



ACN 005 041 814

Modern Slavery Statement 2020

1. Ritchies Stores Pty Ltd (Ritchies) as reporting entity

Ritchies is a reporting entity as defined by the *Modern Slavery Act 2018 (Cth)* (**Act**), having a consolidated revenue in excess of AU\$100 million.

Ritchies makes this statement pursuant to the requirements of the Act, in the interests of identifying and mitigating the risks of modern slavery practices in its structure, business operations and supply chain.

2. Ritchies' structure, operations and supply chain

a. Structure

Ritchies is a private company incorporated in Australia. Its registered (head) office is based at Unit 10/1095 Frankston-Dandenong Road, Carrum Downs, Victoria 3201.

Ritchies employs about 6,000 staff in its head office and across its supermarket and liquor store network in Victoria, New South Wales and Queensland (Store Network).

Ritchies does not own or control any other entity.

b. Operations

Ritchies currently owns and operates about 75 supermarkets and packaged licence liquor stores in its Store Network. All operate under the IGA brand. Metcash Trading Limited (Metcash) owns the IGA brand.

Ritchies has a strong community focus. As part of its business operations, it established the Community Benefit Program in the early 1990's - a program by which, subject to the satisfaction of a cumulative minimum spend by its customers, Ritchies donates a percentage of store sales to a large and varied number of local charities, schools and clubs nominated by customers (**Registered Recipients**).

Since the commencement of the Community Benefit Program, Ritchies has donated over \$50 million dollars to Registered Recipients.

c. Supply Chain

Ritchies deals with more than 1000 suppliers. Most relate to the procurement of products and services necessary for the operation of its business and the sale of goods from its Store Network.

Business Operations

Ritchies procures products and services for its business operations conducted from its head office and stores in its Store Network from the employment, cleaning & waste, marketing & advertising, telecommunications, information technology, legal, accounting & tax and office furniture & equipment sectors.

Store Network

Ritchies procures over 15,000 products for sale from its Store Network.

About 70% of these products are procured from Metcash, which is Ritchies' main wholesale supplier of grocery, fresh food and liquor lines. Metcash is the main supplier in Australia to all supermarket operators trading under the IGA and FoodWorks brands.

About 30% of these products are procured by Ritchies directly from other local suppliers.

3. Risks of modern slavery in Ritchies' structure, operations and supply chain

Ritchies seeks to mitigate the risks of modern slavery occurring in its structure, business operations and supply chain by introducing and developing processes that will educate and train relevant staff members to identify the risk of modern slavery practices in its procurement and recruitment of products and services, and further, to understand whether Ritchies' practices are causing, contributing to or directly linked to the modern slavery risks identified.

4. Actions taken by Ritchies to assess and address risks of modern slavery

Ritchies is taking the following action to assess and address the risks of modern slavery in its structure, business operations and supply chain:

- a. Building awareness in relevant staff members in procurement roles to assist them to understand and identify the risk of modern slavery practices in our structure, business operations and supply chain
- b. Working with our key suppliers and other entities to understand how they are addressing their modern slavery risks

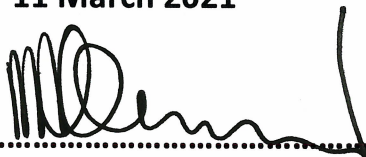
- c. Seeking to improve access to information about the source and manufacturing processes of products used in our existing business operations and supply chain
- d. Undertaking a due diligence of existing and prospective suppliers to our business operations and Store Network for evidence of their awareness of and compliance with the Act
- e. Introducing a modern slavery policy and including this policy in staff inductions and further training processes
- f. Reviewing our internal procurement processes to include the requirement of modern slavery warranties and representations in supply agreements as and when entered or renewed
- g. Sharing modern slavery risks and practices information with other operators in the independent supermarket and packaged liquor industry

5. How Ritchies assesses the effectiveness of its actions

Ritchies will monitor its aforementioned actions to assess whether the steps it has taken to assist its staff and suppliers to identify and assess the risks of modern slavery practices in its structure, business operations and supply chain are working effectively and will review and amend its actions, where necessary.

Approved by the Board: 11 March 2021

Signed by the Chair:


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Malcolm Andrew Cameron