

BING LEE ELECTRICS PTY LTD

MODERN SLAVERY STATEMENT

BING LEE

1. INTRODUCTION

This statement outlines Bing Lee Electrics Pty Ltd's (Bing Lee's) (ABN 61 000 733 488) approach to identify and address the risks of modern slavery in its operations and supply chains. This statement is made pursuant to the Modern Slavery Act 2018 (Cth) for the financial year ending 30 June 2021.

Bing Lee is committed to identifying and eliminating all forms of modern slavery within its operations, supply chains and other business relationships, whilst operating and adhering to the highest ethical standards.

Bing Lee believes that retailers need to work collaboratively with supplier partners to end Modern Slavery across the globe.

2. OUR STRUCTURE AND OPERATIONS

Bing Lee is a privately owned and operated proprietary company, registered in Australia.

Bing Lee is an Australian retailer of consumer electronics, small appliances and major domestic appliances. Bing Lee's head office is located in Western Sydney, which also has a store front and a large distribution centre. We operate a total of 34 stores in NSW and ACT, which are also serviced by distribution centres in NSW and Victoria.

2.1 Employment Structure

As of 30 June 2021, we employ approximately 756 staff across NSW, Canberra and Victoria. All employees are Australian under the following types of employment arrangements:

Full time 62%

Agency 3%

Part time 12%

Casual 23%.

3. OUR SUPPLY CHAIN

All Bing Lee's products are sourced from our supplier partners and we have approximately 169 active supplier partners at any point in time. We do not source any direct factory goods. The large majority of our products are manufactured in China, Europe and Asia.

Bing Lee also engages with other suppliers for a range of goods and services including professional services such as accounting and legal; insurance; marketing; financial services; transport; storage; maintenance and cleaning; information and technology; postage and printing; security; telecommunications; and training.

10 of our top suppliers represent more than 62% of our total purchases. The large majority are international brands with Australian subsidiaries with their own modern slavery compliance requirements.

4. MODERN SLAVERY RISKS IN OPERATIONS AND SUPPLY CHAIN

4.1 Operational Structure Risk

We consider that due to the nature of our business as a retailer and our operational structure being based in Australia, there should be a relatively low risk of modern slavery to Bing Lee. Furthermore, this risk is managed by ensuring the majority of our staff are on permanent full-time or part-time employment contracts. This ensures our staff have greater job stability and security and are considerably less vulnerable to exploitation.

4.2 Customer Risk

Under the MSA we are not required to report on risks associated with our customers and how they use our services. Our customers are based in Australia, with a large portion being individuals with only a minor number of commercial customers which operate in sectors that are linked to higher risks of modern slavery such as construction.

4.3 Supply Chain Risk

Our supply chain consists of trade suppliers and other goods & services suppliers.

4.3.1 Trade Suppliers

Our trade suppliers make up 19% of all suppliers. A majority being either international or national brands with their own modern slavery compliance requirements.

The main risk in our trade supply chain sits with our smaller suppliers that source their products from other countries that are linked to higher risk of modern slavery.

Of our trade suppliers (169 in total), 100% are based in Australia or have an Australian subsidiary.

4.3.2 Other Goods & Services Suppliers

Other goods & services suppliers make up 81% of our supply chain. These suppliers provide services include, professional services such as accounting and legal; insurance; marketing; financial services; transport; storage; maintenance and cleaning; information and technology; postage and printing; security; telecommunications; and training.

Of our other these suppliers (736 in total), 97% are based in Australia or have a Australian subsidiary, 3% (25) are based in low-risk countries outside of Australia (including USA, Israel).

We acknowledge that we engage with suppliers from sectors and countries that are identified as posing a high risk of modern slavery, however we are committed to work with suppliers to address these risks.

5. ACTIONS TAKEN TO ASSESS AND ADDRESS THE MODERN SLAVERY RISKS

Through our membership of the NARTA buying group we setup a Modern Slavery committee with retail and supplier attendees. The NARTA group sent out questionnaires to all of the suppliers involved within the group to get a thorough understanding of their policies and procedures. Bing Lee sent out questionnaires to all suppliers outside of the NARTA group this year. We are now keeping a database of all supplier responses and documentation.

We have documentation and responses from suppliers that cover somewhere between 70-80% of the products coming through our supply chain. We are continuing to endeavour to get this to a higher level in our business and to improve compliance.

We perform regular reviews of the questionnaires to identify suppliers from countries with a high risk of modern slavery, high risk goods and services. This may include implementing specific internal processes such as "Know Your Supplier" and providing personnel with the skills and knowledge on how to identify "red flags" of modern slavery risks.

6. ASSESSING THE EFFECTIVENESS OF THESE ACTIONS

Bing Lee is committed to identify and reduce the risks of modern slavery in its operations and supply chains. As such, we will work collaboratively with NARTA and our suppliers over the next 12 months assess and monitor our progress in modern slavery risk management in our operations and supply chains.

7. FURTHER ACTION FOR NEXT YEAR

We are committed to conduct our business in line with Australian workplace laws as to wages, hours, contracts and health and safety. To demonstrate our commitment to taking further steps to assess and address the risks of modern slavery in the future:

- Build out an ethical sourcing document for our suppliers
- Implement a Whistleblower Policy
- Mandatory modern slavery training for our Buyers
- Review procedures to ensure no new suppliers can be on boarded without first completing all of our Modern Slavery documentation
- Aim to ensure further compliance from our suppliers on completion our questionnaire
- Review SEDEX opportunities with NARTA group.

This statement has been approved and endorsed by Yenda Lee in her role as director and principal governing body of Bing Lee on 27th of October 2022.

Signed and approved by:



DIRECTOR