development of our modern slavery compliance program as we move through FY24.



Grace Mazur

Managing Director
12th November 2023



Grant Vernon

Chief Operating Officer
12th November 2023

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1. REPORTING AND CONSULTATION

We have prepared this modern slavery statement to meet the requirements of the Modern Slavery Act 2018 (Cth). It sets out the steps taken by The Mix Australia Pty Ltd (TMA) (ABN 88069944930) to identify and address its modern slavery risk over the period 1 July 2022 - 30 June 2023 (FY23).

The registered office of TMA is 30 Ledger Road, Balcatta WA 6021.

Our modern slavery working group consulted relevant management, procurement and buying teams within TMA. We gathered some information about the supply chains and operations from each of those teams and reviewed the processes that they have in place to monitor and address modern slavery risk.

This modern slavery statement was also circulated to relevant members of our leadership team for comment prior to being put to the Board for approval.

This modern slavery statement was approved by the Board of TMA on 12th November 2023.





2. MODERN SLAVERY STATEMENT OVERVIEW

Identification of the reporting entity

Addressed on page 3.

Description of the process of consultation with any entities the reporting entity owns or controls

Addressed on page 3.

Description of our structure, operations, and supply chain

Addressed on pages 7.

Description of the risks of modern slavery practices in our operations and supply chains and any entities we own or control

Addressed on pages 9-18.

Description of the actions we have taken to assess and address these risks

Addressed on pages 19-23.

How we assess the effectiveness of our actions

Addressed on pages 24-25.

TIMELINE OF ACTIONS TAKEN TO ADDRESS MODERN SLAVERY

FY20

- Commitment by the TMA Board and executive team
- Establishment of our modern slavery working group
- Planning for the rollout of our product and services supplier review
- Review and update of our Supplier Code of Conduct and Whistleblower Policy
- Development of our first modern slavery training module

FY21

- Roll out of our first round of modern slavery training for buyers
- Further update of our Supplier Code of Conduct and roll out to some first-tier suppliers
- Modern slavery risk assessment
 - Review of our product supply chains and operations
- Review of information made available by suppliers including Vorwerk

FY22

- Ongoing review of our supply chains and operations and update of review checklists, contact made with first and second-tier suppliers
 - Review of supplier information provided by first and second-tier suppliers
- Preparation for our services supplier review
- Progress of modern slavery KPIs

FY23

- Planning to ensure that our modern slavery goals align with the UN Guiding Principles on Business and Human Rights (UNGPs)
- Our Executive Team was kept up to date on the work of our modern slavery working group
- Full update of our internal modern slavery training module
- Development of guidance for buyers and suppliers to assist in the sourcing of cotton

A photograph of a woman with dark hair, wearing a light green shirt, smiling warmly as she pours chocolate sauce from a white pitcher onto a stack of pancakes. A young child with curly brown hair, wearing a blue and white striped shirt, is smiling and looking at the camera. The scene is set in a bright, indoor environment, likely a kitchen or dining area, with a window in the background showing greenery outside.

OUR MODERN SLAVERY PRIORITIES IN FY24

- Provide updates to our executive leadership team on modern slavery risks and mitigation strategies
- Roll out our new modern slavery training module to all relevant staff
- Roll out the Supplier Code of Conduct and the Global Sourcing Principles to all new suppliers
- Continue our review of our suppliers of products, service and goods not for re-sale
- Commence work on a Remediation Guidelines including a supplier corrective action plan
- Commence work on a due diligence framework based on risk categorisation
- Identify opportunities to collaborate with relevant groups and organisations that are focused on the management and eradication of modern slavery

3. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS



About Us

TMA is led by our Managing Director and co-founder, Grace Mazur who introduced the Thermomix, made by Vorwerk SE & Co. KG (Vorwerk), to the Australian market in 2001. TMA is the sole Australian distributor of Thermomix machines and the world's leading independent Thermomix distributor. Grace is supported in her role by her executive and management teams.

