

2026 Modern Slavery Statement

About this Statement

This is the 2026 Modern Slavery Statement for Dollarama Australia Pty Limited (ABN 33 006 122 676) (the **Company** or **Dollarama Australia**, and collectively with its consolidated subsidiaries, the **Group**) prepared and published in accordance with the *Modern Slavery Act 2018* (Cth) (the **Act**)¹.

This Statement describes the risks of modern slavery in the operations and supply chain of the Group and includes information about the actions taken by the Group to address those risks during the financial year ended 1 February 2026 unless otherwise stated (**Fiscal 2026**).

On 22 July 2025, the Company was acquired by Dollarama International Inc., a direct wholly owned subsidiary of Dollarama Inc. (**Dollarama**). During the Company's fiscal year starting 1 July 2024 and ending 29 June 2025 (**Fiscal 2025**), it was a public company listed on the Australian Stock Exchange (**ASX**) and ceased to be listed on the ASX on 23 July 2025. Following the acquisition, the Company's name was changed from The Reject Shop Limited to Dollarama Australia Pty Limited and the Company changed its financial year-end from late June to late January or early February to align its reporting calendar with that of its parent, Dollarama. The Company still trades under the name The Reject Shop. Dollarama International Inc. is not a reporting entity for the purposes of the Act.

This Statement was approved by the Board of the Company on 31 July 2026.

¹ As at 1 February 2026, the Company had two wholly owned subsidiaries, TRS Trading Group Pty. Ltd. and The Reject Shop Employee Share Trust. Neither entity was a reporting entity for the purposes of the Act. Consultation with the subsidiaries occurs through common directorship with the Company. The Reject Shop Employee Share Trust was deregistered on 18 March 2026.

Our Structure and Operations

Dollarama Australia is a wholly owned subsidiary of Dollarama, an entity incorporated under the Canada Business Corporations Act, whose common shares are listed on the Toronto Stock Exchange. Headquartered in Montreal, Quebec, Dollarama is a leading Canadian value retailer with international reach, with more than 1,700 stores in Canada, in all ten Canadian provinces and two territories. Dollarama is also the majority shareholder, through its equity-accounted investments, in Latin American value retailer Dollarcity, which has more than 700 stores in Colombia, El Salvador, Guatemala, Mexico and Peru. Dollarama's 2026 Modern Slavery Report is available [here](#).

Dollarama Australia operates in the discount variety retail sector in Australia, serving a broad range of value-conscious consumers who are attracted to low price points and convenient shopping locations. The Group helps all Australians save money every day by offering its customers low everyday prices on household essentials as well as unique and exciting products at compelling value for every event and occasion.

Dollarama Australia has over 400² stores across Australia and offers a variety of consumable products, general merchandise and seasonal items. The Company has store presence in all states and territories other than the Northern Territory. The majority of stores at the time of this Statement were located on the east coast of Australia. The stores are supported by three distribution centres located in Ipswich (Queensland), Truganina (Victoria) and Hazelmere (Western Australia).

The Company has over 5,000 team members in Australia across its stores, distribution centres and head office.

² As at the date of this Statement.

Our Supply Chain

The Group offers a wide range of private-label and national brand products, with a large number of stock keeping units (SKUs) in its stores, including consumable products, general merchandise and seasonal items.

The Group does not own or operate any manufacturing facilities or factories. During Fiscal 2026, the Group sourced its products from over 350 direct local and international suppliers. The products are manufactured in a range of countries with manufacturing of general merchandise products occurring mainly in China.

In addition to purchasing products for resale in its stores, during Fiscal 2026, the Group procured goods and services to support its operations from over 390 suppliers (with the majority being local suppliers), including:

- transport, warehousing and logistics;
- facilities management, including cleaning, waste and security;
- utilities;
- property construction, including store fit-out and repairs and maintenance;
- uniforms;
- technology, including hardware, software and services;
- financial and payment services; and
- professional advisory and consultancy services.

