

Modern Slavery Statement 2023





About this Statement

This statement has been prepared to meet the mandatory reporting requirements of the Modern Slavery Act 2018 (Commonwealth) (the **Act**) for the financial year ended 30 June 2023 (FY23) and addresses the risk of modern slavery in Modern Star Group's (**Modern Star** or the **Group**) supply chains and business operations. This is a joint statement covering the Modern Star Group and all its operating entities as described in section 1.2. This Statement describes how Modern Star seeks to identify, assess and address risks of modern slavery across our own operations and in our supply chain. It also includes how we assess the effectiveness of our approach.

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Questions or Concerns

If you have any questions about modern slavery statement or ongoing practices with regards to our operations and or supply chain, we encourage you to make contact with our ESG & Compliance team.

To contact: sydney-compliance@modernstar.com

If you would like to provide a report of concern associated with modern slavery or human rights issues within our operations or supply chain, this can be done (anonymously) through Stopline, our nominated third-party whistleblower program.

To make a confidential disclosure, visit <https://modernstar.stoplinereport.com> or call 1300 30 45 50.

Acknowledgement of Country

Modern Star acknowledges and pays respect to the Traditional Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and communities, the rich cultures, histories, and traditions. We recognise their ongoing role as custodians of the lands, waters and communities in which we work and live.

We extend our respect to Elders past, present and emerging, and we commit to fostering a spirit of reconciliation and collaboration as we navigate the path towards ethical business practices. We recognise the importance of preserving and celebrating their histories, cultures and traditions, and acknowledge the injustices of the past.

In acknowledging the Traditional Owners, we embrace the importance of cultural diversity and inclusion. We commit to working towards a future where the principles of respect, understanding, inclusion and unity guide our actions and decisions.



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Message from our CEO Mal McHutchison



“ Modern Star is pleased to release our 2023 Modern Slavery Statement – our fourth statement in accordance with the Australian Modern Slavery Act – demonstrating our ongoing commitment to address the risk of modern slavery in our supply chain. ”

Modern Star is Australia’s number one partner and supplier of educational resources and toys to early childhood centres, schools, after-school services, leading retailers and toy shops.

Our purpose is simple yet powerful: we exist so everyone can learn, lead, and play. We provide products that nurture minds and foster a love of life-long learning.

As a modern organisation, we understand the impact our choices can have on communities in which we operate. We’re committed to ensuring that our products never come at the expense of human rights. Together with our suppliers, employees, and customers, we want to lead by example and partner in a shared commitment to ethical sourcing and supporting community values and the well-being for all involved.

Ethical sourcing isn’t just a policy for us; it’s part of our moral compass, guiding every facet of our operations. Established in 1956, our business has thrived on long-lasting and fair relationships. We expect a mutual commitment from all of our suppliers to the same ethical standards with respect to human rights and the environment.

Our compliance and category teams work closely with our suppliers ensuring commitment to our Ethical Sourcing Policy. We encourage all suppliers to conduct factory social audits and promote increased transparency and accountability via Sedex™ membership. We empower our employees to identify risks of Modern Slavery with ongoing ethical sourcing training programs.

Our approach in combating modern slavery is ever-evolving, never-ending, always seeking continuous improvement. We acknowledge the ongoing challenges of modern slavery and are therefore in consistent review of our policies and procurement processes. Join us in shaping a brighter tomorrow, where play and education are in harmony through ethical sourcing leadership.

A handwritten signature in black ink, appearing to read 'Mal McHutchison'. The signature is stylized and fluid.

Mal McHutchison
Chief Executive Officer
12 December 2023

This statement was approved by Modern Stars’ Board at a Directors’ meeting held on 19 December 2023.



Chapter 1

Criteria 1, 2 & 6:

Our Business & Company Structure

1.1. About Us

From humble beginnings, Modern Star has evolved into Australia's number one partner and supplier of educational resources and toys to early childhood centres, primary and high schools, after school centres and major retailers and toy shops, with a range of over 40,000 physical products as well as a suite of online learning programs for students and professional development courses for teachers.

At Modern Star, our diverse range of businesses cover a wide spectrum, spanning subjects such as literacy, science, mathematics, arts, sport, furniture, digital technology and more. Through our extensive network of partnerships with the world's leading brands, we collaborate to bring to market the finest selection of educational products available.

Our purpose is to exist, so that everyone can learn, lead and play. We are committed to providing educators, parents, and children with the highest quality, innovative resources from across the world, that foster engagement, creativity, and exploration.


**We exist
so everyone can learn,
lead & play.**





1.2. Our Reporting Entities


The Modern Star Group has developed this statement on its own behalf and on the behalf of all entities listed below, for which it is the holding company. Below is an overview of the history of Modern Star, and more information about each of our reporting entities.


Company History:


 **1989**
Kangaroo Educational Pty Ltd
 ABN 65 002 694 911
 An online only business that sells educational resources to early childcare and schools.

 **2003**
Modern Star Pty Ltd
 ABN 31 101 306 950
 Modern Star is the holding company of all other entities listed on this page and established in 2003.


 **Modern Brands Pty Ltd**
 ABN 85 112 894 318
 The exclusive distributor for Australia and New Zealand of world leading retail toy and entertainment brands. Modern Brands has been supplying quality toys to retailers for decades.


 **2017**
EdVantage Pty Ltd
 ABN 19 160 681 112
 Our vision is to be Australia's leading manufacturer of educational teaching aids, specialising in paint, art and craft products.


 **2019**
Educating Kids Pty Ltd
 ABN 31 091 745 818
 Dedicated to education for Early Years. We believe in making beautiful resources available to all children.

 **2022**
Elizabeth Richards Pty Ltd
 ABN 85 661 117 719
 Elizabeth Richards' goal is to create inspiring, inclusive, and innovative learning spaces for all children. Elizabeth Richards prioritises sourcing products from local manufacturers whenever possible.

1956 
Modern Teaching Aids Pty Ltd
 ABN 98 000 628 786
 MTA has been Australia's number 1 choice for teaching supplies since 1956. The one-stop-shop for all your resource needs, from early childhood centres to school classrooms.

2002 
Kesco Educational Pty Ltd
 ABN 99 101 340 881
 An Australian educational resource provider to schools and early learning with an emphasis on quality and everyday value.

2016 
CleverPatch
 ABN 48 130 866 885
 CleverPatch is passionate about helping teachers, educators, parents and most importantly children, with a passion for art and craft.

2018 
Zart Art Pty Ltd
 ABN 24 621 120 321
 Zart Art is a supplier of art and craft materials, stationery & educational products. Besides our comprehensive range in our online store, we also provide professional learning opportunities for educators and individuals.

2021 
Ross Haywood Sports Pty Ltd
 ABN 85 108 820 828
 RHSports is the largest wholesale supplier of sports equipment in Australia, supplying the education sector, clubs, government organisations and corporate entities.

Batger Pty Ltd **BATGER**
 ABN 50 000 293 550
 Batger is one of Australia's largest educational and commercial furniture manufacturers and suppliers. Established in 1953, we are proudly Australian owned. We manufacture from our factory in Sydney and believe that Australian-made quality and world-class standards should be affordable.



1.2.1. Consultation with Owned & Controlled Entities

Consultation with our owned and controlled entities have occurred throughout this reporting period. We continue to integrate our modern slavery risk management program into Group-wide systems and processes and ensure that personnel from all entities we own or control, are engaged and educated about our approach. The Modern Star Ethical Sourcing Policy applies to all Modern Star owned entities. Modern Star's ESG & Compliance team oversees the compliance with the Modern Star modern slavery program for all reporting entities. A Modern Slavery Working Group has been established, consisting of team members from each reporting entity as well as the Modern Star ESG & Compliance team, to manage and track our modern slavery targets and goals, and to ensure our framework is implemented by each entity. The Working Group has been actively engaged and involved in the development of this statement, by ensuring that all entities implement our processes and are informed about the actions we intent to make throughout the reporting period to ensure that targets are reached. Each member of the working group also regularly reports on their modern slavery status to ensure each entity stays on track.

In our previous reporting period, Modern Star acquired R.E. Batger, Ross Hayward Sports and World of Spots Wholesalers. At the time of acquisition, these companies were below the required threshold for Modern Slavery Act compliance and did not submit voluntary statements, nor did they have modern slavery programs in place. These businesses have now been integrated completely into the Modern Star Modern Slavery Program and are required to follow the same processes and procedures, to reach our modern slavery targets.

In this reporting period, Modern Star has acquired Elizabeth Richards Pty Ltd in October 2022. This entity also fell below the Modern Slavery Act mandatory reporting threshold prior to the acquisition and did not submit a voluntary report. Although the entity has not been part of the Modern Star Group for a full reporting year yet, Elizabeth Richards has been integrated into our Modern Slavery program and included in the reporting for our Modern Slavery Statement.