TMA has a Perth-based customer service centre, offices in Melbourne and Brisbane and TheMix New Zealand (TMNZ) has an office in Auckland, New Zealand. Virtual and in-home cooking experiences for current model Thermomix machines demonstrated and sold by our Thermomix Consultants.

Our team collaborates closely with external compliance consultants to execute initiatives and make progress towards achieving our modern slavery objectives.

HIGHLIGHTS



We aligned our modern slavery goals with the globally recognized UN Guiding Principles on Business and Human Rights (UNGPs) to emphasize our commitment to ethical business practices.



Our modern slavery working group played a role in developing our new corporate responsibility initiative, outlining our objectives for ethical sourcing and philanthropy.



Our Executive Team were kept up to date on the work of our modern slavery working group.



We revamped our internal modern slavery training module to equip our staff with the knowledge and awareness needed to effectively address modern slavery risks and obligations.



Tailored checklists were developed for our procurement teams to conduct modern slavery reviews of our cleaning and building services suppliers, ensuring adherence to high standards of quality and ethics.



Development of focussed guidance for buyers and suppliers to support them to source cotton from suppliers that meet standards and have certifications under programs such as Fairtrade Textile and Better Cotton Initiative.



We took actions to identify and address potential instances of modern slavery and the challenges associated with addressing them.



We updated our Supplier Code of Conduct to reflect our ongoing commitment to ethical partnerships and socially responsible business practices.



Products we sell

Created by the Mittelsten Scheid family, the Vorwerk company has been producing the Thermomix for over 40 years. Thermomix design has evolved and improved over the years to create one of the world's most celebrated and versatile kitchen appliances. The current model, the Thermomix® TM6, is a versatile multi-cooker with a touchscreen, built-in Wi-Fi for guided cooking, and 20 functions with 13 pre-set modes.

The Mix Australia is the sole seller of official Thermomix, Thermomix accessories, and Kobold (Vorwerk) electrical products in Australia. In addition to official Thermomix machines and accessories, TMA also sells a range of selected premium quality kitchen and home products, including the Kobold portable vacuum cleaner.



Services we engage

TMA relies on a range of services that are essential for the smooth operation of our headquarters, the effective promotion and distribution of our products, and the successful hosting of our events. These services include freight distribution, logistics, cleaning, security, communication, and recruitment support.

It is important for us to acknowledge that within these service sectors, there are workers with lower skill levels, recent immigrants, overseas students, and individuals who may be vulnerable to exploitation or potential victims of modern slavery practices.

TMA also engages with recruiters and third-party labour providers, and we recognise that these relationships can carry a degree of risk in terms of modern slavery issues.



4. OUR RISKS OF MODERN SLAVERY PRACTICES

As a company, we are aware that procuring products and services involves inherent modern slavery risk. TMA sells a relatively limited range of products with a primary focus on Thermomix machines (including accessories and parts). Our risk assessment process for these products is informed by the modern slavery information that is made available by Vorwerk.

Modern slavery risks also exist in relation to the sourcing of kitchen and cooking products that are sold on TheMix Shop, mainly as a result of the limited transparency that we have over our supply chains for products sourced overseas. Our modern slavery team is committed to ensuring that our buyers and procurement teams are informed about the specific risks associated with their respective products and services.

We have identified that we may face modern slavery risks due to the nature of our operations, and specifically in relation to:

Purchasing finished goods

We procure finished products for sale on TheMix Shop website and are aware of potential modern slavery risks related to the sourcing of raw materials, the manufacturing processes involved, and the distribution of some of these products.

Own-label products

The development and production of our own label products could potentially involve modern slavery risks related to the sourcing of raw materials, the development process, and manufacturing.

Third-party suppliers

Our reliance on third-party suppliers for the provision of raw materials, packaging, product components, and various services exposes us to modern slavery risks.



