



COVER STATEMENT - REVISIONS TO JOINT MODERN SLAVERY STATEMENT

1. We refer to the Modern Slavery Register's email dated 12 August 2024 (**August Email**) to Thomas Hill, Group Financial Controller of the Marlin Brands corporate group (**Marlin Group**).
2. In the August Email, we were informed that the joint modern slavery statement submitted by the Marlin Group (**Marlin Joint Statement**) did not meet the requirements of section 14(2) of the *Modern Slavery Act 2018* (Cth) (the "**Act**") which (among other matters) requires joint modern slavery statements be:
 - 2.1 approved by the principal governing body of each reporting covered by the statement, or by the principal governing body of an entity (the "**higher entity**") which is in a position, directly or indirectly, to influence or control each reporting entity covered by the statement; and
 - 2.2 signed by a responsible member of each reporting entity covered by the statement, or a responsible member of the higher entity,and accordingly, the Marlin Joint Statement was not registered.
3. To enable the Marlin Joint Statement to be registered, we were informed that:
 - 3.1 an amended statement needed to be resubmitted for approval which satisfied the legislative requirements of section 14(2) of the Act; or
 - 3.2 evidence of the responsible member signature in a separate document needed to be submitted and uploaded to the Register.
4. To comply with section 14(2) of the Act, Brando Aus Holdco Pty Ltd (**Brando Aus Holdco**), the ultimate holding company of the Marlin Group, now submits an amended joint modern slavery statement which makes clear that:
 - 4.1 Brando Aus Holdco is the entity submitting the amended joint statement;
 - 4.2 the amended joint statement has been approved the principal governing body of Brando Aus Holdco as the "higher entity" and is signed by Jarrad Brendon Solomons, a responsible member of Brando Aus Holdco; and
 - 4.3 the approval and signing requirements of the Act have been met: see paragraph 8 of the amended joint statement.

If you have queries regarding this cover statement or the amended joint statement, please do not hesitate to contact me on 0409 024 945 or at thomas.hill@marlinbrands.com.au.

Yours faithfully

A handwritten signature in black ink that reads "Thomas Hill".

Thomas Hill
Group Financial Controller



JOINT STATEMENT – RESPONSE TO ANTI-MODERN SLAVERY MEASURES

This statement is made on behalf of Brando Aus HoldCo Pty Ltd (ACN 632 004 392) (**Brando Aus Holdco**) in compliance with section 14 of the *Modern Slavery Act 2018* (Cth) .

This is the fourth statement that Brando Aus Holdco has submitted.

1. Our business

Brando Aus Holdco is the Australian holding company of the “Marlin Brands” corporate group (**Marlin Brands**) which operates a number of Australian businesses. Several of those businesses are subject to the *Modern Slavery Act 2018* (Cth), Australian legislation which requires steps to be taken to identify and mitigate modern slavery practices in supply chains and requires businesses to publicly identify the steps taken (the ‘**Act**’). This statement applies to each Marlin Brands entity required to report under the Act and sets out the approach they are required to take in meeting those requirements.

Businesses operated within the Marlin Brands group providing this joint statement are, in addition to Brando Aus Holdco:

- Marlin Brands Pty Ltd (ACN 630 704 004) – a leading Australian wholesaler and retailer of consumer durable products, managing a portfolio of everyday consumer durable brands focused on affordable products used around the home in Australia and New Zealand.
- Décor Corporation Pty Ltd (ACN 004 231 109) – a leading branded provider of food/kitchen storage, microwaveable containers, and hydration products, primarily to retail supermarkets and discount department stores.
- Isalbi Pty Limited (ACN 003 683 127) – a leading importer and distributor of gifting solutions, homeware, kitchenware, artificial flowers, and toys, primarily to gift stores, major retailers, department stores, independent retailers, toy stores, bookstores, newsagents, and pharmacies.
- Pacific Optics Pty Ltd (ACN 064 312 107) – the leading importer and distributor of general merchandise, phone accessories and sunglasses to the petrol and convenience and tourism channels.