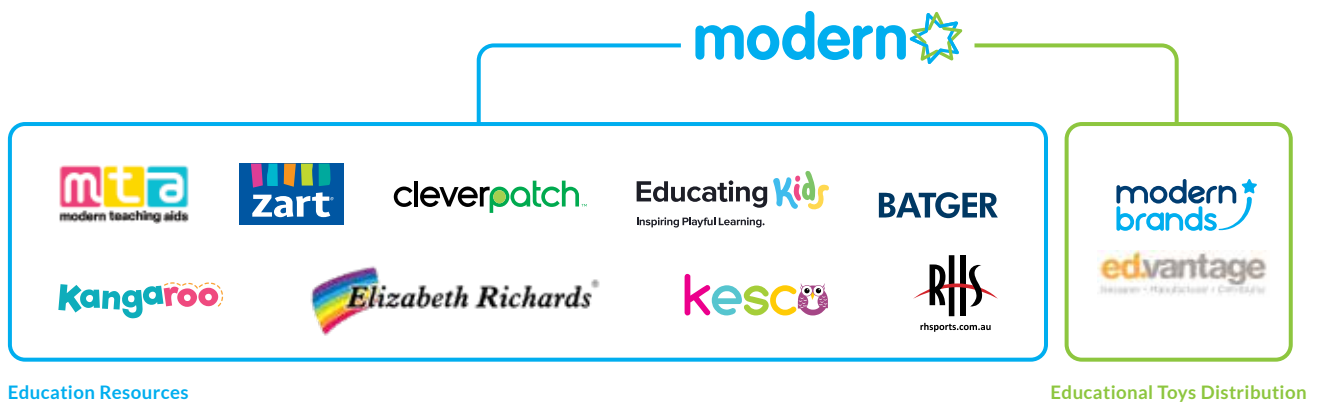
1.3 Our Group Structure & Operations

The Modern Star Group consists of the reporting entities as listed in section 1.2, with offices in Sydney, Newcastle, Girraween, Hallam and Melbourne, and warehouses in Newcastle, Brendale and Hallam.

The Group Structure

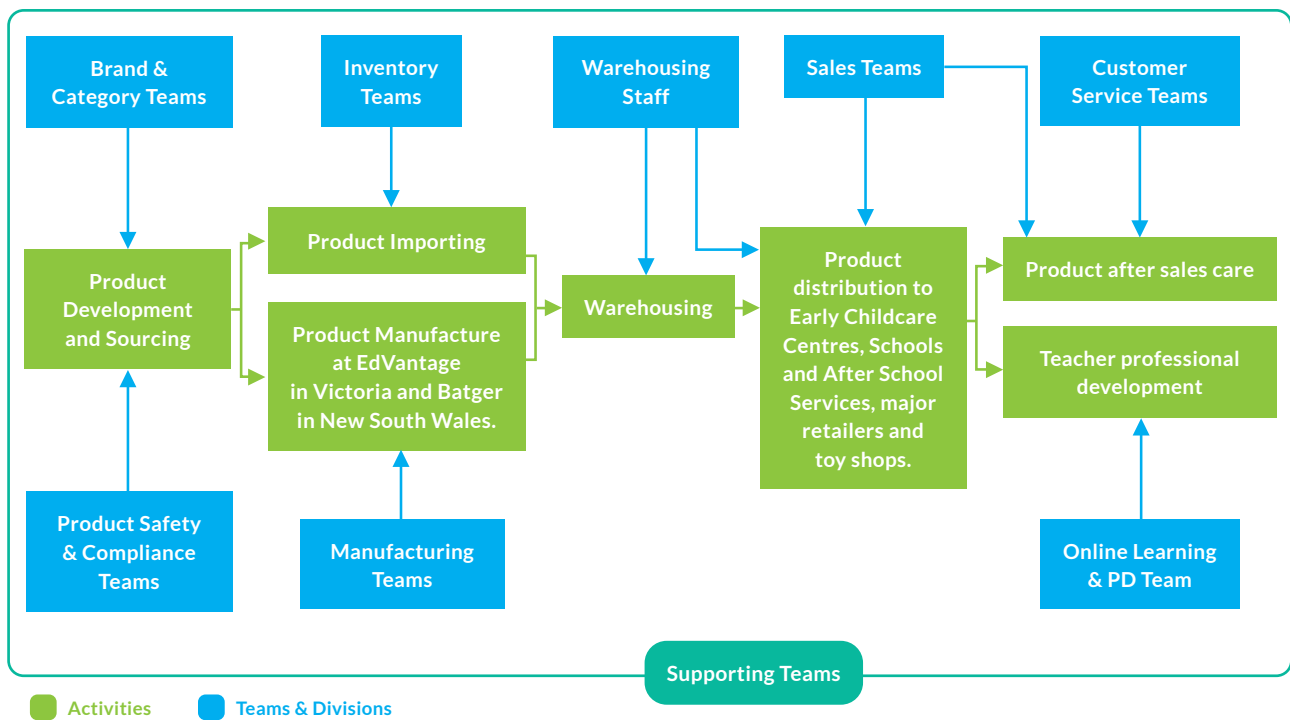
Modern Star operates in two distinct market channels across Australia and New Zealand:

1. Education Resources; and
2. Educational Toys



Our Operations

Our operations include:



*Our core operations are supplemented by a range of typical support functions such as sales, marketing, operations, IT, finance, design team, etc.

1.4. Our People

Modern Star Group recognises the importance of fostering a strong team of committed, enthusiastic and talented people who work hard together to deliver quality products, outstanding service and dynamic business results.

Our culture supports and rewards those who excel in their field, take responsibility for their own actions, cultivate a can-do attitude, communicate openly, act with integrity in everything they do and celebrate the success of the team as a whole.

By June 2023, Modern Star employed 668 staff members. Of these, four are based in New Zealand and the rest are in Australia.



1.5. Our Governance Framework

To successfully implement our Modern Slavery Program across all Modern Star entities, the following teams are involved in our ethical sourcing strategy, from sourcing and supplier onboarding to the management of human rights issues.

1.5.1. The Senior Management Team

Responsibility for modern slavery risk management ultimately sits with the Senior Management Team, comprised of the CEO, CFO, CEdO, COO, CTO, GM Finance, GM Strategy, GM Marketing, GM Ed Resources, GM Sales, GM Modern Brands, CEO Tactical Brands, CEO CleverPatch & Batger. The Senior Management Team delegates operational responsibility to our Group ESG and Compliance Manager, who with her team achieves compliance through due diligence and documented supplier and new item on-boarding processes, including monitoring, auditing and review of suppliers and remediation plans to address any issues identified. This includes ensuring suppliers understand and sign the Modern Star Ethical Sourcing Policy (ESP), getting suppliers to sign-up to the Sedex Platform and provide us details of their Sedex membership, requiring suppliers to provide copies of factory audits undertaken and ensuring suppliers undertake factory audits where there are none.

1.5.2. ESG & compliance team

A dedicated team of 5 permanent team members, responsible for the management and implementation of our Modern Slavery Program across Modern Star entities. The ESG & Compliance Team closely works together with our category, brand and product teams on the implementation of our ethical sourcing policies. Our Group ESG and Compliance Manager works closely with the Group's China-based Sourcing and Project Manager who is a certified auditor, performs regular factory audits and follows up directly with suppliers to ensure corrective action plans are documented and implemented.

Modern Star understands the importance of sourcing products sustainably, to protect both the people in our supply chain and the environment. To ensure compliance with mandatory requirements, as well as improving our commitment to sustainable sourcing of goods, Modern Star has appointed a Group ESG & Compliance Manager in July '22 and established an ESG & Compliance Team across the Group.



1.5.3. Category, Brand and Product Teams

Our category, brand and product teams are responsible for the sourcing and development of products and manage direct relationships with suppliers. They are responsible for the procurement of goods within their respective functions in accordance with our Ethical Sourcing Policy. This includes ensuring that our policies are signed, and factory audits are provided and renewed where required.

1.5.4. Modern Slavery Working Group



Our Modern Slavery Working Group – consisting of members of our Senior Leadership team, Category and Brand Managers and our Compliance team from various reporting entities - meets on a quarterly basis to review progress against our Modern Slavery Goals and implementation of our Modern Slavery Program. Our Board of Directors receives regular monthly reports on our Modern Slavery Program and progress against our Modern Slavery Statement Goals.