TMA understands that modern slavery could infiltrate our supply chains and business operations. Specifically, TMA's modern slavery risks relate to our:

- supply chain transparency;
- electronic and technological products;
- raw materials;
- services; and
- goods not for resale.

Electrical and technology product risks

Thermomix machines, accessories, and components are manufactured by Vorwerk, a globally recognised brand known for its exceptional product quality. TMA has considered our modern slavery risks associated with the manufacture of the Thermomix.

The Walk Free Foundation has identified significant modern slavery risks in the production of electrical products, including complex supply chains, forced labour in raw material extraction, labour exploitation in manufacturing plants, reliance on migrant labour, informal labour practices, lack of transparency, and subcontracting.

Suppliers of raw materials, finished components and consumables must adhere to Vorwerk's quality, environmental, and social standards, which they routinely assess.

The Vorwerk Group is a participant in the UN Global Compact (UNGC), the most extensive and crucial initiative for promoting sustainable and responsible corporate governance. By becoming a signatory, the company pledges its dedication to upholding ten universal sustainability principles within the domains of "Human Rights and Labor Standards," "Environmental and Climate Protection," and "Anti-Corruption," while also championing the United Nations Sustainable Development Goals (SDGs).

At the Vorwerk Engineering division's production sites, they are firmly committed to upholding the SA 8000 social standard. This commitment includes, among other things, the elimination of child and forced labour, the prohibition of workplace discrimination, and the assurance of fair wages. Since 2021, Vorwerk have also implemented a team to review and, when necessary, enhance their organisation-wide due diligence processes with particular regard to modern slavery risks.





Vorwerk supplier contractual obligations

Vorwerk works directly and exclusively with its suppliers and sets out its environmental and social standards in framework agreements. Their "Code of Conduct for Business Partners" outlines fundamental ethical and behavioural principles that apply to all business partners collaborating with the Vorwerk Group. It emphasises the importance of adhering to human rights and environmental standards throughout the entire value chain.

The code covers several key areas, including observance of laws and social norms, human rights and social standards, child labour prevention, elimination of forced labour and slavery, non-discrimination, adequate working conditions, occupational health and safety, prohibition of eviction and dispossession, and restrictions on the use of private or public security forces. Compliance with the code's principles is a shared responsibility between Vorwerk and its business partners.



Vorwerk risk assessment and review

In 2023, Vorwerk has not identified any instances of slavery or human trafficking within its business or supply chains. No such issues were reported through internal channels, audits, whistleblowing, or any other means during the preceding year. The company believes that strict adherence to its policies and procedures serves as a crucial preventive measure against modern slavery risks within its business and supply chains. Consequently, the assessed risk of slavery or human trafficking for Vorwerk is considered low.

Nevertheless, given the international scope of its operations, the company acknowledges the potential for modern slavery risks and commits to continuous risk assessment. Vorwerk has established due diligence measures concerning both employees and suppliers and will explore further actions to prevent these issues in the future. The Vorwerk Group, including Vorwerk UK, will also conduct a human rights risk analysis to identify and address potential human rights violations within its business and supply chains.



Vorwerk corporate and social responsibility

The Vorwerk family business has reported that it has always practiced corporate and social responsibility. Vorwerk is a signatory of the UN Global Compact, which represents the world's largest and most significant corporate sustainability initiative. By endorsing this commitment, Vorwerk references its ten universal principles and other international frameworks in the social and environmental standards detailed in the code. Business partners are expected to follow these principles, provide training to their employees, and communicate these requirements to their suppliers and other third parties involved in fulfilling their contractual obligations.



Raw Materials Risks

COTTON

We are continuing our efforts to collect information from our suppliers about the supply chain of our cotton products. The primary objective of this process is to assess and uncover any potential risks associated with modern slavery that may be connected to raw material cotton production.

TMA sells cotton bread bags and reusable produce bags that are manufactured in a factory located in Hefei, Anhui Province, China. These products are sourced from China through a B Corp certified company based in Perth, Australia. They have taken steps to map their entire supply chain for key products and services and have identified their key suppliers at all levels.