Modern Slavery Risks in our Operations

The Group considers the risk of modern slavery practices in its direct workforce to be low. The Group's employees are based in Australia where the Company maintains direct oversight over terms of employment and where employees are engaged under employment contracts or enterprise agreements approved by the Fair Work Commission. The standards, obligations and worker protections required by Australian employment laws result in a lower risk of modern slavery within our operations. The Group's policy framework, including its Code of Conduct and its confidential whistleblowing channel that enables employees to raise concerns, further mitigates the risks of modern slavery in our operations. For more details on policies and procedures, please refer to the section entitled 'Our Actions'.

The Group also engages labour hire agencies to provide labour at its distribution centres and considers the risk of modern slavery associated with these labour hire arrangements to be low due to the requirements in place for the use of these services. The Group's confidential whistleblowing channel is also made available to workers hired through these agencies, ensuring they can safely raise concerns.

The Group also engages service providers to support certain administrative and business support functions in various jurisdictions, including the Philippines. The Group considers the risk of modern slavery associated with these arrangements to be low. The Group's confidential whistleblowing channel is available to workers supporting these functions, enabling them to raise concerns safely and confidentially.

Modern Slavery Risks in our Supply Chain

The Group assesses modern slavery risks in its supply chain primarily based on the geographic location of its suppliers, referencing Walk Free's 2023 Global Slavery Index. As detailed above, the Group sources its products for resale in its stores from local and international suppliers.

The Group sources a high proportion of its consumable products from local suppliers based in Australia and therefore considers the risk of modern slavery practices to be low for these suppliers. The Group acknowledges that its direct local suppliers may have operations in, or may source goods or services from, other jurisdictions which may have a higher risk of modern slavery practices.

The Group's international suppliers extend through various geographic locations which are considered to have a higher prevalence and/or vulnerability to modern slavery according to Walk Free's 2023 Global Slavery Index. The Group sources its general merchandise products mainly from China and therefore modern slavery risks may be present in the Group's supply chain.

The Group has identified the following salient human rights risks in its supply chain for products intended for resale:

- labour rights (human rights), including forced or compulsory labour, wages and benefits, work hours, and child labour;
- freedom of association;
- health & safety;
- discrimination;
- bribery and corruption; and
- access to grievance mechanisms.

The Group continues to engage with its key international suppliers to understand and address modern slavery risks. We work to continuously enhance visibility into working conditions across our supply chain to inform our risk mitigation strategies. During Fiscal 2026, the Group also collaborated with Dollarama's Responsible Sourcing function to support alignment and the ongoing strengthening of responsible sourcing practices across the organisation.

The Group also recognises that modern slavery risks may be present in the supply of goods and services required to support its operations.

Our Actions

The Group recognises that modern slavery is a global issue with severe consequences for its victims and is committed to respecting and protecting human rights and implementing policies, procedures and internal checks to address any form of modern slavery or human rights violations identified in its operations and supply chain.

During Fiscal 2026, the Board was responsible for overseeing the Group's approach to modern slavery with the responsibility for day-to-day management of the Company delegated to the Chief Executive Officer and Executive Leadership Team.

The Group has in place a range of policies that outline the standards of conduct expected of directors, employees, contractors and third parties (where applicable).

The table below provides an overview of the key policies and standards related to the management of the Group's modern slavery risks in its operations and supply chain.