1.6. Our Policies & Contracts

We have a comprehensive set of policies and procedures, reviewed regularly, which detail our values, ways of working and the expectations we have for our team and suppliers. This policy framework ensures that our team members and suppliers clearly understand our expectations, can recognise when they are being acting or being treated in a manner inconsistent with these expectations and understand how to raise a grievance or make a complaint.

The following policies are those that are most relevant to preventing modern slavery among our team members and workers in our supply chains.

Policy/Procedure	Purpose
 <p data-bbox="188 1514 392 1576">Ethical Sourcing Policy</p>	<p data-bbox="483 1294 1407 1393">Suppliers must comply with the legal requirements of the countries in which they operate and ensure that they meet their contractual obligations to Modern Star.</p> <p data-bbox="483 1411 1398 1581">The policy includes specific requirements about forced/bonded labour, child labour, illegal labour, wages and benefits, working hours, freedom of association, working conditions, discrimination, regular employment, harsh or inhumane treatment, business integrity, sub-contracting, responsible sourcing of raw materials and environmental management.</p> <p data-bbox="483 1599 1398 1697">Suppliers are required to demonstrate commitment to compliance with this policy and undergo regular audits conducted by recognised compliance bodies.</p>
 <p data-bbox="188 1886 408 2011">Timber, Pulp and Paper Sourcing and Due Diligence Policy</p>	<p data-bbox="483 1778 1382 2020">This policy aims to ensure that Modern Star eliminates timber, which is illegally harvested or traded, from its supply chain. The Policy aligns to the ESP and requires that suppliers understand the origin of the timber used in Timber Products and retain sufficient documentation to verify that the wood was not illegally logged. For products specifically covered by the Anti-Logging Laws 2012, suppliers are required to conduct additional due diligence.</p>

Policy/Procedure	Purpose
 <p>Code of Conduct</p>	<p>The Code of Conduct sets out the types of behaviours and conduct which are required to support the company’s legal, moral and ethical standards and those behaviours and conduct which are not tolerated and establishes procedures for addressing unacceptable behaviour or conduct. It is a contractual requirement that suppliers read and adhere to our Code of Conduct, in addition to our ESP.</p> <p>It ensures compliance with Australian and New Zealand’s workplace legislative framework including employment, human rights and anti-discrimination legislation. The Australian and New Zealand workplace legislative framework incorporates elements of global best practice that can be applied to Modern Star’s locations internationally, such as Singapore in conjunction with local and relevant legislation.</p>
 <p>Human Rights Policy</p>	<p>This policy is designed to protect and respect human rights of the people the people we work with, both in our supply chain and our own operations.</p>
 <p>Child Labour Policy</p>	<p>The purpose of this policy is to protect children from (the worst forms of) child labour, by clearly defining child labour and the minimum working age, by providing remediation processes in case child labour is expected or confirmed anywhere in our operations or supply chain.</p>
 <p>Whistleblower Policy</p>	<p>Modern Star encourages the reporting of any instances of suspected wrongdoing; unethical, illegal, fraudulent or undesirable conduct involving Modern Stars’ businesses (including reporting of modern slavery in the supply chain), and will ensure that those persons who make a report shall do so without fear of intimidation, disadvantage or reprisal.</p> <p>Modern Star has partnered with the independent third party organisation Stoplevel, a confidential hotline service, where any concerns about human rights can be reported anonymously.</p> <p>The policy ensures compliance with Australian and New Zealand’s workplace legislative framework, and sets out the types of behaviours and conduct which will be taken to constitute wrongdoing and ‘Reportable Conduct,’ how to make a disclosure, to whom disclosures may be made and how Modern Star will address and manage disclosure reports.</p>

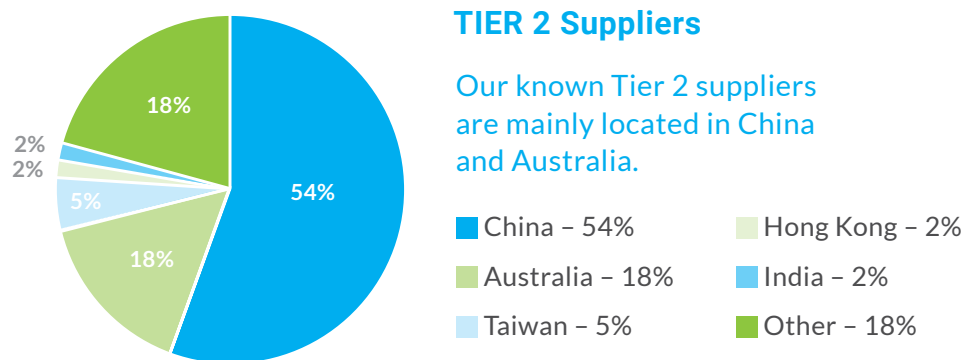
For the most up-to-date policies, please visit www.modernstar.com/compliance.

As part of our contracting requirements, suppliers agree to be legally accountable for compliance with our Ethical Sourcing Policy. Suppliers have specific obligations under our Supply and Distribution Agreement to comply with our Ethical Sourcing Policy and Code of Conduct and are also required to sign a separate Deed Poll which enables Modern Star to take legal action against suppliers who breach our Ethical Sourcing Policy. Where our suppliers obtain materials or labour from sub-contractors, they are required to ensure the sub-contractors have an ethical sourcing program which aligns with our Ethical Sourcing Policy.

1.7. Our Supply Chain

The Modern Star Group has a complex supply chain, working with 1386 Tier 1 suppliers across 34 countries. We are continuously working on gaining more visibility in our Tier 2 suppliers.

Tier 1 Suppliers			
Country	Number of Suppliers	Country	Number of Suppliers
Australia	928	Poland	4
China	192	Sweden	4
US	50	Czech Republic	3
UK	40	Japan	3
Taiwan	33	Malaysia	3
Hong Kong	27	South Korea	3
Germany	12	Indonesia	2
India	12	Nepal	2
Thailand	10	Philippines	2
Canada	8	Austria	1
New Zealand	8	Ireland	1
Spain	7	Portugal	1
Israel	6	Singapore	1
Italy	6	Sri Lanka	1
Denmark	5	Turkey	1
The Netherlands	5	Vietnam	1
France	4		



1.7.1. Our Products

Modern Star's main target markets are schools and childcare centres, toy shops and major retailers. Our product offering includes over 30 major product categories. Our main procurement and manufacturing categories consist of (but are not limited to):

- Furniture
- Art & Craft
- Puzzles and Games
- Special Needs Resources
- Janitorial Products
- Educational Toys
- Construction Sets
- Science Equipment
- Sport Equipment
- Technology
- Books & Audio Resources
- Maths Equipment
- Audio Visual
- Stationery
- Cultural & First Nations Resources
- Musical Instruments

Modern Star also procures a range of non-stock items to support our growing operations in Australia and New Zealand, including ICT equipment, software, utilities, transport, office and warehousing equipment, advertising, consultants etc.



Chapter 2

Criteria 3:

Identifying and Assessing Modern Slavery Risk

Modern Star recognises that there are risks of modern slavery in our supply chain, both locally and overseas. The complexity of our supply chain, geographically and in breadth of assortment, means we are exposed to a range of potential modern slavery risks. We take modern slavery in our operations and supply chain very seriously and have developed multiple policies and tools to identify the risk of modern slavery in our supply chain.

In FY20 and 21, we worked together with external consultants to build the foundation of our modern slavery framework. Now having completed our fourth year, we have continued to build and expand upon this framework, including developing software management tools and increasing our due diligence.

Risks of modern slavery in our supply chain are constantly changing, whether we acquire new businesses and or develop new areas of business, work with new suppliers, and source from new geographical locations.

Our risk assessment is based on the UN Guiding Principles on Business and Human Rights (UNGPs), the Global Slavery Index, ETI Human Rights Due Diligence Framework and Sedex.

2.1. Our Framework

Our Modern Slavery Framework is built on the principles of publicly recognised global frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs), the Global Slavery Index (GSI) and the Corruption Perception Index (CPI), and the ETI Human Rights Due Diligence Framework.

Our framework aims to respect, protect and fulfil human rights and fundamental freedoms. We recognise the role our business plays in respecting human rights and complying with relevant laws. By using available tools, we consistently review risk factors, whereby we assess the risk of modern slavery in our supply chain. By addressing identified risks, we aim to mitigate modern slavery in our supply chain.

Our process includes the management of actual and potential human rights impacts, how we act upon findings, how impacts are addressed and outlines strategies to further mitigate risks.

We recognise that our business may cause or contribute to modern slavery through our own activities, or we may be directly linked to modern slavery through operations, products, or services of our business relationships.

