

CW Group Holdings Limited

2024 Modern Slavery Statement

CW Group Holdings Ltd (CW Group Holdings) is a Public Company registered in Australia and is the ultimate holding company of a corporate group, which includes subsidiary companies involved in business operations globally, primarily trading as Chemist Warehouse (the Group). This Modern Slavery Statement is a Statement prepared by CW Group Holdings after consultation with its subsidiaries.

The Group's principal activities encompass marketing, retailing, wholesaling, and distributing pharmaceutical, healthcare, and beauty products. The Head Office is based in Preston (Melbourne) Australia. There are over 650 team members supporting a network of approximately six hundred stores across Australia and internationally. Across our direct and indirect operations, we employ over 934 team members on a full-time (92%), part-time (6%) and casual (2%) basis.

Our business operations also include leasing properties used by the Chemist Warehouse store network to our Franchisees. Additionally, the Group operates and sells products through the online Epharmacy platform and have Chemist Warehouse branded stores in New Zealand, China, and Ireland.

CW Group Holdings are proud to source 91% of our products locally in Australia. Other key global markets represent 6% of total products, including the USA (3%), UK (2%) and China (1%). The remaining 3% of products are sourced from various countries, including Singapore, New Zealand, Italy, Hong Kong, Spain, France, and Vietnam.

Modern Slavery, as defined by CW Group Holdings, encompasses exploitative practices such as human trafficking, slavery, forced labour, child labour, and slavery-like practices. CW Group Holdings are committed to understanding and mitigating modern slavery risks throughout our supply chain, focusing on traceability and identifying areas where such risks may arise.

CW Group Holdings acknowledge the complexity of its supply chain which includes such considerations as the importance of adequate supply chain governance, geographical locations, specific industry types, franchise risk, and various supply chain risks that may include women's vulnerability, unskilled labour, migrant or cross-border workers, sub-contracting arrangements, lack of social standards in factories, and restrictions on visiting suppliers and factories.

To manage modern slavery risks, CW Group Holdings requires suppliers to enter Supply Chain contracts and arrangements that outline and confirm expectations regarding sub-contracting, legal payments, workplace requirements and OH&S. CW Group Holdings also engages with unions, provides internal training programs, and collaborates with industry experts to strengthen supply chain governance and compliance. Supplier onboarding processes are reviewed and updated regularly, and factory visits play a crucial role in business operations.

Factory auditing, feedback mechanisms, training programs, and a Supplier Manual are integral components of the CW Group Holdings approach to managing modern slavery risks. Continual measurement of the effectiveness of these strategies and adjustments to the approach are made as necessary.

Over the past year, we have placed significant emphasis on enhancing our Supply Chain traceability. As part of our traceability project, we collaborate with our Supply Chain partners to complete a comprehensive questionnaire. These questionnaires provide detailed information about their Supply Chain, including the factories involved in the manufacturing and supply of products to CW Group Holdings. Upon receiving these completed questionnaires, we analyse the responses to determine a risk level for each Supplier. We also assign a Supplier rating based on several metrics and internationally recognised tools for assessing modern slavery risk. We have developed specific action plans that are tailored to each group of Suppliers, aligned with their assessed level of sourcing and modern slavery risk.

Training remains a pivotal objective for CW Group Holdings, encompassing both internal and external stakeholders. We have developed an internal training program to educate all team members about Modern Slavery, its identification, and the necessary steps to mitigate associated risks. Our commitment includes conducting internal training sessions over the next year and providing our external partners with further education in this area.

Our understanding of risks continues to increase as we recognise modern slavery risk can present in many formats. No cases of modern slavery have been identified or investigated within our operations.

CW Group Holdings, through its shared services function, also manages all subsidiary entities. CW Group Holdings consults and works closely with Franchisees through under the terms of their Franchise Agreements and it maintains membership of the Australian Retailers Association.

CW Group Holdings is dedicated to expanding the knowledge of all staff and implementing initiatives to reduce modern slavery risks across all business operations. CW Group Holdings strives for ongoing improvement and is committed to making a positive difference in the lives of our team members and supply chain stakeholders.

This Modern Slavery Statement has been approved by the Board of Directors on 3rd December 2024.

This Modern Slavery Statement is confirmed as an authorised statement of CW Group Holdings



Jack Gance – Board Chair

Date: 03/12/2024