

Statement: Modern Slavery

At Mayo Hardware, we have prepared this Modern Slavery statement in line with the requirements of Section 16 of the Modern Slavery Act 2018 (Cth) (“Act”). This statement sets out the steps that Mayo Hardware Pty Ltd and its subsidiaries (“the Company”, “Mayo”) have taken during the financial year ending 30 June 2023 to ensure that human trafficking, slavery, servitude, forced labour and debt bondage (collectively, “Modern Slavery”), which are serious crimes under Australian law, are not taking place in any part of our operations and supply chain.

Modern slavery is a serious violation of an individual’s dignity and human rights, and our position is clear; respecting human rights is inherent in our operations and is embedded in our values, reflecting, and shaping our behaviours and Company culture. Our core values centre around treating everyone fairly and we strive to create a workplace and operating environment that is safe, ethical, and transparent. It is within this environment that any action taken to date or planned into the future will only enhance our ability to address the risk of modern slavery in our operations and supply chain.

Throughout this reporting period we have taken further steps to assess and address modern slavery risk exposures in our operations and supply chains. We have done this through the following measures: conducting our annual training program on the Company’s Modern Slavery Policy and our teams’ expectations, revised and updated our internal policies, and reviewed supplier engagement processes and principles. We have and continue to develop policies that are relevant to this commitment, setting out what Mayo expects from our employees, contractors, and our external suppliers and their supply chain. Some key policies and practices are:

- Modern Slavery Policy
- Code of Conduct
- Discrimination, Harassment and Bullying Policy
- Supplier Trading Pack
- Outsourced service provider due diligence practice
- Training and Awareness
- Reporting Concerns

Our Structure and Operations

Our workforce comprises a mix of direct and indirect employees who work across the Company in areas including field sales, warehousing, supply chain and office support roles. Our indirect workforce includes contractors, sub-contractors and labour hire resources that support our business with ongoing labour or the provision of services in our facilities.

In preparing for this statement, we have actively engaged and consulted with all members of Mayo Hardware’s Leadership Team. All members of Mayo Hardware’s Leadership Team are committed to taking ownership and responsibility for compliance with the Act.

Our Supply Chain

We contract with both local and global suppliers across trade and non-trade related products and services. We engage in multiple internal and external initiatives to gauge the risk of slavery and human trafficking in all supply chain activities and to assess and manage potential risks related to the supply chain. Our due diligence includes internal risk assessments utilising information gathered from organisations with expertise

in social compliance issues, other companies, and various additional external resources with Sedex (or equivalent) affiliation.

Our Approach and Commitments

In respect to human rights and addressing modern slavery, our commitment is to uphold the fundamental human rights through particular actions taken to date or planned in the future. This includes, but is not limited to:

- Assessments of potential modern slavery risks in our operations and supply chains with emphasis on high-risk geographical locations and business transactions continue to be a priority.
- Reviewing and improving of our company policies on modern slavery in operations and supply chains to ensure we are striving for best practice.
- Extended training to our employees in modern slavery requirements and our expectations of our employees.
- Ongoing promotion of our Register Alert email for employees and suppliers to use to raise concerns that they may have. We take all good faith concerns seriously and take all steps necessary to help ensure that those who raise concerns do not experience any form of retaliation.
- Proactive due diligence on local and global supply chains through our internal and external processes.
- Open and transparent dialogue with our suppliers to ensure our supplier contracts contain terms that are consistent with the Act.
- Engaging in risk management exercises when reviewing any potential new suppliers from a modern slavery risk perspective, and
- Promoting and educating our employees about our own Mayo Hardware Sustainability Plan with a focus on three key elements – 1) Responsible sourcing and supply chain, 2) Developing products with minimal impact on the planet, and 3) Supporting our people and community every day.

In the coming period we will be working closely with a large retail partner in implementing a factory level workers' rights awareness program. This program will enable employees to raise any concerns that they have with regards to their rights with an independent organisation. This program is a cooperative approach from the retailer, the independent organisation, the supplier and Mayo Hardware. It is a collaborative and inclusive way to help protect the rights of workers.

Our Risk Management Process

During our reporting period, we continued to apply our internal risk management process to manage modern slavery risks in our operations and supply chain. Our process includes but is not limited to:

- 1) Assess modern slavery risk factors for our operations and supply chain
- 2) Prioritise focus areas within our operations and supply chain for further due diligence
- 3) Take action to address the risks of modern slavery practices
- 4) Review the effectiveness of our actions

Over the last year, we have continued delivering on our plan to better understand and mitigate modern slavery risks by working more closely with our suppliers. We are still working on implementation controls for managing existing and emerging issues and risks.

Our assessments of this past period have again not identified yet any known modern slavery practices in our operations or supply chain. However, we recognise that, in some circumstances, this is challenging to uncover. Through the opening of borders, we are now able to help validate the assessments that we have conducted remotely. We will continue to challenge ourselves to make the right choices and remain focused on playing our role in eliminating the risk of harm to people in our supply chain.

This statement was approved by all members of the Mayo Hardware's Leadership Team in its capacity as the principal governing body on 21 December 2023 and has been endorsed by the Board of Mayo Hardware Pty Ltd.



Nick Dileo
Chief Executive Officer
21 December 2023