TMA's aprons and nut milk bags are produced in a supplier factory in Weifang City, Shandong, China. We review ongoing Sedex Members Ethical Trade Audit Report (SMETA) reports for this factory, which include records of an opening meeting, a factory tour, document review, and interviews with management and workers. We are actively seeking information on the sourcing of raw materials for these products as part of our ongoing supplier review and transparency efforts.



Raw Materials Risks

WOOD, PULP AND PAPER

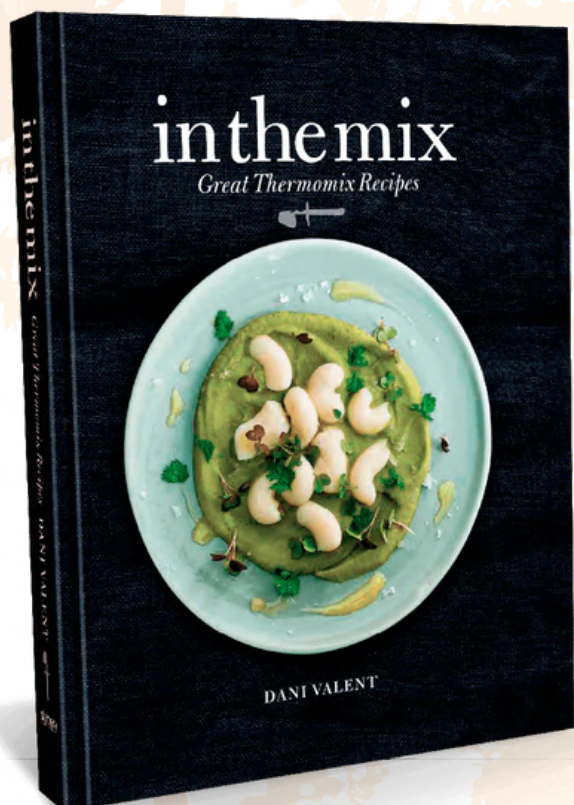
At TMA, we offer a range of products derived from paper pulp and wood, including baking paper, parchment paper, cookbooks, rolling pins, and kitchen accessories with wooden components. We understand the high risk of modern slavery within the timber, forestry and logging sector, where unsafe working conditions, a vulnerable and replaceable workforce, reliance on labour contractors, recruiters, agents, and extremely long complex supply chains exist.

