

Statement: Modern Slavery

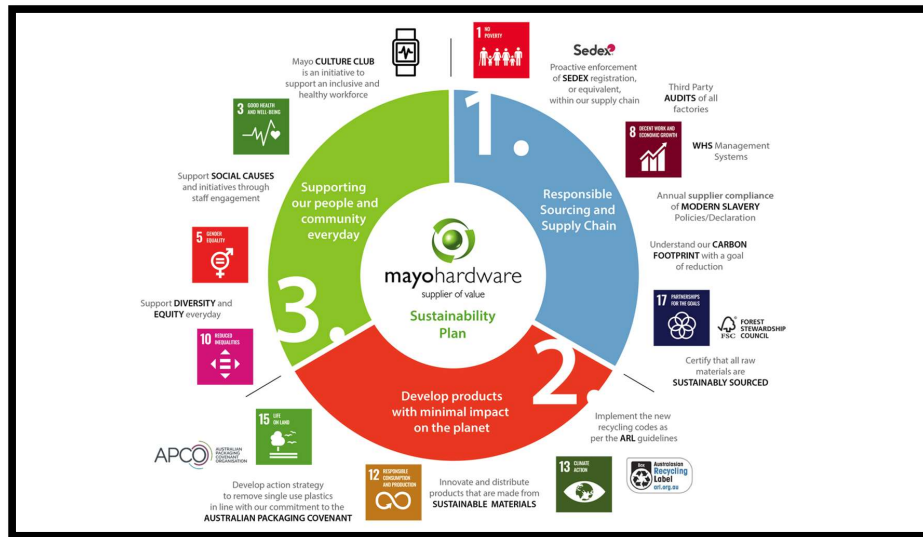
At Mayo Hardware, we are committed to respecting and upholding human rights wherever we operate, and we do not tolerate any form of modern-day slavery in our business operations or supply chain.

ABOUT THIS STATEMENT

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 2024 to prevent slavery and human trafficking from taking place in our supply chains or in any part of our business operations.

INTRODUCTION

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. Under the banner of our Sustainability strategy, we focus our efforts within the three pillars – that is Our Product, Our Planet and Our People. 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 business operations and supply chain.



To positively impact people within and beyond our supply chain, throughout this reporting period we have taken further steps to assess and address modern slavery risk exposures in our business operations and supply chains. We have done this through the following measures: conducting our annual training and awareness 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 and review policies that are relevant to this commitment, setting out what our Company expects from our employees, contractors, and our external suppliers and their supply chain.

Some key policies and practices are included but are not limited to:

- 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

During this time, we have remained committed to supporting the people in our supply chain and our local network.

During this latest period, we implemented a factory level workers' rights awareness campaign. This was run in conjunction with a key independent organisation and one of our large retail partners and was successful in informing the employees that they have an independent organisation looking after their rights when and if needed. Through this program we supported the employees of 10 factories, and we will continue to offer this support and training with any new factories that we engage with moving forward.

In addition, we have continued to implement action plans based on the findings of our human rights impact assessment, to focus on the key risk areas of our operations and our supply chain.

OUR BUSINESS OPERATIONS AND SUPPLY CHAIN

About Mayo Hardware

Established in 1928, Mayo Hardware Pty Ltd is proudly recognised as a key supplier to the retail, trade, and commercial markets. We hold a market leading position in the safety, security, decorative and outdoor lifestyle categories distributing product throughout Australia, New Zealand, and selected export markets. As a market leader in our key categories, we supply many of Australia and New Zealand's largest industrial, hardware, grocery and general merchandise retailers and are known for innovation, customer focus, teamwork, and integrity.

About our Business 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.

We sell our products through our network of directly operated and independent retail stores, online and via wholesale partners. Benefitting from their product and distribution expertise, we work with licensing partners for certain product categories such as home and outdoor living range.

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 Modern Slavery Act 2018 (Cth) Act.

About 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. We have visibility of all finished goods suppliers, and 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.

We have longstanding partnerships with many of our suppliers. We believe that strong relationships are key to ensuring continuous improvement in supply chain working conditions.

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.
- Facilitating factory employee training on their rights to access independent assistance if required.
- 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.

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 not identified any known modern slavery practices in our operations or supply chain. We remain focused on playing our role in eliminating the risk of harm to people in our supply chain.

This statement was approved by the Board on 16 December 2024 and signed on its behalf by:



Mark Thame
Chief Executive Office
16th December 2024