<u>Code of Conduct</u>	The Group has adopted a Code of Conduct that outlines the standards of conduct expected of all employees in the workplace and in dealing with external stakeholders. The Code of Conduct applies to directors and employees, regardless of employment status or work location. The Code of Conduct forms the basis of a shared view of Dollarama Australia, its mission and ethical standards, which is essential for long-term performance and sustainability, as well as to protect and enhance the interests of shareholders and other stakeholders. Employees are encouraged to report any breaches of the Code of Conduct to senior management or the People and Culture team. Material breaches of the Code of Conduct are reported to the Executive Leadership Team and the Chief Executive Officer.
<u>Modern Slavery Policy</u>	The Group has adopted a Modern Slavery Policy to affirm its commitment to contributing to ending modern slavery and maintaining a high level of compliance with the Act. The policy applies to directors, employees, contractors, consultants, suppliers and their employees, and business partners. Breaches of the policy are required to be reported to the Board.
<u>Ethical Sourcing Policy</u>	The Group has adopted an Ethical Sourcing Policy to affirm its commitment to sourcing products in an ethical manner and from suppliers believed to adopt appropriate employment conditions and workplace safety practices. The policy outlines the minimum ethical requirements and expectations that all suppliers, wholesalers and agents are to comply with when producing and supplying goods to the Group. The Group expects its suppliers to adhere to the higher of (or affords greater protection of) core labour standards established by local laws and regulations in the countries in which they operate or standards which have been established by world bodies (including the United Nations) and other international and national retailers.
<u>Dollarama's Vendor Code of Conduct</u>	Dollarama's Vendor Code of Conduct applies to vendors that directly supply goods and/or services to the Group where required under our procurement processes. Available in multiple languages, the Vendor Code of Conduct covers key issues including vendor workplace standards and ethical business practices.
<u>Anti-Bribery and Corruption Policy</u>	The Group has adopted an Anti-Bribery and Corruption Policy to affirm its commitment to acting with integrity, honesty, fairness and in compliance with all laws and regulations, which is integral to the success of the Group's employees, customers and other stakeholders. The policy confirms that the Group will not tolerate bribery or corrupt conduct. The policy applies to directors, employees, contractors, consultants, agents, advisors, suppliers, associates, affiliates and joint venture partners. Material breaches of the policy are required to be reported to the Board.
<u>Supply Chain Standards</u>	The Group has established a business policy as well as a minimum set of standards expected to be met by agents, suppliers and service providers. Agents, suppliers and service providers are required to ensure that all products comply with Australian standards and regulations, are safe to use and fit for purpose and comply with product labelling, barcode format and carton marking standards.

	In selecting agents, suppliers and service providers, the Group evaluates the ethical standards of these third parties.
<u>Whistleblowing Policy</u>	The Group has adopted a Whistleblowing Policy which is intended to assist with the development of a culture of 'speaking up' when things are not quite how they should be. The policy deals with the disclosure of information which relates to actual or suspected wrongdoing or misconduct (generally a breach of the law, policy or unethical behaviour). The policy applies to directors, employees, contractors, consultants, suppliers and their employees, and their relatives and dependants. Incidents are reported to the Company's Whistleblower Protection Officer or to Stopline (an external independent provider of whistleblowing programs).

The Group continues to assess the risk of modern slavery practices in its operations and supply chain, with a key focus on products sourced from international suppliers. Below are some of the key actions undertaken by the Group to address modern slavery risks in its supply chain:

- provision of guidance to suppliers on the ethical sourcing requirements and expectations during the onboarding process;
- partnered with Sedex which allows suppliers and their manufacturing sites to share information on their ethical sourcing data thereby enabling the Group to identify and address potential modern slavery risks, including through risk ratings and the review of social audit reports;
- provision of annual training on modern slavery to the Merchandise team; and
- inclusion of modern slavery compliance clauses in supplier contracts.

Effectiveness of our Actions

The Group recognises the importance of measuring the effectiveness of its actions to address modern slavery risks in its operations and supply chain and is committed to maintaining effective systems to identify, assess and manage modern slavery risks.

The Group's grievance mechanisms, which assist employees and suppliers to confidentially report concerns of actual or suspected wrongdoing or misconduct, are also relied upon to assess the effectiveness of our actions. During Fiscal 2026, the Group did not receive any reports of actual or suspected instances of modern slavery or human rights violations through its grievance mechanisms.

During Fiscal 2026, the Group did not identify, or otherwise become aware of, any actual or suspected instances of modern slavery in its operations or supply chain. The Group is continuously seeking ways to strengthen its approach to modern slavery risks and the effectiveness of reporting actual or suspected instances of modern slavery.

Looking Forward

Looking forward, the Group will focus on continuously improving its ethical sourcing and human rights practices having regard to industry practice and guidance from international organisations.

This Statement has been signed by Clinton Cahn in his role as Director of Dollarama Australia Pty Limited.



Clinton Cahn
Director
31 July 2026