To determine if our business could cause or contribute to an adverse human rights impact, we ask the following three questions:

1. Is there an actual or potential adverse human rights impact?
2. Do our business activities increase the risk of this impact?
3. Do our business activities wholly contribute to this adverse impact?

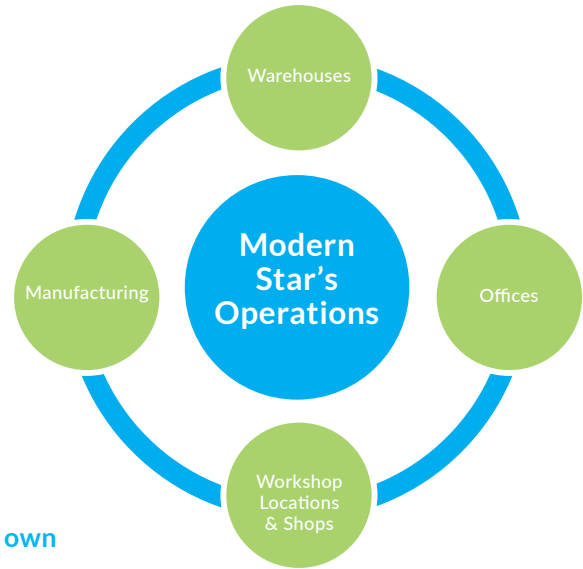
If all three questions are answered with 'Yes', our business could have caused the impact. If only the first two questions are answered with 'Yes' and the third question with 'No', our business could have contributed to the impact. Our aim is to take appropriate measures to cease, prevent and remedy the adverse human rights impacts we cause or contribute to.

Where our business is not causing or contributing to modern slavery, we can be directly linked to it via operations, products, services, and business relationships. To be directly linked to modern slavery, it is important that 1) there is a mutual commercial benefit between our business and the business causing the adverse human rights impact, and 2) while acting within the scope of the mutually beneficial relationship, our business partner materially increased the risk to an adverse human rights impact. When directly linked to the risk of modern slavery, our responsibility is not to provide remedies, but to use our leverage to affect change in our business partners.

We understand that the severity of human rights impacts and its complexity varies with the size of the business enterprise and the nature and contexts of its operations, and that due diligence of human rights is an ongoing process, as we venture into new industries, relationships and operations.

2.2. Risks In Our Own Operations

Our own operations consist of the following 4 categories: offices, warehouses, manufacturing locations and workshop locations and shops. Modern Star has undertaken a risk assessment of modern slavery risks in our own operations over the reporting period to consider the risk that we are causing, contributing, or directly linked to modern slavery practices, based on our framework as mentioned in section 2.1.



Following this assessment, areas of vulnerability in our own operations were found to include the following area:

Potential Risk Area	Key Risk Factors	Our involvement with this risk
Young workers in manufacturing locations being exposed to hazardous work.	<ul style="list-style-type: none"> – Use of third-party agency employment. – Manufacturing sites can include hazardous work activities. 	<p>Caused by our own operations.</p> <p>We recognise that there is a risk of modern slavery in our own operations, due to the type of work performed in our manufacturing locations. To address this, we do not employ young workers in our manufacturing locations.</p>

Based on this risk assessment, our main exposed risk in our own operations is related to child labour.

Modern Star directly employs most of the people in its operations in Australia, with limited employees in New Zealand. This means that we have direct visibility of the terms and conditions of employment, which are outlined in our employment contracts and are regulated by Australian and New Zealand employment laws. Modern Star has a range of policies in place to protect its workers. We consider that the risk of modern slavery in our own operations is very low.

Our main business and operations are ISO 9001 and ISO 14001 certified, and we continue to manage operational risk in our business through ISO 9001 and ISO 14001 compliance and we have comprehensive Integrated Management Plan and supporting Business Unit Management Plans. We review and manage operating KPI's such as health and safety statistics and customer delivery times regularly, with regular reporting to Senior Management and to the Modern Star Board monthly.



2.3. Risks In Our Supply Chain

While we consider the level of modern slavery risk in our own operations to be low, we acknowledge the potential for us to inadvertently contribute to or be indirectly linked to modern slavery practices through our supply chains which, like any modern business, are complex and global in nature. Our risk management and due diligence processes thus focuses largely on our supply chain risks.

While we recognise that there is a risk of modern slavery across our entire supply chain, we have an increased focus on mitigating modern slavery risk of our own brand suppliers. We believe that we can have the biggest positive impact on human rights in our supply chain where we have more influence on the manufacturing of goods and a more direct relationship with the supplier.

2.3.1. Relevant Modern Slavery Risk Factors

We recognise that there is a possibility of modern slavery risk in our supply chain given the diversity of regions we procure from and types of products we source and manufacture. A review of a variety of publicly available information, including the GSI, the ETI Base Code and UNGPs suggests the following risk factors could be present in our supply chain for an increased risk of modern slavery and worker exploitation:

 Forced, Bonded and Indentured Labour	 Deceptive Recruitment	 Child Labour	 Reliance on lower-skilled labour	 Dangerous working conditions	 Absence of grievance mechanisms
 Exploitation of Migrant Workers	 Underpayment of Wages	 Excessive Working Hours	 Complex supply chains	 Retention of personal identity documents	 High levels of sub-contracting



2.3.2. Workers at Greatest Risk of Human Rights Abuse

Our due diligence framework includes a focus on the most vulnerable workers in our supply chain. These workers include:

Children	Women	
Migrant workers and low-skilled labour	Seasonal workers	Contract workers

2.3.3. Geographical Risks

Modern Star has continued to assess risks of modern slavery in our (extended) supply chain inherent to the country of manufacture, by reference to the GSI, reviewing the prevalence, vulnerability, and government responses for each country. Although modern slavery can happen anywhere in our supply chain, we recognise that certain countries are reported to have higher chances of prevalence.

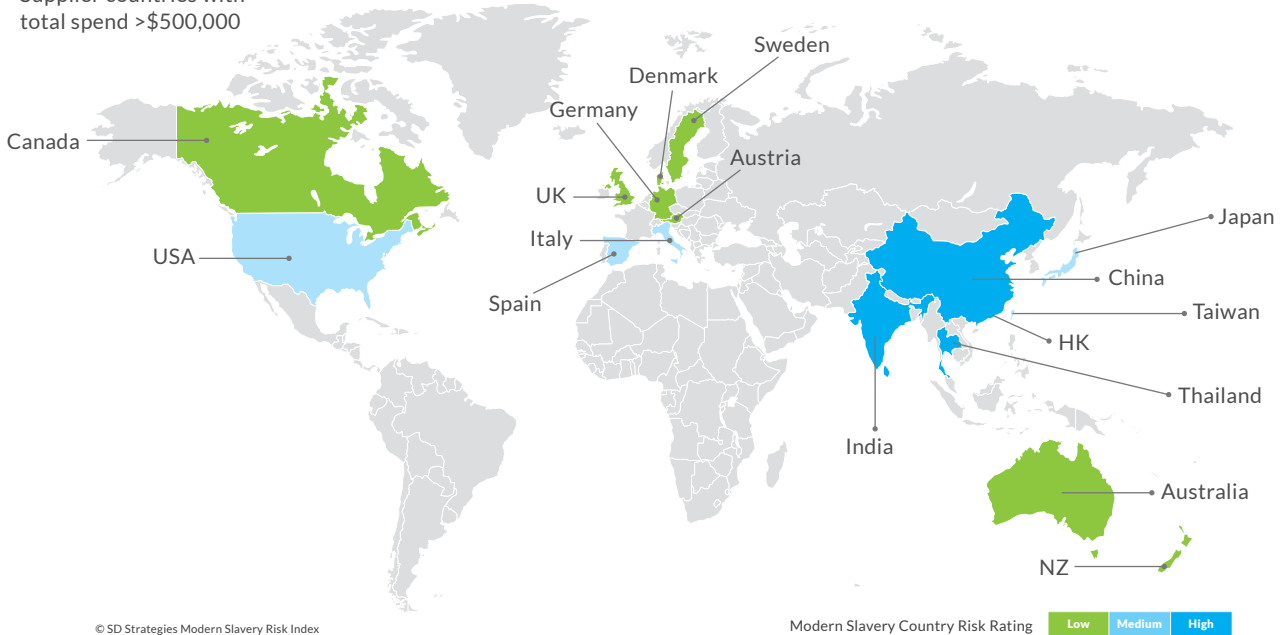
We recognise that we can be directly linked to modern slavery risks in these geographical areas, because our supply chain in these countries often relies on lower skilled labour, with the absence of grievance mechanisms.