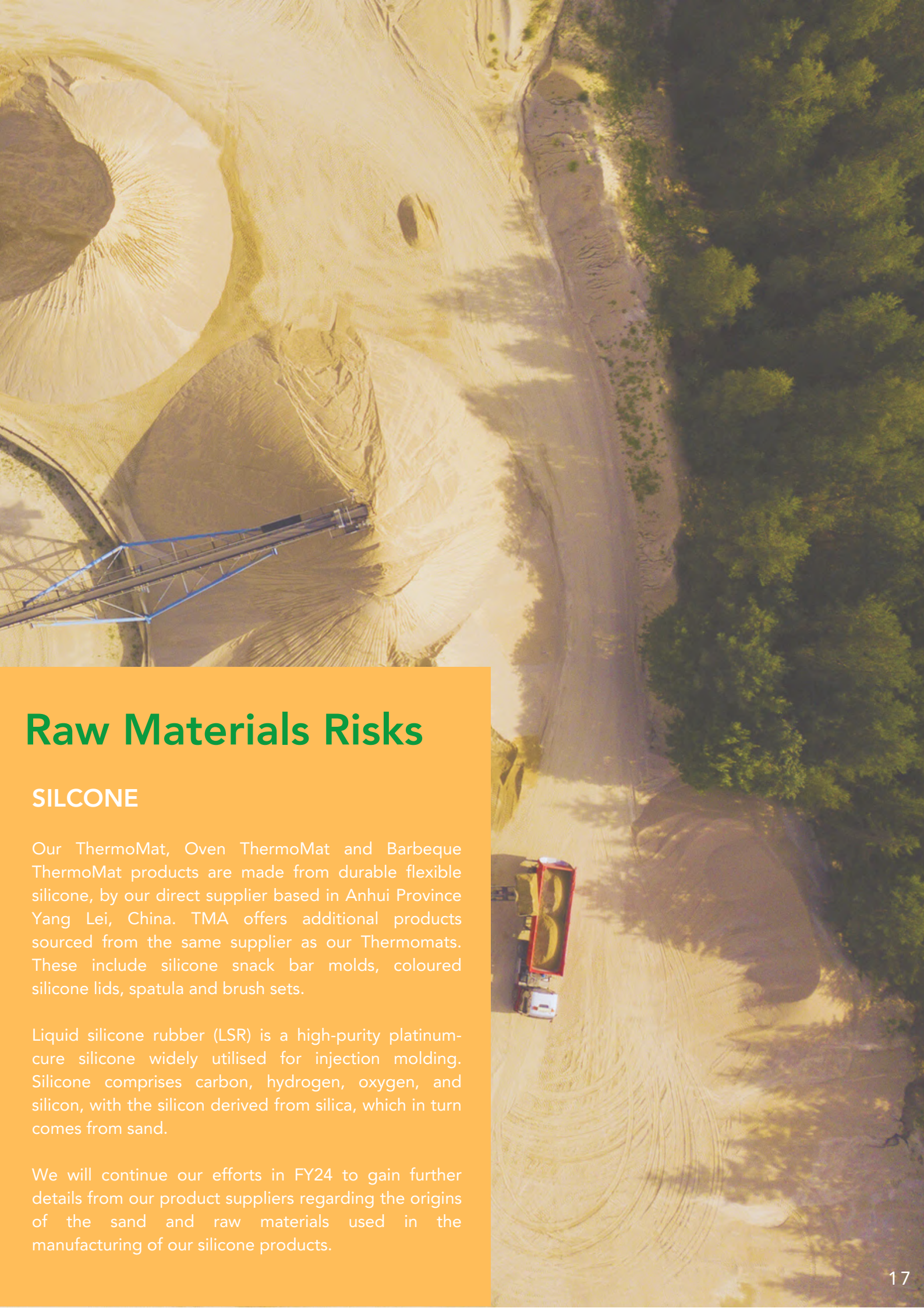
To mitigate these risks, we initiated an ongoing supplier review in 2020.

CASE STUDY: Supplier check for suppliers of our Thermomix cookbooks (Imago Group)

The printers of our Thermomix cookbooks, the Imago Group, uphold high printing and production standards. Our compliance team conducted checks to ensure that the factories that produce our cookbooks operate responsibly and ethically, using materials and processes that are safe and sustainable. Imago has access to detailed analysis and assessment of the mills and papers that they use, and have confirmed that their mill is producing Preps Grade 5 (FSC) and Preps Grade 3 papers (Grade 3: where all the forest sources are known, legal, low risk or either FSC or PEFC accredited). Imago also uses inks, lamination and glues which are compliant with international safety legislation. Imago requires third-party audits to help us monitor ethical conduct at the factory and all Imago suppliers have current ICTI, BSCI or SMETA audits.

Imago is also an active participant in the Book Chain Project (BCP), which is a collaboration of publishers to create a framework to help drive improvement through the supply chain and enable informed and ethical sourcing of materials. They are a member of the Labour & Environment element of BCP and are committed to ensuring that their suppliers meet the criteria set out in BCP's Code of Conduct for labour and environmental standards. They require their suppliers to suppliers to undertake regular and widely recognised ethical audits such as the ICTI Ethical Toy Program, SMETA (4 pillar), BSCI, or SA8000.