2. Marlin Brands’ Supply Chain

Marlin Brands’ suppliers are located across the world, and present different levels of risk that a modern slavery practice may be present.

Marlin Brands recognises that it has direct relationships with first-tier suppliers and that those direct suppliers may in turn have relationships with second-tier indirect suppliers. The capacity of Marlin Brands to know and to influence the modern slavery practices of suppliers is limited accordingly.

Some of Marlin Brands’ brands continue to have, directly or indirectly, suppliers in China and the South East Asian region where the risks of modern slavery may be comparatively more pronounced. However, suppliers within China are predominately located in the port cities where the risks of modern slavery are reduced. The regions and countries that Marlin Brands’ suppliers are located in necessarily informs the actions it is taking to identify and mitigate modern slavery risks within its supply chain. Using publicly available information, due diligence with suppliers, as well as



Marlin Brands' own experience, including personal visits by the buying team, Marlin Brands will undertake risk assessments of suppliers, taking into account each of the nation states that suppliers of Marlin Brands are located in.

Marlin Brands undertakes ongoing due diligence of suppliers to ensure that its direct first-tier suppliers are upholding standards that meet domestic and international laws relating to modern slavery, including (to the extent reasonably possible) that through those direct suppliers, there is confidence that second-tier indirect suppliers also meet those standards.

Publicly available information and resources to which Marlin Brands' businesses will refer in scrutinising suppliers include the Global Slavery Index, the Global Compact Network, TRACE International, the Transparency International Corruption Perceptions Index, and the Modern Slavery Registry.

3. Highlights from the reporting period

Marlin Brands continue to provide training to employees on issues related to Modern Slavery and practices that can lead to modern slavery practices. External training has also been obtained on anti-bribery and corruption which includes raising awareness of responsibilities for the organisation in relation to its interaction and dealings with countries where modern slavery practices may be at the greatest risk. A major step has been to review Marlin Brands' modern slavery policy taking into account a number of issues have been the subject of the statutory review undertaken by the Australian Government in early 2023. The policy revisions are to enhance and extend Marlin Brands' internal reporting regime and escalation procedures by including explicit expectations that employees will bring issues relating to potential modern slavery risks to the attention of Marlin Brands (and from there they will be dealt with through existing escalation measures).

4. Ongoing actions taken

During the reporting period, Marlin Brands has had a focus on enhancing our understanding and capabilities to ensure that modern slavery risks in its supply chain are identified and mitigated.

One of the primary actions that Marlin Brands has taken in the reporting period to assess and address modern slavery risks in its supply chain has been the further implementation of an internal Modern Slavery Policy. The implementation of that policy has resulted in a broad and consistent understanding of the need to identify, assess and reduce risks of modern slavery within the Marlin Brands supply chain, over and above the due diligence that Marlin Brands already undertakes when considering the use of suppliers.

To supplement the Modern Slavery Policy, tailored training through an external firm to key personnel engaged in Marlin Brands' supply chain on a day to day basis will be renewed in 2024 following the successful training in previous years. The training gives personnel the tools to help identify modern slavery risks, and methods to mitigate the roadblocks to obtaining information from within the supply chain.

The development of a modern and revised supplier questionnaire in the preceding reporting period has continued to be rolled out across the Marlin Brands entities to further identify any modern slavery risks in its supply chain. To date, no substantive issues that raise modern slavery risks have been identified.

As part of the ongoing modern slavery awareness across the business, Marlin Brands has engaged with its advisors in relation to the Australian Parliament's consideration of introducing a ban on imports of goods that have been produced with forced labour. Marlin Brands' due diligence exercise has continued to confirm that from the information gathered, no tier-one supplier has been identified in recent public reports as having used forced labour in the production of their goods.



5. Looking forward

As Marlin Brands continues to develop its processes for mitigating modern slavery risks and implementing modern slavery risk management practices, our capacity to identify any concerns in our supply chain will increase.