Several of our major suppliers have co-manufacturing arrangements in countries with varying levels of modern slavery risks. For example, a Tier 1 supplier may source goods from manufacturers in China, Denmark, Laos, Indonesia, and the Czech Republic. Therefore, although our Tier 1 supplier is not located in a high-risk country, we still consider them as a high-risk supplier.

Potential Risk Area	Key Risk Factors	Our involvement with this risk
Sourcing of products from geographical location which is considered high(er) risk of modern slavery.	<ul style="list-style-type: none"> - Less government protection and regulation to prevent modern slavery. - Reliance on lower skilled labour. - Absence of grievance mechanisms. 	We recognise that we can be directly linked to modern slavery in this risk area. Risks arise when we procure goods from countries where there is less government regulation to prevent modern slavery. Often, we procure goods from those high-risk countries which require lower skilled labour, with a higher chance of excessive working hours, which we have identified as relevant risk factors.

Supply chain map

Supplier countries with total spend >\$500,000



The map below shows an overview of the main countries we purchase goods from (with a total spend of >\$500,000) and the potential risk to modern slavery. Our focus is on our Own Brand suppliers and suppliers who cumulatively make up 80% of our total spend, as we believe we have the biggest influence on improving human rights by working closely with those suppliers we have stronger relationships with, to effect positive change.

2.3.4. Risks Based on Product Category

We recognise that some product categories bring higher risks of modern slavery than others, based on the type of labour involved in the manufacturing of the products. We have identified the following product categories as higher risk categories:



Consumer goods including toys and sporting goods.



Packaging material: packaging and associated raw commodities.



ICT equipment and electronic components and consumables.



Raw materials, including timber, steel, paint, plastic, and chemicals.



Textile and handicraft products.



International sea freight.

When assessing these categories against the risk factors, we have identified a range of key areas where we potentially contribute or be directly linked to adverse human rights impacts:



Potential Risk Area	Key Risk Factors	Our involvement with this risk
<ul style="list-style-type: none"> - Sourcing of products which are made in hazardous conditions (chemicals, dangerous machinery, etc). 	<ul style="list-style-type: none"> - Higher risk of young workers being exposed to hazardous work. - Reliance on lower skilled labour. - Dangerous or sub-standard working conditions - Use of migrant workers. 	<p>Contribute/Directly linked.</p> <p>We recognise that Modern Star could unintentionally contribute to modern slavery when we have disregarded requesting evidence from our suppliers to provide an age-verification system for young workers, or to provide clear definitions of hazardous work.</p>
<ul style="list-style-type: none"> - Sourcing of raw materials (timber, plastics, paint, steel) for our products - Sourcing and manufacturing of electronics - The procurement of textile products and handicrafts - Procurement of toys and sporting goods 	<ul style="list-style-type: none"> - Reliance on lower-skilled labour - High levels of sub-contracting - Complex supply chains. - Excessive working hours. - Links to high-risk geographies. - Forced labour. - Sub-standard working conditions. - Use of migrant workers. 	<p>Contribute/Directly linked.</p> <p>We identify that Modern Star could unintentionally contribute to modern slavery when our sourcing practices request lower cost prices from our suppliers, which could lead to excessive working hours or exploitation of workers.</p> <p>Subsequently, a request for a decrease in lead time may lead to working with an additional number of sub-contractors, excessive working hours, or sub-standard working conditions.</p>
<ul style="list-style-type: none"> - International sea freight 	<ul style="list-style-type: none"> - Absence of grievance mechanisms. - Workers are isolated. - Dangerous or sub-standard working conditions. - Restrictions on workers' movements. - Use of migrant workers. 	<p>Directly linked.</p> <p>Our business relies on many international shipments of goods from overseas manufacturers. Our business works with freight forwarders in this area who organise the shipment of the vessels. We believe we have limited influence in the remedy of modern slavery in this potential risk area, since we are not directly involved in the chartering of the vessels, nor is the charter of the vessels contingent on our shipments.</p>

The steps we have taken to protect the rights and freedoms of workers in our supply chain are discussed in Chapter 3, covering Reporting Criteria 4.



Chapter 3

Criteria 4:

Actions to Address Risks

Actions to address risks

To address and mitigate the risk of modern slavery in our supply chain, Modern Star has a range of policies and procedures in place. Since 2014 we have regularly reviewed and updated several key policies and procedures to enhance our approach to modern slavery risk management.

3.1. Actions to Address Risks in Our Own Operations

Potential Risk Area	Key Risk Factors	Our Actions to Address Risks
<p>Young workers in manufacturing locations being exposed to hazardous work.</p>	<ul style="list-style-type: none"> - Use of third-party agency employment. - Manufacturing sites can include hazardous work activities. 	<ul style="list-style-type: none"> - The development and implementation of our Child Labour Policy which applies to both our own operations and our supply chain. This policy specifically prohibits young workers to be exposed to hazardous work. - Our manufacturing locations do not hire any person under the age of 18, to avoid exposure to hazardous work to young workers. - Modern Star audits our third-party employment agencies to ensure age-verifying mechanisms are in place.

Case Study 1

Modern Star has stopped trading with a supplier in a high-risk geographical area, after our supplier was unwilling to sign our Ethical Sourcing Policy. The supplier was unable to promise that all suppliers to their factory would follow our requirements as set out in our ESP. We believe that our trading partners should audit their factories and supply chain, to ensure the same high standards of ethical sourcing is found in our supply chain. Suppliers who can't sign off on this indicate that we are potentially exposed to a risk of modern slavery. We have mitigated this risk by ending our relationship with this supplier and resourced the items from other suppliers who share our vision of ethical sourcing.



3.2. Actions to address risks in our supply chain

To address and mitigate the risk of modern slavery in our supply chain, Modern Star has taken a range of actions. We have a range of policies and procedures in place to protect the people in our own operations as well as our supply chain. The full range of policies which are related to human rights can be found in section 1.6.

Since 2014 we have regularly reviewed and updated several key policies and procedures to enhance our approach to modern slavery risk management. In FY23, the following actions, activities and changes have been implemented to address the modern slavery risks in our supply chain.

Policies & Contracts	<ul style="list-style-type: none">- Update of our ESP to include the right to audit the Modern Star supply chain.- Development of a Child Labour Policy and Human Rights Policy, applicable to both our own facilities as well as our entire supply chain.- Updates to our contractual terms for suppliers to strengthen our provision on compliance.- Introduction of our third-party whistleblower agency Stopline to allow for (anonymous) reporting of concerns in relation to breach of any policy (internally and externally).
Due Diligence Improvements	<ul style="list-style-type: none">- Continuously target our existing suppliers who have yet to sign our ESP.- Increasing the number of suppliers which have undertaken a factory audit and continue to work together with suppliers to close out non-compliances.- Increasing the number of factory visits by our product teams and increasing the number of factory audits performed by our China-based employee, who is an accredited auditor.- Increase the number of suppliers with an active Sedex membership who have linked to us on the Sedex platform.- Continuing development and implementation of pre-screening due diligence and modern slavery risk assessments for new suppliers.