Raw Materials Risks

SILICONE

Our ThermoMat, Oven ThermoMat and Barbeque ThermoMat products are made from durable flexible silicone, by our direct supplier based in Anhui Province Yang Lei, China. TMA offers additional products sourced from the same supplier as our Thermomats. These include silicone snack bar molds, coloured silicone lids, spatula and brush sets.

Liquid silicone rubber (LSR) is a high-purity platinum-cure silicone widely utilised for injection molding. Silicone comprises carbon, hydrogen, oxygen, and silicon, with the silicon derived from silica, which in turn comes from sand.

We will continue our efforts in FY24 to gain further details from our product suppliers regarding the origins of the sand and raw materials used in the manufacturing of our silicone products.



Services and Goods Not for Resale Risks

We rely on the information published by our large and multinational suppliers to identify risks within our services and goods not for resale. We have reviewed the modern slavery statements and other relevant information for our suppliers. During FY24 we will continue to monitor information publicly available for business of this kind and ensure that any third-party local and small business partners we engage with are reviewed and adhere to our Supplier Code of Conduct



5. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

TMA is aware that there are actions we can take to identify and address modern slavery in our operations and supply chains. These include actions we have taken in FY23 such as:

- continued supply chain review and due diligence;
- implementation of company policies and procedures;
- effective collaboration with our suppliers; and
- continued development and implementation of training to support our buying and procurement teams to recognise and address our modern slavery risks.

Our goal is to continue to integrate our modern slavery policies and procedures and to promote a business culture that recognises the need to address the risks of modern slavery within our supply chains and operations. We have focussed on what practical steps we can take, such as avoiding downward pricing pressure through responsible procurement.

Our commitment to supply chain review and due diligence

At TMA, we recognise our company's responsibility to address all risks of modern slavery within our supply chains and operations. We are committed to improving transparency over our supply chains and operations, while maintaining a strong focus on identifying, preventing, and addressing any potential human rights issues linked to our business activities. We understand the importance of assessing the risks that exist in relation to our current and future products. This is being done through the evaluation of our sourcing practices and policies.

Supplier Engagement

We recognise the critical role played by our buyers and procurement teams in the ongoing assessment and mitigation of modern slavery risks within our operations. To empower them in their daily responsibilities, we have designed our revised training program to offer clear, specific guidance to our buying teams. This knowledge enables proactive collaboration with our suppliers to work towards the integration of our modern slavery policies across our supply chain. Regular monitoring is important to this process, and we are working on ways to ascertain whether our suppliers understand and adhere to our Supplier Code of Conduct.



CASE STUDY: Supplier check for Ovana portable pizza oven

Our Ovana Pizza Oven has been designed and developed in Australia by our in-house team, and is made to our exact specifications by our trusted manufacturing partner in the Guangdong province of China. When we source a new product for sale by TheMix, our buying teams work with our compliance advisors to do compliance checks and also to gather information about the new supplier. This allows us our team to undertake an assessment of the modern slavery risk that may be associated with any new products that we choose to source. Our pizza oven supplier was contacted and asked to complete our tailored audit check.



Policies and Procedures

We have developed clear policies that we communicate to our suppliers. These policies, have been developed with the guidance of our senior leadership and MSWG. In the past year, we updated our procedures and provided training to our buying and procurement team, with an emphasis on responsible purchasing practices.

The focus of our policies is on modern slavery due diligence, consideration of the working conditions for workers and meaningful consultation with our suppliers. We have also continued the implementation of our TMA Supplier Code of Conduct, which aligns with international labour standards, the Ethical Trading Initiative Base Code, and best ethical and sustainable business practices.

We are also committed to working closely with our suppliers to encourage them to undertake their own due diligence as necessary, so they can be a part of the modern slavery solution. We are fully dedicated to supporting our suppliers and helping them transition to a more socially responsible way of doing business.

Our TMA Supplier Code of Conduct requires all our suppliers to Take all steps necessary to ensure that there is no:

- slavery or forced servitude of any kind;
- trafficking in persons;
- forced, compulsory, bonded, indentured or prison labour;
- debt bondage;
- labour facilitated by any form of coercion or deception;
- child labour;

in all of the supplier's (and authorised sub-contractor's) operations and supply chains.