Some of the steps that Marlin Brands will continue to refine in accordance with its policy (depending on the level and nature of the potential modern slavery risk) include:

- Updating and maintaining a supply-chain mapping review of direct and (to the extent reasonably possible) indirect suppliers.
- Conducting (consistently with the level of risk identified through supply-chain mapping) assessments of suppliers and the regions in which they operate against modern slavery concepts.
- Requiring suppliers to answer questionnaires about their conditions and practices focussing on suppliers' practices in relation to modern slavery concepts – including building on the newly developed questionnaire for suppliers.
- Integrating results of suppliers external and independent audits (conducted in their factories and trading houses) in risk assessment.
- Undertaking visits to suppliers, reviewing modern slavery concepts and the level of understanding by suppliers and confirming the accuracy of relevant information provided by suppliers. International in-person audits will recommence in 2024 with suppliers, increasing Marlin Brands' awareness of modern slavery risks in its supply chain.
- Ongoing dialogue with suppliers.
- Ensuring that Marlin Brands remains informed of legislative changes arising from the review into the Modern Slavery Reporting regime and any outcomes on which Marlin Brands can develop its measures to further mitigate risks of modern slavery in its supply chain.

In terms of the steps that Marlin Brands has at its disposal to mitigate modern slavery risks, where escalation is required because Marlin Brands is of the view that the risks of modern slavery are not being mitigated or met by other actions, the Marlin Brands' Modern Slavery Policy provides for a series of further escalating steps including, termination of supplier arrangements. No escalatory steps have been required to be taken during this reporting period but those steps remain available and will be used in future reporting periods if Marlin Brands obtains information (through its ongoing due diligence) of its supply chain.

6. Ongoing training and manager-awareness

Building on the tailored annual modern slavery risk management training program with all key managers and contract administrators implemented in May 2022, Marlin Brands intends to consider whether further training is required. The initial tailored training program has been uploaded to the Marlin Brands intranet and is accessible to employees. A review of the program may indicate that, particularly where there has been staff turnover, that there requires further opportunities through training to educate managers in modern slavery concepts and awareness, but to do so in the particular circumstances of the Marlin Brands' business and level/type of potential exposure to risk.

As with the initial training, the key focus in our training and awareness activity will continue to be the identification of practical steps specifically in the circumstances of the particular Marlin Brands' business lines and under the Marlin Brands-specific policy for managing those risks (and not only generic awareness training). A key focus will be the



identification of what (depending on the nature and level of risk) will potentially require escalation and to work through how that will occur in a practical way. Practical application of those measures is integral to Marlin Brands' mitigation of modern slavery risks strategy.

7. Measuring our effectiveness

Building on the previous reporting period and the due diligence process to investigate our supply chain in respect of modern slavery risks, the situation remains that Marlin Brands has a lot of information from most of its suppliers that enables it to assess (and where appropriate, address) the risks of modern slavery in its supply chain. The development of the supplier questionnaire will assist with further measuring our effectiveness at meeting modern slavery risk, whether that be as a result of answers provided or omissions on returned questionnaires.

To increase the effectiveness of our actions in the next reporting period, Marlin Brands will expand its due diligence process to assess whether its questionnaire is appropriately framed (including by reference to what information it has been receiving from suppliers) in order to understand and communicate with suppliers that it does not have sufficient information to make an assessment of the extent of any modern slavery risks. This adaption and ongoing development of our processes is central to increasing Marlin Brands' capacity to investigate and address modern slavery risks within its supply chain. Audit results will also be reviewed and any changes required to the audit process considered for implementation.

8. Approval, signing and consultation

This joint Modern Slavery Statement has been approved by the board of directors of Brando Aus HoldCo Pty Ltd as the holding company of the Marlin Brands group for the purposes of section 14(2)(d)(ii) of the Act on the date set out below after consultation with each reporting entity covered by this statement and the entities owned or controlled by the reporting entities and is signed by Jarrad Brendon Solomons, director of the board of Brando Aus HoldCo Pty Ltd.

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Jarrad Brendon Solomons
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23/9/2024

Signature

Date

Jarrad Brendon Solomons
Director, Brando Aus Holdco Pty Ltd