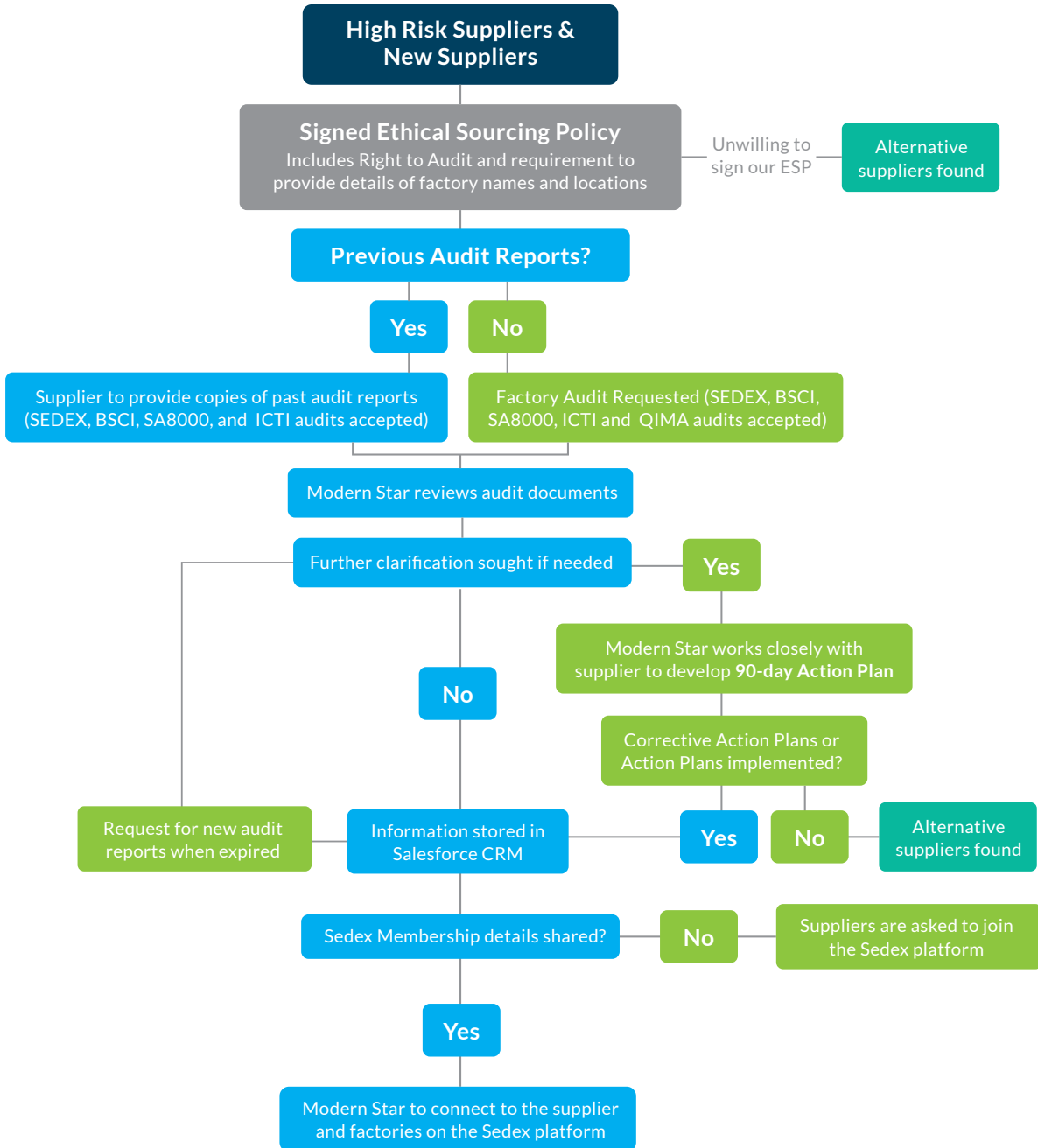
<p>System Improvements</p>	<ul style="list-style-type: none"> - Development of a supplier risk profile dashboard to be able to identify and prioritise supplier risks. - Improvement of internal systems and software to better track the status of our suppliers, store and manage ethical sourcing data and link factories (and their data) to our direct suppliers for better visibility of our supply chain. - Notifications of expired memberships or audit reports to actively engage with suppliers to get this renewed.
<p>Training & Awareness</p>	<ul style="list-style-type: none"> - Educating our employees and contractors around modern slavery risks. - Including Modern Slavery Awareness Training to our onboarding program for new employees. - Training of relevant staff members and Senior Leadership Team on the implementation of new policies or changes to existing policies relating to human rights and modern slavery.
<p>Integration of Acquired Businesses</p>	<ul style="list-style-type: none"> - Implementation of the Modern Star Modern Slavery Program within acquired businesses, including the adoption of policies and processes. - Targeting the top 50% of supplier purchases within the first year of acquisition to sign our ESP, with full integration to be completed within 12 months of acquisition.
<p>Responsibilities & Reporting</p>	<ul style="list-style-type: none"> - The assignment of a dedicated Group ESG & Compliance manager and ESG & Compliance Team to oversee the implementation of the Modern Star Modern Slavery Program across the Group. - Regular meetings of our Modern Slavery Working Group and Modern Star Leadership groups to review progress, share learnings and provide updates. - Monthly SMT, ExCo Board reporting to update on the Modern Slavery Program progress.

We have a specialist and highly experienced compliance team (including our Australian-based Head of Compliance and China-based China Sourcing and Head of Compliance) whose work includes implementation of our modern slavery program. Our Category Managers, Brand Managers and members of our Senior Management Team have received specialist training on modern slavery risks and mitigation. As detailed further below we have expanded our training programme on modern slavery this year.

Our reporting cadence includes monthly reporting to the Modern Star Senior Leadership Team and The Board on the progress of our modern slavery compliance program and a quarterly review of progress on modern slavery goals by members of our Modern Slavery Working Group.

3.3. Processes for new and high-risk suppliers

The following processes have been implemented to ensure we minimise the risk of modern slavery in our supply chain. The process is applied to our high-risk suppliers and all new suppliers any Modern Star entity is planning to trade with. The process consists of three parts: The Ethical Sourcing Policy, the availability of audit reports and the Sedex membership.



Case Study 2

Modern Star has stopped trading with another supplier who believed it was not their but our responsibility to ensure products were sourced ethically. Modern Star does not partner with suppliers who don't take their responsibility in sustainable sourcing of products in the supply chain. We have immediately stopped purchasing from this supplier and mitigated risks by resourcing the items from suppliers who share our commitment to ethical sourcing and take their responsibility in doing their own due diligence.



3.3.1. Ethical Sourcing Policy

Our Ethical Sourcing Policy clearly states the levels of ethical behaviour we require in our supply chain and specifically, that we will not tolerate any form of slavery, including child/bonded/forced labour in the factories that we work with. In the past we implemented an Ethical Sourcing Policy for suppliers in low-risk countries and a second Ethical Sourcing Policy for suppliers in potential high-risk countries. However, recognising the risk of modern slavery is everywhere, and 'low-risk geographical areas' often still have parts of their supply chain operating in potential high-risk geographical areas, we have moved to a single Ethical Sourcing Policy used across suppliers in all countries. This Ethical Sourcing Policy includes a robust right to audit against the policy requirements for all suppliers. We also have mandated that suppliers provide details of all factory names and addresses and copies of recent audit reports that have been undertaken at each of these locations. For existing suppliers who have signed one of our 'old' Ethical Sourcing Policies we continue to target them to sign-up to the new Ethical Sourcing Policy.

All new suppliers are required to sign this new version of our ESP, and existing suppliers are transitioning over to the new ESP with the right to audit, prioritising our high-risk suppliers.

The Modern Star Ethical Sourcing Policy and Code of Conduct have been embedded as a requirement in the Supply and Distribution Agreement we use for suppliers. Since April 2019, we have rolled out this supplier contract to over 300 larger suppliers which contractually commits suppliers to our Ethical Sourcing Policy and audit program. These signed contracts, Ethical Sourcing Policy Deed Poll and all factory audit reports are loaded into Salesforce (our CRM system) as files on the supplier account. Every supplier has a check box in Salesforce to say whether the signed Ethical Sourcing Policy has been received and the date of receipt, as well as expiry dates for audit reports.

For all new suppliers and new items, our new product development workflow requires a signed contract and Ethical Sourcing Policy to be received from a supplier before an order can be placed.

3.3.2. Factory Audit Framework

Under our Ethical Sourcing Policy, suppliers are asked to provide factory names and locations and supply any SMETA, BSCI, SA8000, ICTI or WRAP compliance audits that undertaken in the past 2 years. Audit documentation is reviewed by our Head of Compliance and/ or our China-based Compliance Resource to ensure that the factory conditions are adequate. Where necessary, a 90-day corrective action plan is created for the factory. Audit reports and documentation are saved onto our Salesforce CRM tool which auto generates requests for updated audit reports for the relevant Category Manager two months out from the audit expiry date.

Suppliers with factories in potential high-risk countries who are not able to provide a recent audit report are required to undertake a factory compliance audit at their cost. These suppliers are provided contact details of our preferred auditing company, along with the relative costs of BSCI, SEDEX and SA8000 audits. Our China-based Compliance Resource, who is a certified auditor, liaises with our suppliers and works with them

to confirm the audit timeline and to develop any corrective action plans and monitoring programs as required. The majority of factory audits are completed by independent auditing companies. Additionally, we complete our own factory audits through our China-based qualified auditor.