During FY24 we will also continue to focus on the development of TMA Ethical Sourcing Guidelines.

Supply Chain Review and Assessment

In FY23, we remained focussed on identifying all first-tier suppliers in our supply chains, and to gather as much information as is available about our tier 2 and 3 suppliers. We have continued our focus on gathering as much information as we can about the following issues:



Payment of a living wages

We understand the need to monitor the issue of living wages. We understand the importance of the payment to workers of a wage that allows them to meet their basic needs and enjoy a decent standard of living. We aim to ensure that our suppliers ensure that their workers receive compensation that affords them a sustainable livelihood.



Assessing freedom of association

We are also aware of the need for our supplier to allow freedom of association of their workers. We believe that workers should have the right to join trade unions and to engage in collective bargaining without fear of retribution. We will be doing what we can to assess the extent to which our engaged suppliers enable their workers to exercise this fundamental right



FOCUS: Online Audit Check for Suppliers of Products

Our external compliance partners have developed a 'TMA Audit Check for Suppliers of Products' which can be sent to our suppliers by our buying teams, and completed by our suppliers online. This can also be provided as a PDF for suppliers who are unable to complete online forms. This requests information about the supplier and their location and asks them whether they have signed and returned our Supplier Code of Conduct and Supplier Trading Terms. This online check also requires the supplier to provide for details of any current independent audit reports or certification documents that may demonstrate the suppliers' compliance with the relevant requirements set out in our Supplier Code of Conduct. The supplier responses are sent directly to our compliance team and any issues can then be discussed with our buying team.



Modern Slavery Training

During FY23 our MSWG developed an updated modern slavery training program for TMA team members. It provides further guidance for our relevant staff on why modern slavery risk needs to be addressed within our supply chains and operations, and the steps we need to take to do this.

This training provides TMA teams with information about the business' reporting obligations, our policies and remediation processes, information about reporting requirements and other modern slavery legislation and initiatives around the world.

Upon completing the training module, our staff are invited to seek clarification and request further information, when needed, from our external compliance team regarding product or service-related modern slavery risks.

6. ASSESSMENT OF ACTIONS TAKEN TO ADDRESS RISKS

In 2020, we developed TMA's modern slavery Key Performance Indicators (KPIs), which we have reported on in our previous statements.

Our modern slavery working group concentrates on assessing and measuring the efficiency of our actions to address the modern slavery risks within our supply chains and operations.

Commitment to these KPI's is ongoing, and we continue our efforts to identify and address these objectives.



7. MOVING FORWARD

RESPONSIBLE BUYING PLAN

TMA recognises that our purchasing choices, particularly regarding the products that we make available on TheMix Shop website, are of particular importance in our process of working to address modern slavery risk.

Throughout FY24, we will maintain our focus on responsible buying. Our strategy will align with the fundamental principles outlined in the United Nations' Guiding Principles on Business and Human Rights for conducting human rights due diligence which includes working to:

1. Prevent modern slavery risks from being contributed or directly linked to our business by assessing how we can do things to reduce risk; and
2. Mitigate any future risk by conducting modern slavery due diligence before beginning a new process.

We will continue to support our buying teams to conduct supplier checks, for both existing and prospective suppliers.

MOVING TOWARDS BETTER TRANSPARENCY

Over the past year we have continued our commitment to ongoing transparency and have been working to fill in the gaps in the information we have about our supply chain. We will continue our process of supply chain review and assessment.

MONITORING AND AWARENESS

We remain committed to actively monitoring media and news content related to modern slavery, with the goal of detecting any emerging human rights challenges that may be associated with the industries or geographic origin of our products.

We are focussed on monitoring how our suppliers treat their workers and will aim to work with suppliers who treat their workers fairly and do not engage in modern slavery practices.

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