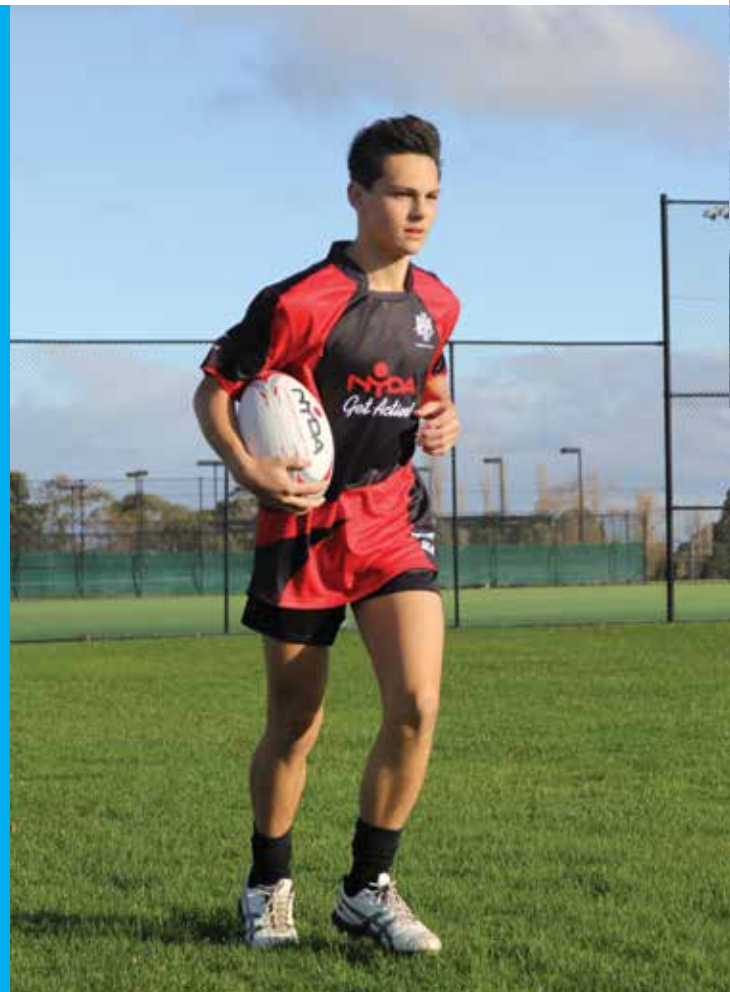
Given the breadth of our product range, we have several small, unsophisticated suppliers who are not familiar with compliance audits. Many of these suppliers are not able to produce sufficient documentation to meet our strict due diligence requirements. Where suppliers get a low audit score due to inadequate documentation, our China-based Sourcing and Project Manager will work closely with the factories to develop a 90-day action plan to ensure they meet our requirements. Where suppliers receive a low score because they are non-compliant or due to lack of documentation and are reluctant to take corrective action, we cease all future purchase orders to that supplier and find an alternative source of supply for those products.

Case Study 3

During FY23, Modern Star has selected a range of factories to audit, which we believe are classified in a higher risk profile due to a combination of being in a high-risk geographical area, with other risk factors being present, including being reliant on low-skilled workers, high levels of sub-contracting, and/or an increased risk of modern slavery due to the product category.

Our China-based employee, who is an accredited factory auditor, has visited and audited factories, reviewed the production lines, spoken to employees and created reports on her findings.

In one instance, the factory has refused to collaborate and refused entry to the premises or any further form of contact. Since the factory could not be audited and remediation was refused, Modern Star has decided to remove all current items from this supplier and resource from alternative compliant suppliers.





Chapter 4

Criteria 5:

Effectiveness Assessment

By ongoing improvement in transparency about modern slavery there will be increased business awareness of modern slavery risks, providing us with the ability to improve overall workplace practices. We have implemented a comprehensive modern slavery program review framework comprised of monthly quarterly and annual review processes and ongoing development of KPIs.

Annual Review	Quarterly Review	Monthly Report
Our annual Modern Slavery Statement is reviewed and signed off by the Board	Modern slavery progress vs. KPIs reviewed by Senior Management team (SMT) quarterly as part of a quarterly compliance update	Modern Slavery progress is reported to our Board of Directors monthly

4.1. Effectiveness Indicators FY23

In FY21 we assessed the effectiveness of our actions against the following measures:

Focus area	Example activity	Effectiveness Assessment and KPIs
Risk and governance	<ul style="list-style-type: none"> - Board and ELT engagement - Updated customer relationship management database with modern slavery data 	<ul style="list-style-type: none"> - Regular oversight on progress against modern slavery risk management program and legal/compliance function - Quarterly Modern Slavery Working Group meetings to review data and compliance with goals - Regular reports to executive and monthly reports to the Modern Star Board
Procurement and supply chain	<ul style="list-style-type: none"> - Reviewed Tier 1 suppliers and updated supplier risk prioritisation - Mapped supplier risks across spend, supply category and supplier/ shipping location - Improved supplier engagement in China with use of Ethical Sourcing Policy in the Chinese language (Mandarin) 	<ul style="list-style-type: none"> - Update of supplier risk profile year on year, based on the GSI and other publicly available data - Percentage of suppliers who have signed ESP - Percentage of supplier factory audits completed - Percentage of suppliers who are a member of Sedex and linked to Modern Star on the platform

Focus area	Example activity	Effectiveness Assessment and KPIs
<p>Awareness and Training</p>	<ul style="list-style-type: none"> - Awareness raising communications - Training on modern slavery for all brand and category managers, compliance & safety team, senior management leadership team, selected finance, and warehouse team - Targeted training on Modern Slavery for Senior Leadership team - Modern Slavery Training module included as part of induction training for new starters 	<ul style="list-style-type: none"> - Building greater understanding of potential modern slavery risks in our supply chain - Percentage of workforce completing modern slavery training - New starters completed modern slavery training - Increased awareness and training across workforce and management

4.2 Continuous Improvement

Addressing modern slavery risk is complex and challenging. We recognise that our supply chain is constantly changing and evolving, with new risk areas emerging, and new risk factors. This means that our approach to minimising the risk of modern slavery in our supply chain should be reviewed regularly. Our Modern Slavery Statement describes our ongoing initiatives to assess, address and mitigate our operational and supply chain modern slavery risks.

We are taking a ‘continuous improvement’ approach to our modern slavery risk management program on an ongoing basis. We expect our program will continue to evolve over time as we and the business community learn more about the risks of modern slavery in operations and global supply chains.

We continue to assess our modern slavery risk profiling and include information from different platforms to identify our potential high-risk suppliers.

We continue to allocate significant resources to our Modern Slavery Program including personnel and for example upgrading our software for tracking and reporting purposes.



4.3. Our Achievements in FY23

4.3.1. Suppliers with a Signed Ethical Sourcing Policy

Consistent with the goals we set in our statement last year, our focus over the past 12 months has been on engaging our Modern Star suppliers within the top 80% of our total spend to ensure they have signed up to our Ethical Sourcing Policy. This is recognising that many of our suppliers are long term, historical suppliers and given our Modern Slavery Program has only been in place for a comparatively short time we need to go back to existing suppliers to integrate them into our Modern Slavery program requirements – including having them commit to compliance with our Ethical Sourcing Policy.

We have identified 154 suppliers in our top 80% of spend. Of these suppliers, 151 suppliers (97%) have signed our own ESP document, or suppliers have provided their own comparable policies. In FY23, 100% of our new suppliers have signed our ESP document prior to trading. We have continued to work with suppliers outside our top 80% spend to sign our ESP and provide factory audits, resulting in a total of 479 suppliers who have signed our ESP.

4.3.2. Sedex Memberships

In FY23, we have continued to increase our efforts to get our suppliers signed up to the Sedex platform. All suppliers have been asked if they have an active membership on the Sedex platform, and if not, if they were willing to sign up. Although we have not made this a mandatory requirement, we have seen an uptake in active memberships to 57% of our suppliers and/or factories in our top 80% of total spend.





4.3.3. Rolling Out our Modern Slavery Program to Acquired Businesses

We have continued to integrate our newly acquired businesses into our Modern Slavery Program. The businesses which were required in FY21 - Educating Kids, Serrata and Empowered Learning – and FY22 – R.E. Batger, Ross Haywood Sports and World of Sports Wholesalers – are now completely integrated and follow the same processes and implement the same policies as the rest of the Modern Star group.

The business acquired in FY23 – Elizabeth Richards – is also integrated and follows the same processes and implements the Modern Star Group policies. Since Elizabeth Richards was not required to submit a Modern Slavery Statement prior to the acquisition, we are continuously working to increase the number of suppliers with a signed Ethical Sourcing Policy, to bring Elizabeth Richards to the same level of due diligence as the rest of the Modern Star Group.

4.3.4. Increased Education around Modern Slavery Risks

Recognising that our employees and contractors would benefit from increased education around modern slavery risks, particularly in relation to supply chain and procurement practices, we continued to roll out a series of modern slavery eLearning courses.

We understand that to recognise and address modern slavery risks in our supply chains our people need to know what modern slavery looks like, the red flags to identify modern slavery and how to address modern slavery risks. We know that a well-trained team will make a major difference in implementing our anti-modern slavery stance.

We have continued to make the Modern Slavery Training Module part of our onboarding of the new employee induction program. This is to ensure that all staff in our business understands the concept of modern slavery and receives the tools to recognise risks and identifiers of modern slavery in our operations and supply chain.

We have continued to make further investments in Modern Slavery Training. To date, 121 Modern Star employees have completed the Modern Slavery Awareness Training, including our Senior Management Team, Category, Brand and Product Managers, the ESG & Compliance Team, Safety Team and selected members of our finance and warehouse teams, with a completion rate of 97%.

4.4. Our Commitments for FY24

Minimising the risk to modern slavery in our supply chain continues to be important for our business and for all Modern Star Group companies. Over the coming years, we will continue to work closely with our suppliers to identify, assess and mitigate modern slavery risks and ensure compliance with labour right laws as well as our supplier policies, code of conduct and contract clauses. We will continue to require all new suppliers to sign and comply with our Ethical Sourcing Policy and provide copies of audit reports where these are undertaken.

We will target for factory audits to be up to date, and where possible we will visit selected factories, or, where factory access is not granted, require that high-risk suppliers provide us with an annual declaration (or access to social factory audit reports) that their ethical sourcing process meets our requirements.

Our modern slavery roadmap of the previous years and the year(s) to come is included below.

FY 21/22/23	FY24 and Beyond
Maintain a minimum of 80% of high-risk stock suppliers who have signed our ESP, and continue to increase the number of suppliers who have signed our ESP with right to audit. 	Increase our Target Suppliers from the top 80% of total purchases to the top 90% of total purchases, to continuously increase the number of suppliers with a signed ESP 
Increase the % of high-risk stock suppliers that have undertaken a factory audit. 	Increase the number of suppliers with a recent factory audit. 
Implemented a strict due diligence process for new suppliers prior to trading. 	Increase the number of factories visited by our staff members. 
Embedded Modern Slavery Training in new employee onboarding and learning and development programs for relevant teams and staff members. 	Continue to include our Modern Slavery Awareness training in training and development programs. 
Implemented monthly and quarterly reporting, and monitoring of our ESP and audit status at senior management level. 	Digitalise our Ethical Sourcing Policy to make it easier for suppliers to complete and sign the document. 
Established a dedicated ESG & Compliance Team to oversee the implementation of the Modern Slavery Program across the Modern Star Group. 	Continue to implement our Modern Slavery Program to newly acquired businesses. 
Fully integrated all acquisitions from FY21 to now. 	Increase the number of suppliers who's signed up to and linked to Modern Star on the Sedex platform. 
Upgraded our system and software to improve tracking of the status of our ESP, Sedex and factory audits, and get reminders when memberships or reports are about to expire. 	Improve our remediation action plans for suppliers with a low factory audit score, to collaboratively improve the working conditions of the staff members at the affected factories. 
Develop plain-language, easy-to-understand "explainer" for new suppliers outlining our Modern Slavery Program requirements for on-boarding as a new supplier 	Improve our systems to request updated factory audits for expired reports. 
Continue to improve our policies and procedures, including review of our Ethical Sourcing Policy. 	Continue to evaluate and update our approach to minimise the risk of modern slavery and mitigate the risk where required. 

Chapter 5

Criteria 7:

Other

Memberships and Certifications



Modern Star is ISO 9001 and ISO 14001 certified and a member of the Australian Toy Association (ATA) Sustainability Committee which meets regularly to discuss ideas and projects around recyclability and sustainability for toys at end of life.



Modern Star has been a member of the Australian Packaging Covenant Organisation (APCO) since its inception in 1999.



Modern Teaching Aids (MTA) and Modern Brands (MB) are both signatories to the International Child Protection Agency (ICTI).

Modern Star is continually sourcing the best quality, sustainably produced products and meets the requirements of the Australian Illegal Logging prohibition Act 2012 for all our timber and paper pulp products. This ensures the regulated use of plantation and sustainable forestry and bans the use of illegally logged materials.



A large number of Modern Star's products are Forest Stewardship Council (FSC) certified which sets best practice standards for responsible forest management ensuring social, environmental and financial indicators are met. We are continually working towards sourcing more FSC products and have developed our own range of exclusive FSC certified educational equipment and resources.



Close to 2000 of our resources have been identified as Green Choice, meaning sustainable and environmentally conscious materials are being used in the manufacturing process. These are items that we know are using recycled materials, using materials like timber from plantations that are sustainably replanting.

Chapter 6

Compliance with The Modern Slavery Act Requirements

6.1. Principal Governing Body Approval

This modern slavery statement was approved by the Modern Star Board as the principal governing body of **Modern Star** on behalf of all reporting entities specified in this statement in section 1.2 on 19 December 2023.

6.2. Signature of Responsible Member

This statement has been signed by Mal McHutchison, Chief Executive Officer as his role as responsible member of the Modern Star Group, as defined by the Modern Slavery Act 2018:



Mal McHutchison
Chief Executive Officer and Director
12 December 2023

6.3. Mandatory Reporting Criteria

This Modern Slavery Statement has been prepared in accordance with the criteria set out in the Modern Slavery Act 2018. The following table outlines where each of the criteria is discussed in this Statement.

Mandatory criteria	Sections and Page number/s
1. Identify the reporting entity	1.1 About Us Page 6
2. Describe the reporting entity's structure, operations and supply chains.	1.2 Our Reporting Entities Page 7 1.3 Our Group Structure & Operations Page 9 1.7 Our Supply Chain Page 14
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	2. Criteria 3: Identifying and Assessing Modern Slavery Risk Page 15
4. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	3. Criteria 4: Actions to Address Risks Page 22
5. Describe how the reporting entity assesses the effectiveness of these actions.	4. Criteria 5: Effectiveness Assessment Page 29
6. Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	1.2.1 Consultation with Owned and Controlled Entities Page 8 1.5 Our Governance Framework Page 10
7. Any other information that the reporting entity, or the entity giving the statement, considers relevant.	5. Criteria 7: Other Page 35

Appendix A

The following companies are part of the Modern Star Group:

BATGER

R.E. Batger – batger.com.au

Batger is one of Australia's largest educational and commercial furniture manufacturers and suppliers. Established in 1953, we are proudly Australian owned. We manufacture from our factory in Sydney and believe that Australian-made quality and world-class standards should be affordable.

cleverpatch

CleverPatch Pty Ltd – cleverpatch.com.au

An Australian educational provider independently operated from its Newcastle base, CleverPatch specialises in art and craft solutions to Schools, Event Organisers, Holiday Programs and Libraries across Australia with an emphasis on quality and everyday value.

Educating Kids

Inspiring Playful Learning.

Educating Kids Pty Ltd – educatingkids.com.au

Educating Kids is an Australian owned business dedicated to education for Early Years. It offers quality resources that create a natural, relaxed foundation in which educators and children can add their own passions and personality.

ed.vantage

Designer • Manufacturer • Distributor

Educational Vantage Pty Ltd – educationalvantage.com

A manufacturer of paint and glue based in Melbourne. Educational Vantage wholesales the paint and glue, together with other products that it imports into large retailers such as Officeworks, Office Max, Aldi, and Big W.

Elizabeth Richards

Elizabeth Richards – elizabethrichards.com.au

Elizabeth Richards' goal is to create inspiring, inclusive, and innovative learning spaces for all children. Proudly Australian, we are a small local business that prioritises sourcing products from local manufacturers whenever possible.

Kangaroo

Kangaroo Educational Pty Ltd – hop.com.au & tutorwarehouse.com.au

An online only business that sells educational resources to early childcare and schools.

kesco

KESCO Educational Pty Ltd – kesco.com.au & kesco.co.nz

An Australian educational resource provider to schools and early learning with an emphasis on quality and everyday value.

modern brands

Modern Brands Pty Ltd – modernbrands.com.au & modernbrands.co.nz

The exclusive distributor for Australia and New Zealand of over 5,000 products from 30+ world leading retail toy and entertainment brands.

mta

modern teaching aids

Modern Teaching Aids (MTA) Pty Ltd – teaching.com.au & teaching.co.nz

A leading supplier of quality educational resources to schools, early learning centres and school programs across Australia and New Zealand.

RHS

rhsports.com.au

Ross Haywood Sports – rhsports.com.au

RHSports is the largest wholesale supplier of sports equipment in Australia, supplying the education sector, clubs, government organisations and corporate entities with sporting equipment and clothing solution. In addition to wholesale supply networks, the extensive range of products is available to the general public via the easy to use online store.

Zart

Zart Art Pty Ltd – zartart.com.au

Zart Art is a supplier of art and craft materials, stationery and educational products. The comprehensive range can be found in the online store. Zart Art also provides professional learning opportunities for educators and individuals.

For a consolidated view of our organisation or for a list of our contact numbers, please visit modernstar.com



Modern Slavery Statement 2023